Liability Waivers need to be completed by each person who is either not listed under the protocol (e.g., vessel operators, net holders, etc.), who was listed on the protocol but was not required to submit a Section G Form, or was listed on the protocol but was not required to complete formal training (e.g., international colleagues). Liability Waivers must be submitted with each required annual update, upon the project’s completion, or upon the IACUC’s request, whichever comes first. All necessary documents must be submitted to [iacuc@georgiaaquarium.org](mailto:iacuc@georgiaaquarium.org). Hard copies can be submitted in-person to the IACUC Administration Team.

**LIABILITY WAIVER**

1. **Animal Handling**

Personnel that are listed on a protocol but were exempted from a Section G form may only conduct animal handling activities that fall within their daily responsibilities at Georgia Aquarium. International colleagues that were listed on the protocol but were exempted from formal IACUC training may only conduct animal handling activities under the direction of the Principal Investigator. All other 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 Georgia Aquarium’s IACUC under an approved protocol.

1. **Training**

All personnel working on approved research protocols must have completed all necessary training, or received instructions from the Principal Investigator, 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 international colleagues and their training or instruction.

1. **Accident or Injury**

All personnel working on approved research protocols must have been accessed 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.

1. **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 Research Approval Standard Conditions, (3) the IACUC’s Policies, (4) Georgia Aquarium’s Research Policy, and (5) 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, recommendations for disciplinary action or withdrawal of all present and future support of an individual working on approved protocols. Any work that is performed without IACUC approval or by parties without IACUC approval and/or may result in federally required reporting of non-compliance.

1. **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 or another member of the IACUC ([iacuc@georgiaaquarium.org](mailto: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](https://forms.microsoft.com/Pages/ResponsePage.aspx?id=OWzO5TwCm02bKOD547czJdUBkBnx0FhBgLNj_YQ-XwBUMkgwRkVUTUVBUVhVVzJZVUVJRVFFWVgwSi4u).

The IACUC Compliance Officer, in collaboration with the IACUC and Animal Welfare Committee, is responsible for ensuring that all complains 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.

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Please see the next page for translated summaries if English is not your primary language. Please accept our advanced apologies for any translation errors.

Individuals working on this research project must follow the instructions of the Principal Investigator at all times. Georgia Aquarium is not responsible for any accidents or injuries for non-employees which may occur during research activities. You must follow all local, state, and federal laws of the country work is taking place in. Please report any concerns to the Georgia Aquarium IACUC ([iacuc@georgiaaquarium.org](mailto:iacuc@georgiaaquarium.org)).

Las personas que trabajen en este proyecto de investigación deberán seguir en todo momento las instrucciones del Investigador Principal. Georgia Aquarium no es responsable de ningún accidente o lesión que pueda ocurrir durante las actividades de investigación de personas que no sean empleados. Debe seguir todas las leyes locales, estatales y federales del país en el que se realiza el trabajo. Informe cualquier inquietud al IACUC del Acuario de Georgia).

يجب على الأشخاص الذين يعملون في هذا المشروع البحثي اتباع تعليمات الباحث الرئيسي في جميع الأوقات. جورجيا أكواريوم ليست مسؤولة عن أي حوادث أو إصابات قد تحدث أثناء الأنشطة البحثية لغير الموظفين. يجب عليك اتباع جميع القوانين المحلية والولائية والفدرالية الخاصة بالبلد الذي يتم تنفيذ العمل فيه. يرجى الإبلاغ عن أي مخاوف إلى Georgia Aquarium IACUC) .

Le personnel travaillant sur ce projet de recherche doit suivre à tout moment les instructions du chercheur principal. L'Aquarium de Géorgie n'assume aucune responsabilité pour tout accident ou blessure pouvant survenir lors d'activités de recherche par des non-employés. Vous devez vous conformer à toutes les lois locales, étatiques et fédérales du pays où vous travaillez. Veuillez signaler toute préoccupation au Georgia Aquarium IACUC.

