

ALL CAMPUS ANIMAL CARE & USE COMMITTEE POLICY

Policy Number: 2003-017
Adoption Date: 6/30/03
Effective Date: 6/30/03
Expiration Date: ongoing
Review Date: Annually in January

Title: WHISTLE BLOWER POLICY & POSTING

Purpose: Any employee has the right to bring forth concerns related to the use of animals in teaching and research without the threat of reprisal. This policy provides the mechanism and assurance for expressing those concerns.

Policy: Any individual who has concerns related to the use of animals in teaching or research at the University of Wisconsin-Madison is encouraged to voice those concerns at whatever level of UW-Madison authority that is appropriate. To that end, UW-Madison will not tolerate any reprisal against an individual who has come forward with concerns or allegations of wrong-doing involving the care and use of animals. Such reprisal is prohibited by law and perpetrators are subject to sanctions. Individuals who feel that a personnel action has been taken against them because they reported an apparent violation of animal care and use requirements, should present their case to their supervisor, the chair of the appropriate Animal Care and Use Committee, or the Director or Associate Director of RARC.

Each College/School is responsible for posting (see example below) this policy in sufficient numbers and locations to assure employees awareness. Colleges or Schools wishing to modify the posting to include additional College/School contacts may do so as long as, at a minimum, the following are included:

- Chair of the Animal Care and Use Committee with oversight responsibility for that facility
- Director of RARC
- Associate Director of RARC

NOTICE

QUESTIONS, CONCERNS, OR COMPLAINTS ABOUT THE CARE AND/OR WELFARE OF ANIMALS USED IN TEACHING, RESEARCH OR OUTREACH?

EMPLOYEES should direct their concerns in writing to their IMMEDIATE SUPERVISOR before raising these concerns with anyone else other than an attorney, collective bargaining representative, or legislator. This ensures protection against retaliation under the Wisconsin Whistle Blower Law. For information regarding other reporting options, please contact the Equal Rights Division in the Department of Workforce Development:

e-mail at www.dwd.state.wi.us/er/
telephone 608.266.6860; TTY 608.264.8752.

STUDENTS, VISITORS or OTHERS can contact the Chair of the Animal Care and Use Committee for the particular college or school:

SCHOOL/COLLEGE	CHAIR	TELEPHONE
College of Agricultural and Life Sciences	N.J. Benevenga	263-4313
Graduate School	Nancy Schultz-Darken	263-3563
Letters & Science	Stephen Gammie	262-3457
School of Medicine and Public Health	Dan Uhlrich	262-8465
School of Veterinary Medicine	Hannah Carey	263-0418

or one of the following persons at the Research Animal Resources Center:

Janet Welter	265-2695
Rick Lane	262-0400

Any individual who has concerns related to the care and use of animals in teaching, research, or outreach at the University of Wisconsin-Madison is encouraged to voice those concerns at whatever level of UW-Madison authority that is appropriate. To that end, UW-Madison will not tolerate any reprisal against an individual who has come forward with concerns or allegations of wrong-doing involving the care and use of animals. Such reprisal against employees is prohibited by law and perpetrators are subject to sanctions.

Employees who feel that a personnel action has been taken against them because they reported an apparent violation of animal care and use requirements should contact their supervisor, collective bargaining representative, or any of the individuals listed above.