

I. Purpose

To ensure safe handling of animals on the farm by understanding and predicting animal behavior, thus preventing harm to both employees and animals.

II. Scope

This procedure applies to all employees at Kansas State University involved in animal handling activities.

III. Definitions

- 1) **PPE** – Personal Protective Equipment (Gloves, eye protection, steel toed boots, hard hats, etc.)
- 2) **IACUC** - Institutional Animal Care and Use Committee

IV. Responsibilities

- 1) **Environmental Health and Safety (EHS):**
 - a) Ensure compliance with safety standards, provide training, and oversee the implementation.
 - b) Maintain and update this policy
- 2) **Department Heads**
 - a) Ensure their department follows this policy
 - b) Assign and communicate responsibilities listed to managers and supervisors.
- 3) **Managers and/or Supervisors:**
 - a) Enforce safety procedures, conduct regular inspections, and ensure employees are trained and equipped with the necessary PPE.
- 4) **Employees:**
 - a) Follow safety guidelines, attend training sessions, report hazards or incidents, and use required personal protective equipment (PPE).

V. Procedures

Note: This serves as a general guideline for safe animal handling practices on the farm. It should be adapted to specific farm operations and animal species as needed.

- 1) **Personal Protective Equipment (PPE):**
 - a) Wear appropriate PPE, including sturdy footwear, gloves, and protective clothing, when handling animals.
 - b) Use safety goggles or glasses to protect eyes from scratches or debris.
- 2) **Approach and Interaction:**
 - a) Approach animals calmly and quietly to avoid startling them.
 - b) Avoid sudden movements or loud noises that may agitate the animals.

- c) Allow animals to become familiar with your presence before attempting to handle them.
- d) Use positive reinforcement techniques, such as treats or praise, to encourage desired behavior.

3) Understanding Animal Behavior

- a) Learn to recognize signs of stress, fear, or aggression in animals, such as flattened ears, raised hackles, or growling.
- b) Understand the natural instincts and behaviors of different species of animals on the farm.
- c) Avoid entering enclosures or handling animals during feeding times or when they are caring for offspring.

4) Handling Techniques

- a) Use proper restraint methods when handling animals, such as haltering or using a lead rope.
- b) Always maintain control of the animal to prevent injuries to both the handler and the animal.
- c) Be mindful of the animal's size and strength when handling larger or more powerful animals.
- d) Never attempt to handle an animal alone if it poses a risk of injury. Always have a backup plan and additional assistance available if needed.

5) Emergency Procedures

- a) In the event of an animal-related emergency, such as an escape or aggressive behavior, calmly alert other personnel and follow established emergency protocols.
- b) If injured by an animal, seek medical attention immediately and report the incident to a supervisor.

c) First Aid and Emergency Response:

- i) Provide first aid kits and emergency response equipment in accessible locations.
- ii) Train employees in basic first aid and emergency procedures.
- iii) Establish and communicate emergency contact numbers and procedures.

d) Incident Reporting:

- i) Report all incidents, near misses, and injuries to the supervisor immediately.
- ii) Conduct incident investigations to identify causes and implement corrective actions.

6) Regular Monitoring and Evaluation:

- a) Regularly assess animal handling procedures and protocols for effectiveness.
- b) Encourage open communication among employees to share experiences and lessons learned.
- c) Address any safety concerns or incidents promptly and make necessary adjustments to prevent future occurrences.

7) Compliance with IACUC and OSHA Regulations:

- a) Ensure that all animal handling practices comply with IACUC OSHA regulations related to workplace safety.
- b) Follow any additional guidelines or requirements specific to the agricultural industry.

VI. Training and Recordkeeping

1) Employee Training:

- a) All employees involved in animal handling must receive proper training on animal behavior and safe handling techniques.
- b) Training should include identifying signs of stress or aggression in animals and understanding their body language.

- c) Complete the Beef Quality Assurance Online Training Programs for those working with cattle.
<https://www.bqa.org/beef-quality-assurance-certification/online-certifications>
- d) Review Beef Quality Assurance Manuals: National Manual, Field Guide, Care and Handling of Cattle, and Transportation.
<https://www.bqa.org/resources/manuals>.
- 2) Complete required IACUC training: <https://www.k-state.edu/comply/iacuc/>. For questions about K-State IACUC, contact the URCO office: 785-532-3233.

VII. References

- 1) **Animal Handling Video Resources:**
 - a) Sheep Handling; Work Smarter, Not Harder
<https://www.youtube.com/watch?v=V8jt4TIAwwU>
 - b) Goat Handling: Worker Smarter, Not Harder
https://www.youtube.com/results?search_query=safe+handling+of+goats
 - c) Livestock Handling: Safety on the Farm (National Farmers Union)
<https://www.youtube.com/watch?v=xh2-uwlWARA>
 - d) Dairy Cow Handling:
<https://www.youtube.com/playlist?list=PLQ1ISWYvxtzhHwMaS1SJv6qbswfFbAFcl>
 - e) Swine Safe Handling:
<https://www.youtube.com/watch?v=zvDTCNGNRCY>
 - f) Horse Safe Handling: Basics
<https://www.youtube.com/watch?v=XJif22DLGII>
- 2) **K-State University Compliance Office (IACUC)**
 - a) <https://www.k-state.edu/comply/iacuc/>

VIII. Questions

Direct questions to EHS by phone: 785-532-5856 or email: safety@ksu.edu

IX. Version History

Version	Description of Change	Effective Date
1	Standardize format	07-28-2026