

University of Arkansas System

Division of Agriculture

Policy for Review Concerns involving the care and use of Agricultural Animals

The University of Arkansas System – Division of Agriculture (Division) procedures for reviewing welfare concerns involving agricultural animals are as follows:

It is the intent of the Division to address all complaints as expeditiously and appropriately as possible. When indicated, infractions will also be referred for resolution under the Research and Scholarly Misconduct Policies and Procedures.

It is included in the Division Policy on the Care and Use of Agricultural animals in Research and Teaching, and stated in the Division's Policies and Procedures, that any individual, whether or not an employee or the Division, may submit concerns or complaints about the use, care, or handling of agricultural animals to the following individual: The Division of Agriculture Institutional Animal Care and Use Committee (Ag-IACUC) Chairman, the Ag-IACUC Administrator, or the Division Attending Veterinarian (AV). Further, all facilities post, in a prominent place, the policy and contact information for reporting concerns and/or complaints. All individuals that participate in projects using agricultural animals for research or teaching must complete a Collaborative Institutional Training Initiative (CITI) module which specifically reviews the Division Policy on the Humane Use of Animals in Research and Teaching.

Any immediate agricultural animal welfare concern will be address

If a charge is made,

Any agriculture welfare concerns where there is injury, illness, or an animal is in imminent danger will be considered an emergency and will be evaluated by the AV or Alternated AV immediately.

either the Ag-IACUC Chair or his/her designee will initiate an investigation of the charges via informal discussion, observation, or other reasonable means to:

Resolve minor issues to the satisfaction of all parties
Determine if the complaint merits a full investigation

If a full investigation is indicated, the Ag-IACUC Chair will appoint an investigative committee of at least three members, one of which is the Division Attending Veterinarian, to conduct a full investigation of the charge. Upon completion of the investigation, the Committee will prepare a written report including recommendation(s) for resolution of the

situation. The chair will submit the Committee's report to the IO. Appropriate action will be initiated to ensure that the situation is resolved, and all agricultural animal are being utilized and cared for in a humane manner. Potential sanctions, as determined by the Chair and IO, include but are not limited to letters of reprimand, restriction/suspension/removal of research privileges, project suspension, and, in extreme cases, dismissal.

Any individual who submits a concern or complaint in good faith is protected from discharge, threats, or otherwise being discriminated or retaliated against. These protections are described in University Policy 9.8, Whistleblower Protection and Fraud Reporting. The University also complies with the University of Arkansas System Board Policy 355.1 Whistleblower Policy.