

Guidelines for the Use of Animals In Teaching & Demonstrations

It is sometimes necessary for the Johnson & Johnson Family of Companies to use laboratory research animals for teaching or demonstration purposes. This is especially true for certain products, e.g. medical devices, where it is essential to train health professionals, as well as our product representatives, in the proper use of these products.

Audiovisual teaching aids and model systems are frequently used to assist individuals in acquiring basic scientific information. In other instances, only experience gained through the use of live animals is appropriate in learning the proper use of such products in a variety of medical or surgical procedures. Limitation of this resource would greatly reduce the quality of training of both our health care professionals and product representatives. Therefore, the use of animals for teaching and demonstrations is essential if our products are to be used with minimum risk to human and animal populations.

The following principles confirm our commitment to the conservation and humane treatment of animals used for teaching and demonstration purposes, whether within Johnson & Johnson facilities or at outside institutions under the direction of Johnson & Johnson personnel:

- Live animals shall be used for teaching or demonstration purposes only when actual participation by the trainee is required to learn the proper usage of a product in a medical or surgical procedure.
- Participation in a training session shall be limited to only those individuals for whom the training experience is considered essential.
- Alternative methods shall be employed whenever possible. These include, but are not limited to videotapes, synthetic models, computer simulation, abattoir specimens and reconstituted freeze-dried or gamma-irradiated specimens.
- Live animals used in demonstrations shall be obtained only from licensed or approved sources and preferably will have been bred and reared specifically for research purposes.
- The number of animals utilized for each session shall be the minimum necessary to provide appropriate training to the participants.
- Anesthesia, preparation and usage of all animals shall be under the direction of a veterinarian or other suitably trained individual.
- No animal shall be subjected to unnecessary pain and/or distress. In all instances the appropriate anesthetic agents, analgesics and tranquilizers shall be used.
- Use of live animals or animal tissue specimens will be conducted only in approved and appropriate laboratory settings.

- All surgical procedures, including pre- and post-procedural care utilizing animals will be conducted in full compliance with the Animal Welfare Act (7 USC 2143) and in a manner consistent with the National Institutes of Health Guide for the Care and Use of Laboratory Animals.
- Only humane and appropriate methods of euthanasia will be used, as described by the American Veterinary Medical Association Panel on Euthanasia.
- All animals shall be treated humanely. They shall be housed and cared for in accordance with requirements of the Animal Welfare Act (7 USC 2143) and in a manner consistent with the National Institutes of Health (NIH) Guide for the Care and Use of Laboratory Animals, the Johnson & Johnson Policy on Humane Care and Use of Laboratory Animals, and all applicable state, local and institutional guidelines. Mistreatment of animals is grounds for dismissal.
- Johnson & Johnson-sponsored teaching and demonstration sessions held at non-Johnson & Johnson facilities are expected to conform to the above guidelines.