

## Personnel

### Item 2 – Occupational Health Policy for Individuals with Animal Contact

According to the [Guide for the Care and Use of Laboratory Animals, Eighth Edition](#), “an occupational health program is mandatory for personnel who work in laboratory animal facilities or have substantial contact.” The Guide goes on to describe the scope of such a program, which may include:

- Pre-employment physical examination, medical history and work-related history.
- Periodic physical examinations.
- Scheduled immunizations.
- Education regarding work-related injuries, biohazards, and zoonotic diseases.
- Routine screening for work-related diseases or exposure to pathogens.

All new employees and students at SUNY Upstate undergo pre-employment physical examinations, which include a medical and work-related history. This physical examination is conducted at the Employee / Student Health Office and includes tetanus booster (if necessary), PPD skin test (if clinical position or works with non-human primates) and a questionnaire to identify potential occupational exposure to animals and allergy assessment (particularly latex).

Although this is one mechanism by which employees and students may be identified as having animal exposure, the more common method is by notification of the Institutional Animal Care and Use Committee (IACUC) office for inclusion on a new or existing IACUC protocol. Often employees (and particularly students) are unaware that they will be working with animals at the time of initial employment. The “Training Summary” required of each new person on an IACUC protocol includes information on their training and experience with different species. [Subsections 2.1 – 2.10 of this Policy provide species-specific zoonotic information.](#)

DLAR personnel, personnel working with non-human primates and personnel working on biohazardous projects receive annual health assessments at Employee / Student Health. DLAR personnel, non-human primate users and select physical plant personnel (who may need to enter non-human primate areas) get annual PPD skin tests. For biohazardous projects, specific requirements depend on the nature of the project and the recommendations / requirements of the Biosafety Committee.

If any personnel with animal exposure develops illness or injury, they are referred to the Employee / Student Health Office with instruction to inform the office of the species they work with and the nature of their exposure to that species. The Employee / Student Health Office maintains information on zoonotic disease potential which is used in the assessment of the patient. The Office has also been instructed to contact Dr. Quinn (if necessary) to help assess the true danger of any exposure and its potential contribution to the patient’s current condition.

It is the primary intention of this program to INFORM of risks prior to exposures, injuries and/or illnesses. Providing this information at the start should make personnel more cognizant and knowledgeable concerning these risks such that they can alert their primary caregiver of such risks no matter where that care is provided.

Subsections 2.1 – 2.10 of this Policy provide species-specific zoonotic information:

- 2.1 [Occupational Risks of Working with Cats](#)
- 2.2 [Occupational Risks of Working with Dogs](#)
- 2.3 [Occupational Risks of Working with Guinea Pigs](#)
- 2.4 [Occupational Risks of Working with Hamsters](#)
- 2.5 [Occupational Risks of Working with Mice](#)
- 2.6 [Occupational Risks of Working with Nonhuman Primates](#)
- 2.7 [Occupational Risks of Working with Pigs](#)
- 2.8 [Occupational Risks of Working with Rabbits](#)
- 2.9 [Occupational Risks of Working with Rats](#)
- 2.10 [Occupational Risks of Working with Sheep or Goats](#)

Adopted: 03/29/1999  
 Revised: 09/11/2017  
 Reviewed: 03/14/2022