INCIDENCE RESPONSE PROGRAM

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Interaction and Oversight

- Husbandry Staff
- Behavior Management
- Veterinary Staff
- Research Staff
- IACUC
- Occupational Health & Safety
- Infrastructure Support
- Institutional Support
- Government/Company
- Facility Services
- Professional Transportation Services
- Vendors

Numerous interactions throughout its life in a laboratory

~ 100s of people involved in direct interaction and/or oversight of the animals
Bites, scratches, kicks, physical trauma
Ergonomics, noise
Zoonoses, allergens, blood-borne pathogens
Caustic, infectious, radioactive, toxic agents
Sharps, hot surfaces, physical hazards
Public safety, facility and computer security
Disaster plans, fire, flood, bomb threat
Harassment, discrimination, whistle blower

Emotional Involvement?
<table>
<thead>
<tr>
<th>Category</th>
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</thead>
<tbody>
<tr>
<td>Minor</td>
</tr>
<tr>
<td>Major</td>
</tr>
<tr>
<td>Study Related</td>
</tr>
<tr>
<td>Clinically Related</td>
</tr>
<tr>
<td>Protocol Non-compliance</td>
</tr>
<tr>
<td>Variation of Normal</td>
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<tr>
<td>Husbandry</td>
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<tr>
<td>Mechanical</td>
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</table>
**Notification**
Immediate follow-up
Supervisors, Veterinarians and Research Groups

**Investigation**
Team approach
Interview relevant parties – once

**Reporting**
Internally – IACUC, Leadership
Externally – Regulatory & Accrediting Agencies
Press Release

**Prevention**
Develop a plan to prevent future occurrences
Avoid putting in place a process that increases burden without solving the problem.

**Check-in**
Check-in to see if prevention plan solved the problem
Course Correct as necessary
Personnel that provide for research animals care deeply for the animals.

Adverse events can have devastating effects if we don’t provide support.

Avoid placing blame if at all possible.

Give people an opportunity to talk.

Preferably within 24-72 hours.

Talk with a trusted colleague or friend.

Debrief with someone who understands, someone with a similar base of experience.

Talking about it can and will ease the painful memory.

Long accumulated or particularly painful emotional traumas may need additional help in the form of therapy.
CF Program

Needs Assessment

• Committee Formed
  • Personnel wanted study endpoint notifications
  • Better atmosphere to take breaks

• Developed program for daily support.
  • Seminar Series, Reflections
  • Endpoint Notification
  • Window Project, Box Project

• Someone to talk to

Logo credit: UW CF Committee
Chair: Preston Van Hooser
Nothing changes the devastation and sorrow that can be felt with an adverse event.

**Adverse event:**

D2C committee contacted individuals directly.

D2C members designated a place to be available for anyone to come and talk and leave notes in the Box.

Having a supportive environment is essential to helping our caregivers cope.

**REACHING OUT**
It is better to have a Compassion Fatigue Program and not need it –

.......than to need a Compassion Fatigue Program and not have it.

~ Anthony Gray, 2017
Thank you –

D2C - https://sites.uw.edu/d2c

Photo Credits throughout:
- Randy Kyes, Global Programs
- Dennis Raines, CPRO
- Jinhee Thom, BMS
- Brian Iritani, DCM
"I could never do your job. I love animals too much."

I think you meant to say:
Thank you for your service:
- Keeping me and my loved ones healthy.
- Ensuring that Laboratory Animals are well cared for.
- Supporting development of new discoveries.

To learn more about CF:
AALAS Symposium:
Wed, Oct 31, 2018