

RESOLUTION #15—2025
Regular Annual Session

Submitted by
Board of Directors

PENDING WAIVER OF PRIOR NOTICE

Mitigating Hazards in the Veterinary Workplace

RESOLVED, that the American Veterinary Medical Association (AVMA) House of Delegates adopt the new policy on Mitigating Hazards in the Veterinary Workplace as noted in [attachment 1](#), that will supersede the policies addressing Veterinary Facility Occupational Risks for Pregnant Workers and Guidelines for Addressing Hazards in the Workplace as noted in [attachment 2](#).

Statement about the Resolution

The Council on Veterinary Service (CoVS) drafted a new policy on Mitigating Hazards in the Veterinary Workplace in 2023 as noted in [attachment 3](#). The Board of Directors (BOD) and the House Advisory Committee (HAC) recommended approval to the House of Delegates (HOD) but the Reference Committee it was assigned to at the winter 2024 HOD meeting believed the new policy went above and beyond what Occupational Safety and Health Administration (OSHA) requires (specifically the language in the second paragraph of the proposed policy that addresses ethical responsibility). Reference Committee members also questioned the need for a new policy if the policy simply states that veterinarians need to follow OSHA requirements. The HOD agreed with the Reference Committee's recommendation, and the policy was referred back to the BOD and, subsequently, to the CoVS.

The CoVS discussed the HOD's comments during their 2024 in-person meeting. CoVS members believed the policy was still needed and opted to remove language that was of concern to the HOD. The CoVS approved the revised wording for the policy during their February 2025 in-person meeting.

Financial Impact: None

	Board of Directors	House Advisory Committee	Reference Committee #6	House of Delegates
Recommend Approval	X	X		
Recommend Disapproval				
Recommend Referral to...				
No Recommendation				
Recommend Postpone Indefinitely				
(use this space for additional narrative, if needed)				