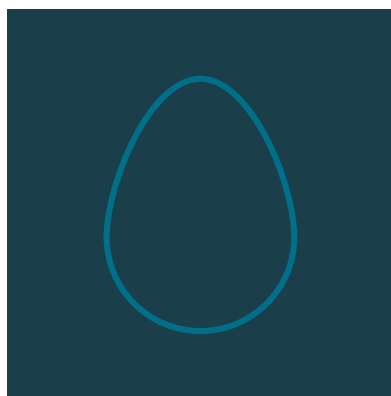


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POULTRY FARM

Emergency Planning Resource

Your guide to successful planning



CHAPTER

5

Personal Injury, Mental Health and Unwanted Visitors



Personal Injury

Some Sobering Statistics:

The Canadian Agricultural Injury Surveillance Program reports an average of 114 people killed and another 1,499 seriously injured in farm-related accidents each year.¹

Farmers are five times more likely to be killed through an occupational accident than workers in any other industry.

Agriculture also has the highest rate of disabling injuries of any occupation.

The 2001 census found that half of all farm accidents happened when the victim was working alone and 25% happened in the presence of another family member. Most disabling injuries were due to unsafe use of equipment and happened in the busy fall season, typically in late afternoon.

Fatal agricultural injuries in Ontario from 1990 to 2008:²

- 542 people were killed in agricultural accidents;
- The top five causes of agricultural fatalities in Ontario were machine rollovers (23%), machine run overs (21%), machine entanglements (8%), animal-related incidents, and being struck by a non-machine object (both 6%); and



- 50% of fatalities due to toxic substance exposure were attributed to hydrogen sulfide (manure gas) poisoning.

Hospitalized agricultural injuries in Ontario from 1990 to 2008:

- 4,756 agriculture-related hospitalizations which is an average of 264 admissions each year.

The top causes of agricultural injury hospitalizations in Ontario were animal-related and entanglement/caught in machinery (each with 16%), falls from height (14%), and machine run overs (10%).

On the Farm, Amputation accidents Generally Fall Into Four Categories.

- 1) **Entanglement:** This is when clothes, jacket or shoestrings, gloves, long hair, etc. get caught in moving parts (e.g. PTO shafts, belts, pulleys, balers, and combines). The best way to prevent entanglement is to completely shut down and disable machinery prior to working or moving next to the equipment.
- 2) **Entrapment:** Combine heads and augers would be an example because they are designed to trap and pull.
- 3) **Crushing:** Usually this occurs from post drivers or heavy equipment pinning certain body parts. This type of injury usually causes internal damage, to the arm or leg, and eventually ends in amputation.
- 4) **Infection:** This is usually due to a dirty wound. The limb may survive initial trauma, but amputation is eventually required following days or weeks of intensive therapy.

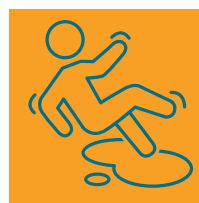
Other hazards include: burns from heaters, welders, hot equipment parts, etc.; chemical burns or irritation from caustics, detergents, and disinfectants; slips and falls; and, head injuries.



Farmers are five times more likely to be killed through an occupational accident than workers in any other industry.

¹ *Agricultural Fatalities in Canada 1990 – 2008, Canadian Agricultural Injury Reporting, 2012.*

² *Fatality and hospitalized injury statistics taken from Agricultural Fatalities and Hospitalizations in Ontario 1990 – 2008, Workplace Safety & Prevention Services, 2011.*



Child Safety

Most importantly, children learn by imitation. If you practice and value farm safety, so will your child. Children who are physically able to be involved in farm work should be assigned age-appropriate tasks and continually trained to perform them. They should also be constantly supervised.

Walk through your farm and assess every area for hazards that could injure children. Try to see things from your child's point of view according to their age, size and ability. Correct obvious hazards.

- For young children, design a fenced “safe play area.” This area should be near the house and away from work activities;
- Consider fencing off dangerous water sources such as ponds, manure tanks/lagoons, and creek;
- Make sure that hazardous materials are locked and inaccessible;
- Don't let your child, or any other person, ride on farm machinery that isn't designed for passengers;
- Teach children about both the positive and dangerous aspects of livestock and farm animals;
- Equip all barns, farm shops, chemical storage areas, livestock pens, etc. with latches that can be locked or secured so that young children cannot enter; and
- Always turn equipment off, lower hydraulics and remove the key before leaving equipment unattended.