从事该研究项目的人员必须始终遵循首席研究员的指示。乔治亚水族馆对非员工研究活动期间可能发生的任何事故或伤害不承担任何责任。您必须遵守工作所在国家/地区的所有地方、州和联邦法律。请向佐治亚水族馆 IACUC 报告任何疑虑。

Das an diesem Forschungsprojekt arbeitende Personal muss jederzeit den Anweisungen des Hauptforschers Folge leisten. Das Georgia Aquarium übernimmt keine Verantwortung für Unfälle oder Verletzungen, die bei Forschungsaktivitäten durch Nichtmitarbeiter auftreten können. Sie müssen alle lokalen, staatlichen und bundesstaatlichen Gesetze des Landes einhalten, in dem Sie arbeiten. Bitte melden Sie etwaige Bedenken dem Georgia Aquarium IACUC.

इस अनुसंधान परियोजना पर काम करने वाले कर्मियों को हर समय मुख्य अन्वेषक के निर्देशों का पालन करना होगा। जॉर्जिया एक्वेरियम गैर-कर्मचारियों द्वारा अनुसंधान गतिविधियों के दौरान होने वाली किसी भी दुर्घटना या चोट के लिए कोई जिम्मेदारी नहीं लेता है। जिस देश में आप काम करते हैं, वहां आपको सभी स्थानीय, राज्य और संघीय कानूनों का पालन करना होगा। कृपया जॉर्जिया एक्वेरियम IACUC को किसी भी चिंता की रिपोर्ट करें।

Il personale che lavora su questo progetto di ricerca deve seguire sempre le istruzioni del Ricercatore principale. Il Georgia Aquarium non si assume alcuna responsabilità per eventuali incidenti o infortuni causati da non dipendenti durante le attività di ricerca. Devi rispettare tutte le leggi locali, statali e federali del Paese in cui lavori. Si prega di segnalare eventuali dubbi al Georgia Aquarium IACUC.

この研究プロジェクトに取り組む職員は、常に研究代表者の指示に従わなければなりません。ジョージア水族館は、研究活動中に従業員以外が引き起こした事故や怪我については一切の責任を負いません。あなたは、勤務する国のすべての地方法、州法、および連邦法を遵守する必要があります。懸念がある場合は、ジョージア水族館 IACUC に報告してください。

본 연구 프로젝트에 참여하는 인원은 항상 책임연구원의 지시를 따라야 합니다. 조지아 수족관은 연구 활동 중 직원이 아닌 사람에 의해 발생한 사고나 부상에 대해 책임을 지지 않습니다. 귀하는 근무하는 국가의 모든 지방, 주, 연방법을 준수해야 합니다. 조지아 수족관 IACUC에 우려사항을 신고하세요.

Персонал, работающий над этим исследовательским проектом, должен всегда следовать инструкциям главного исследователя. Аквариум Джорджии не несет ответственности за несчастные случаи или травмы, причиненные посторонними лицами во время исследовательской деятельности. Вы должны соблюдать все местные, государственные и федеральные законы страны, в которой вы работаете. Пожалуйста, сообщайте о любых проблемах в Аквариум Джорджии IACUC.

Personal som arbetar med detta forskningsprojekt måste alltid följa instruktionerna från huvudutredaren. Georgia Aquarium tar inget ansvar för olyckor eller skador orsakade av icke-anställda under forskningsaktiviteter. Du måste följa alla lokala, statliga och federala lagar i det land där du arbetar. Vänligen rapportera eventuella problem till Georgia Aquarium IACUC.

