



INSTITUTIONAL ANIMAL CARE AND USE COMMITTEE

LIABILITY AND AGREEMENT WAIVER

This Liability and Agreement Waiver is required for all secondary personnel indirectly involved in research protocols (e.g., vessel operators, net holders, etc.) are therefore not generally captured under an animal use application or section G attachments.

1. Animal Handling

Secondary personnel are not authorized to engage in direct animal handling (hands-on work), indirect animal handling (training, stimulus control, etc.), collection of samples, or treatment (experimental, medial, or otherwise) without pre-authorization from the Georgia Aquarium IACUC.

2. Training

All personnel working on approved research protocols must have completed all necessary training on their related functions and responsibilities under the approved research, prior to the start of such work. The Principal Investigator is responsible for the oversight of secondary personnel and their training.

3. Accident or Injury

All personnel working on approved research protocols must have been assessed for health risks and are actively participating in an appropriate Occupational Health & Safety Program. Georgia Aquarium is not responsible for any accidents or injuries for non-employees which may occur during research activities. Accidents or injuries related to those employed by Georgia Aquarium must follow all safety and accident reporting procedures of Georgia Aquarium to allow for appropriate assessment of said accidents or injuries by the appropriate parties.

4. Non-Compliance

All personnel working on approved research protocols must conduct activities in accordance with (1) the approved procedures and details of the protocol, (2) the IACUC's Approval Standard Conditions, and (3) all applicable local, state, and federal wildlife laws. Any deviation from an approved protocol or its procedures is considered a major violation and may result in corrective actions, up to but not limited to, employment termination or withdrawal of all present and future support of individual working on approved protocols. Any work that is performed without IACUC approval or by parties without IACUC approval and/or not qualified to complete a Liability and Agreement Waiver may result in federally required reporting of non-compliance.

5. Whistleblower Policy

All personnel working on approved research protocols have the right and responsibility to report concerns of non-compliance with approved protocols and/or animal welfare concerns to Georgia Aquarium's IACUC and Animal Welfare Committee.

It is contrary to the values of Georgia Aquarium for anyone to retaliate against any staff, volunteers, research colleagues, the general public, or members of the IACUC who in good faith reports a deviation or suspected deviation of any regulation or policy governing Georgia Aquarium's Animal Care and Use Program. An employee who retaliates against someone who has reported a deviation in good faith may be subjected to the penalties outlined in Georgia Aquarium's Employee Handbook as a violation of Georgia Aquarium's Code of Conduct.

Georgia Aquarium's IACUC has an open door policy and suggests that staff, volunteers, and research colleagues share their questions, concerns, suggestions, or complaints with the IACUC Compliance Officer (iacuc@georgiaaquarium.org). The IACUC Compliance Officer is available for in-person discussion, telephone, or electronic communications. If you are not comfortable speaking directly to the IACUC Compliance Officer, reports can be made anonymously through IACUC's online reporting system (shorturl.at/ACDXZ).



INSTITUTIONAL ANIMAL CARE AND USE COMMITTEE LIABILITY AND AGREEMENT WAIVER

The IACUC Compliance Officer, in collaboration with the IACUC and Animal Welfare Committee, is responsible for ensuring that all complaints about deviations from approved research protocols, animal welfare, and/or miscellaneous activities are investigated and resolved. The IACUC Compliance Officer will advise the IACUC and/or the Animal Welfare Committee of any complaints and their resolution will be reported at the next IACUC meeting following said resolution.

Anyone filing a written complaint concerning a deviation or suspected deviation must be acting in good faith and have reasonable grounds for believing the information disclosed indicates a deviation. Any allegations that prove not to be substantiated and which prove to have been made maliciously or knowingly to be false may be subjected to penalties outlined in Georgia Aquarium's Employee Handbook as a violation of Georgia Aquarium's Code of Conduct or industry best practices.

Deviations or suspected deviations may be submitted on a confidential basis by the complainant. Reports of deviations or suspected deviations will be kept confidential to the extent possible, consistent with the need to conduct an adequate investigation. Personal information of all whistleblowers will be redacted before being presented to the IACUC, Animal Welfare Committee, or any other necessary party.

The IACUC Compliance Officer will notify the person who submitted a complaint (unless submitted anonymously) and acknowledge receipt of the reported deviation or suspected deviation. All reports will be promptly investigated, and appropriate corrective action will be taken if warranted by the investigation.

6. Confirmation

I hereby agree to the terms and conditions noted in this Liability and Agreement Waiver. I understand that failure to conduct activities related to this approved protocol appropriately may result in corrective actions, including but not limited to, individual suspension from work, suspension of protocol, withdrawal of support, or employment termination.

Secondary Personnel Name:

Secondary Personnel Signature:

GAI Position and/or external affiliation:

E-Mail:

Date:

Summary of Work Performed Under Protocol:

Please send this waiver to iacuc@georgiaaquarium.org immediately upon completion, or either (1) with the required annual update or upon the project's completion, whichever comes first.