Precautions:

At least one family member or employee should have formal first aid and CPR training and ideally more as that person might not be available when needed or be the person in need of care. Ensure the training is kept up to date. A first aid app can be downloaded to your phone for quick reference; there are numerous free ones available such as the one through the Canadian Red Cross.

When new employees are hired, review all emergency procedures, location of emergency response equipment (e.g. fire extinguishers, first aid kits, spill kit, eye and hand wash stations, emergency response plan binder, etc.), and safe operating practices for vehicles and equipment as part of their orientation. Have them demonstrate the safe operation of the equipment for you. This orientation must take place before they begin their farm duties.



Always ensure you know where the children are located and are well out of the way when operating machinery.



Have first aid kits in farm equipment (e.g. tractors, combines, trucks, etc.), barn(s), chemical storage area, etc. Ensure family members and farm workers know the location of the kits and mark the locations on your farm map (see page 120). Replenish kit contents regularly.

When working around the farm, carry a cell phone with you at all times. If you tend to leave your cell phone in a vehicle cab, wear a Bluetooth earpiece or smartwatch so that you can access your phone to call for assistance if injured.

If there is a dog on the property, consider posting “Dog on Property” signs.



Mitigating Self Injury

Equipment Considerations:

- Depending on the type of machinery and equipment being worked on, consider implementing a lock out, tag out procedure. The power source or switch is locked, and a tag is placed on the lock identifying the worker who has placed it. The worker then holds the key for the lock ensuring that only he or she can start the machine. This prevents accidental start-up of a machine.
- Augers should always have guards on them and remember to turn off the machine prior to working on it.

Performing Vaccination Injections Considerations:

Care must be taken when performing vaccination injections. Poorly injected products could create drug residues, scar tissue or abscesses and can also injure the person administering the injection. Training on proper vaccination injection techniques should be provided by the flock veterinarian or the vaccine company representatives. Purchase a sharps container and safely dispose of used needles. Keep the Safety Data Sheet (SDS) readily available for each vaccine used.

- In the case of accidental self injection, immediately go to the hospital and give the SDS to the attending physician; and
- For aerosol vaccinations, follow the recommended safety procedures and guidelines from the vaccines company and your veterinarian.

Details of training considerations are covered in Chapter 1.



Personal Injury Response Procedures

Use Your Emergency Contact List of who to call and follow your General Procedures, also include the following:

Call 911, tell the dispatcher the nature of the injury and what is the immediate response that is needed.

Steps or Activities That Should Be Taken:

- Until first responder arrives, render first aid and emergency medical treatment to the best of your abilities and First Aid training;
- Do not move victim(s) unless you must do so for their safety and to prevent further injury;
- Do not interfere with the scene of the accident unless it is critical for the safety of the victim;
- To the extent possible, use your training experience to prevent further damage to people, animals, environment and farm assets through quick and appropriate action and proper use of any emergency response equipment; and
- Try to keep the person calm.

Upon arrival of emergency first responders, direct them to the location of any victims or facilities that require their attention and services.

Direct all inquiries to farm management. When the emergency is over, farm management and/or skilled investigators will conduct a proper inquiry.

If Critical Injury or Fatality:

- Contact Ministry of Labour Health and Safety Contact Centre: 1-877-202-0008
- Contact Workplace Safety Insurance Board (WSIB) within three days (1-800-387-0750)

Other:

Date Prepared: _____ Initials of Person Completing: _____

Date Updated: _____ Initials of Person Updating: _____

Date Updated: _____ Initials of Person Updating: _____

Date Updated: _____ Initials of Person Updating: _____



Mental Health

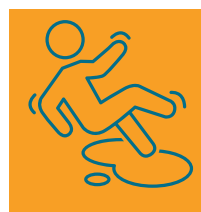
The Most Important Resource on the Farm is YOU.

You are the driving force behind keeping your operation going safely and effectively. If you find yourself incapacitated due to stress or mental health challenges, it's just as important to give yourself time and attention as any other resource on the farm. Consider any one of your farm implements or machines—you wouldn't leave them for years without proper maintenance like a thorough cleaning and oil change? So why do the same for yourself?

Fortunately, in recent years the Ontario agriculture sector has begun to catch up on creating tailored resources just for farmers to ensure we are serving for the most valuable people in our society—those who care for the land and livestock that put food on the table.



Accessible 24 hours a day, 7 days a week, 365 days a year, in English and French, farmers needing immediate support can call 1-866-267-6255 to speak to a counsellor.



Identifying Stress During Demanding Times

You, your family members and staff may react strongly at the time stressful events happen while others react later, after a few days or even weeks. It may be difficult for those involved to concentrate or stop thinking about the stressful event.