บุคลากรที่ทำงานในโครงการวิจัยนี้ต้องปฏิบัติตามคำแนะนำของหัวหน้าผู้วิจัยตลอดเวลา พิพิธภัณฑ์สัตว์น้ำจอร์เจียไม่รับผิดชอบต่ออุบัติเหตุหรือการบาดเจ็บใดๆ ที่เกิดจากผู้ที่ไม่ใช่พนักงานในระหว่างกิจกรรมการวิจัย คุณต้องปฏิบัติตามกฎหมายท้องถิ่น รัฐ และรัฐบาลกลางทั้งหมดในประเทศที่คุณทำงาน โปรดรายงานข้อกังวลใด ๆ ต่อ Georgia Aquarium IACUC

Het personeel dat aan dit onderzoeksproject werkt, moet te allen tijde de instructies van de hoofdonderzoeker opvolgen. Het Georgia Aquarium aanvaardt geen verantwoordelijkheid voor eventuele ongevallen of verwondingen veroorzaakt door niet-werknemers tijdens onderzoeksactiviteiten. U moet voldoen aan alle lokale, staats- en federale wetten in het land waarin u werkt. Meld eventuele zorgen aan het Georgia Aquarium IACUC.

Nhân viên làm việc trong dự án nghiên cứu này phải luôn tuân theo hướng dẫn của Nghiên cứu viên chính. Thủy cung Georgia không chịu trách nhiệm về bất kỳ tai nạn hoặc thương tích nào do những người không phải là nhân viên gây ra trong quá trình hoạt động nghiên cứu. Bạn phải tuân thủ tất cả luật pháp địa phương, tiểu bang và liên bang ở quốc gia nơi bạn làm việc. Vui lòng báo cáo mọi mối lo ngại cho Georgia Aquarium IACUC.

Ang mga tauhan na nagtatrabaho sa proyektong pananaliksik na ito ay dapat sumunod sa mga tagubilin ng Principal Investigator sa lahat ng oras. Ang Georgia Aquarium ay walang pananagutan para sa anumang mga aksidente o pinsalang dulot ng mga hindi empleyado sa panahon ng mga aktibidad sa pananaliksik. Dapat kang sumunod sa lahat ng lokal, pang-estado at pederal na batas sa bansa kung saan ka nagtatrabaho. Mangyaring iulat ang anumang alalahanin sa Georgia Aquarium IACUC.

從事本研究計畫的人員必須始終遵循首席研究員的指示。喬治亞水族館對研究活動期間非員工造成的任何事故或傷害不承擔任何責任。您必須遵守您工作所在國家/地區的所有地方、州和聯邦法律 請向喬治亞水族館 IACUC 報告任何疑慮。

Bu araştırma projesinde çalışan personel her zaman Baş Araştırmacının talimatlarına uymalıdır. Georgia Akvaryumu, araştırma faaliyetleri sırasında çalışan olmayan kişilerin neden olduğu kaza veya yaralanmalardan dolayı hiçbir sorumluluk kabul etmez. Çalıştığınız ülkedeki tüm yerel, eyalet ve federal yasalara uymalısınız. Lütfen endişelerinizi Georgia Akvaryumu IACUC'a bildirin.

צוות העובדים על פרויקט מחקר זה חייב לעקוב אחר הוראות החוקר הראשי בכל עת. אקווריום ג'ורג'יה אינו נושא באחריות לכל תאונות או פציעות שנגרמו על ידי לא עובדים במהלך פעילויות מחקר. עליך לציית לכל החוקים המקומיים, הממלכתיים והפדרליים במדינה שבה אתה עובד. אנא דווח על כל דאגה לאקווריום ג'ורג'יה IACUC.

Personil yang mengerjakan proyek penelitian ini harus selalu mengikuti instruksi Penyelidik Utama. Akuarium Georgia tidak bertanggung jawab atas kecelakaan atau cedera apa pun yang disebabkan oleh non-karyawan selama kegiatan penelitian. Anda harus mematuhi semua undang-undang lokal, negara bagian, dan federal di negara tempat Anda bekerja. Silakan laporkan kekhawatiran apa pun ke Georgia Aquarium IACUC.