Coping May Be More Difficult for Children and Seniors:

- Ensure to talk to children about the incident and encourage them to share their concerns.
 - Tell the child about your plans each day and don't leave them in a new place without other family members; and
- Seniors suffering from depression, cognitive problems (thinking and memory), those living alone or those with few social contacts may have higher levels of difficulties coping.

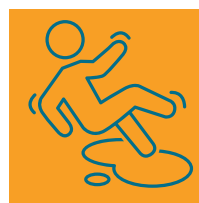
People React Differently, Some May Experience:

- Physical symptoms such as headaches, back pain, upset stomach or pain, diarrhea, problems sleeping, low energy, or changes in appetite; and
- Emotional symptoms include anger, sadness, anxiousness, and feelings of helplessness or guilt.



Stress and mental illness may result in decreased care of poultry and a noticeable reduction in regular farm maintenance activities.

Common Effects of Stress On Your Body	Common Effects of Stress On Your Mood	Common Effects of Stress On Your Behavior
<ul style="list-style-type: none"> • Headache • Muscle tension or pain • Chest pain • Fatigue • Change in sex drive • Stomach upset • Sleep problems 	<ul style="list-style-type: none"> • Anxiety • Restlessness • Lack of motivation or focus • Feeling overwhelmed • Irritability or anger • Sadness or depression 	<ul style="list-style-type: none"> • Overeating or undereating • Angry outbursts • Drug or alcohol abuse • Tobacco use • Social withdrawal • Exercising less often



Coping Strategies:

- Take time to talk with family members and employees about the events;
 - Recognize that they may be concerned about the future of the farming operation;
- Review with family members and employees the signs of stress (as noted above); Encourage them to come to you or seek out support if they recognize these symptoms in themselves or in you;
- Take part in information meetings about the event(s) however also take breaks from the media reports and from thinking and talking about the events;
- Be cautious about making major decisions if you are very upset;
- Try to get back to your daily routine;
- Be physically active and do something you enjoy;
- Visit with friends and relatives; and
- Get lots of sleep, eat healthy and on a regular schedule.

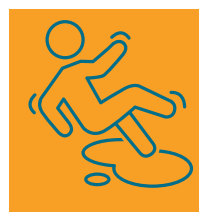
When to seek Help:

- Can't return to a normal routine;
- Feeling extremely helpless;
- Having thoughts of hurting self or others;
- Using alcohol and drugs excessively; or
- Stopped doing things you enjoy.

You may want to start with a visit to your doctor or consider seeing a professional counsellor or therapist (may also be your faith leader), who can help you identify and talk through the sources of your stress and learn new coping tools.

³ Mayo Clinic, 2022. *Identifying and Managing Stress, Anxiety and Depression: Mental Health Information and Resources*

Disclaimer: *The information contained within this resource is not a substitute for professional advice. Concerns specific to stress, anxiety depression or other mental health impacts should be discussed with your doctor or other mental health professional.*



What is Stress	What is Depression	What is Anxiety Disorder
<p>Stress is the body’s response to a real or perceived threat. Some stress can be a good thing. It can motivate us to focus on a task or take action and solve a problem. In this situation, stress is manageable and even helpful. Stress becomes a problem when we are not sure how to handle an event or a situation. Then worry sets in, and we feel “stressed.”</p>	<p>Depression is a mental health condition that affects a person’s mood – the way a person feels. Mood impacts the way people think about themselves, relate to others, and interact with the world around them. This is more than a ‘bad day’ or ‘feeling blue.’</p> <p>Signs of depression include:</p> <ul style="list-style-type: none"> • Feeling sad, worthless, hopeless, guilty or anxious most of the time • Feeling irritable or angry; this may include losing interest in things that you used to enjoy and may also include withdrawing from others • Difficulty concentrating, focusing on tasks and remembering information; it can be hard to concentrate, learn new things or make decisions • Changes in eating and sleeping habits and impacts to one’s physical health 	<p>Everyone feels anxious at times. Workplace pressures, demanding schedules or health issues can lead to worry, even fear. However, people suffering from an anxiety disorder have in-tense, prolonged feelings of fright and distress for no obvious reason, and these feelings can seriously impact feelings, thinking and actions.</p>

(Sources: Canadian Mental Health Association and the Ontario Ministry of Agriculture, Food and Rural Affairs)

For resources in your area start by calling the Farmer Wellness Initiative hotline: 1-866-267-6255

Through the Farmer Wellness Initiative, the provincial and federal governments are funding access for up to four free counselling sessions with a mental health professional for all farmers across Ontario including members of their family. The mental health professionals have received training to understand the unique needs of Ontario farmers.

Developed and launched by the Canadian Mental Health Association – Ontario Division in partnership with the Ontario Federation of Agriculture, this service is provided by LifeWorks.

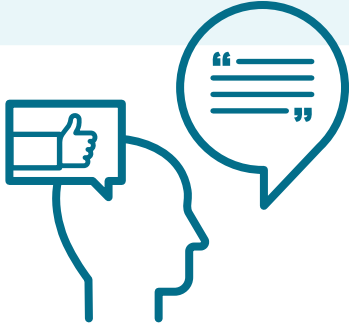


Recently Dr. Andria Jones-Bitton at the university of Guelph conducted a national survey of Canadian farmers. The results revealed that:

45% were classified as having high levels of perceived stress

57% met the criteria for anxiety classification

35% met the criteria for depression classification



The good news?

Most farmers said they would seek help for their **mental health** – but 40% reported they would feel uneasy getting help “because of what other people might think.”

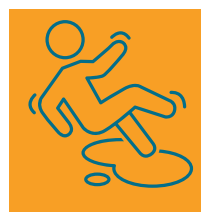
Jone-Bitton, et al. “Stress, anxiety, depression and resilience in Canadian farmers.” *Social Psychiatry and Psychiatric Epidemiology*, 2019.

How Are You Feeling?





While everyone experiences some level of stress, anxiety and/or depression in their lives, being able to identify and lessen stress is important to one’s overall wellbeing and in helping to ensure that everyday stress does not escalate to something more serious.

The dashboard on the following page uses colours – green, yellow, orange and red – to help you measure your stress level, as well as provides some coping strategies. For example, under orange, moderate insomnia and a constant focus on problems and anger, can lead to injury and/or burnout. On any given day, depending on your circumstances, your stress level may escalate; it is important to know when you need help, or if you feel someone around you needs help, and act upon it.

If you feel that you are a threat to yourself, or others, call 911 immediately, or go to your closest emergency department or hospital.



My Dashboard ©Dr. Georges Sabonguf 2018

	Green Healthy Optimal	Yellow Reacting Stress	Orange Injured Burnout	Red Illness Depression Mental Illness
 Physical	<ul style="list-style-type: none"> • Good Sleep • Good appetite, want to eat healthy • Want to take care of physical health • Rarely or never sick 	<ul style="list-style-type: none"> • Mild insomnia • Tired • Attracted to junk food often • Unmotivated to exercise • Trouble relaxing without a drink 	<ul style="list-style-type: none"> • Moderate insomnia • Exhausted • Binge eating • Drinking too much alcohol or using drugs to relax • Various aches and pains 	<ul style="list-style-type: none"> • Constantly sleeping or periods of no sleep at all • Constant aching in body • Immune compromised: always sick • Trouble getting off the couch or getting out of bed • Only moments of relief come from excessive drinking or drugs, or over-the-counter medication
 Mental	<ul style="list-style-type: none"> • Mentally clear • Focused • Good concentration • Creative problem-solving • Sees solutions 	<ul style="list-style-type: none"> • Easily distracted • Excessive worry • Procrastination • Avoidance • Sees obstacles 	<ul style="list-style-type: none"> • Chronically preoccupied • Inability to concentrate • Impaired decision-making • Memory loss • Constant focus on problems • Always negative 	<ul style="list-style-type: none"> • Impaired judgment • Paralyzed decision-making • *Suicidal thoughts or actions • *If you're having suicidal thoughts, seek help immediately and call 911.
 Emotional	<ul style="list-style-type: none"> • Motivated • Excited • Good social network 	<ul style="list-style-type: none"> • Irritability • Loss of sense of humour • Discouraged • Impulsive • Seeing people is a chore 	<ul style="list-style-type: none"> • Anger • Anxiety • Low mood • Overwhelmed • Avoid social situations 	<ul style="list-style-type: none"> • Apathy • Hopelessness or helplessness • Out of control: explosive-impulsive, holding it all in • Feeling like a burden • Isolating yourself from friends, family, and your community
 Strategies	<ul style="list-style-type: none"> • Self care: physical, mental, and emotional • Serotonin boost • Take a work break or vacation 	<ul style="list-style-type: none"> • Reaching out to friends and family • Doing something to relax • Seeing your family doctor 	<ul style="list-style-type: none"> • Peer support, assistance programs, mental health, first aid 	<ul style="list-style-type: none"> • Professional or clinical support: doctor, psychologist

Balance is extremely important when dealing with stress. When you look at your internal dashboard, do you see all green lights? Are there any red lights tipping you toward overload and stress? Let's all take care of ourselves so we can continue to do what we enjoy most.



I'm Here to Listen and Help

Do you know someone who is going through a challenging time? Have you noticed differences in their behavior, attitude or appearance, or a difference in the condition of their farm or animals? Do you struggle with how to speak with them? How do you begin? What do you say?

Start Simple – “How are you?” or “How are things at the farm?” are basic questions to ask to begin a conversation. From there, you can continue the conversation by asking questions specific to what the person is saying.

Try to Actively Listen and Respond Accordingly – Listen and pay attention to what the person is saying. Give your full attention to the person to assure them that what they are saying is important and that you are genuinely concerned for their wellbeing. Be patient, give the person time to gather their thoughts, and provide gentle encouragement to reveal additional feelings.

Offer to Help - Acknowledge that the person is dealing with a lot and ask what you can do to help or support them. Your goal as a support person is to direct the person towards appropriate resources. You may not be equipped with the skillset necessary to help, but you can be a point of contact to help them see that they need further guidance.

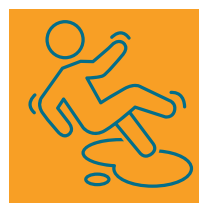
Support System – Ask the speaker if they have a support system and someone they can talk to, be it their family, a friend or a neighbour. If not, encourage them to open up to someone they feel comfortable with, or to contact a mental health resource.

The Hardest and Most Important Question to Ask: Do they have thoughts of causing harm to themselves or others? Are they feeling suicidal? If yes, contact 911 and stay with the person until assistance arrives. Do not leave the individual on their own.

Mental Health Kit for Farmers – The Ontario Ministry of Agriculture, Food and Rural Affairs (OMAFRA) has developed a Mental Health Kit for Farmers, to assist farmers in dealing with the stresses of owning a farm business and to improve their well-being. Mental health resources and contact information, as well as resources to assist farmers in reducing and coping with stress, financial stress and animal welfare stress, are provided.



Think of the situation like you are a first aid responder, but not a surgeon or a specialist. You can put a band-aid on the wound to help them stabilise and get to the specific aid they need.





Animal Activists, Protests and Trespassers

Animal rights activists are increasingly targeting farms and livestock emergency scenes, such as barn fires and traffic accidents, as protest sites. This section provides some measures to lessen the chance of trespassers and mitigate the impact of on-site protests.

Security from Trespass and Protecting Food Safety Act, 2020, S.O. 2020, c. 9 - Bill 156

“The Act is intended to protect farm animals, the food supply, farmers and others from risks that are created when trespassers enter places where farm animals are kept or when persons engage in unauthorized interactions with farm animals. The risks include the risk of exposing farm animals to disease and stress, as well as the risk of introducing contaminants into the food supply.”



Points to Consider

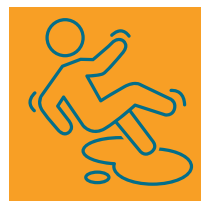
Site Access

- Ensure “No Trespassing” signs are present at all farm access points and on fence lines;
- Use gates and other appropriate barriers to block access to laneways (recognizing it may not be practical in all cases if this would impede farm operations);
- Have printed site maps with clearly marked boundaries; these are helpful to share with police if a protest occurs;
- Ensure barn areas and driveways are well lit and lighting is motion activated;
- Install alarms to alert you to intruders during off hours. Audible alarms may also deter trespassers’ entry;
- Mount security cameras or trail cameras at prime access points to your property and buildings to capture photographs or videos of trespassers. Footage obtained can be used for laying charges and in court proceedings;
- Remove keys and lock vehicles, especially if there are remote door openers in the vehicles;
- Lock buildings, livestock medicine and filing cabinets;
- Password-protect all computers; and
- Place deadstock in secure and discretely located collection bins or freezers. Do not overfill; ensure the lid can close properly. Any tools or areas that contain animal tissues or blood need to be properly cleaned, stored.

Be alert. If someone unfamiliar comes onto your property, approach them and politely ask why they are there. If they do not need to be on your property, civilly ask them to leave. If someone refuses to leave, call police. Family members and employees also have the authority to deny access to unfamiliar individuals. Ensure employees are aware of the protocols you wish them to follow.

Record and report any suspicious activity to local police. Include as many details as possible, such as date and time, what happened, duration, person and/or vehicle description, and license plate numbers. Include any pictures or video of the perpetrator of event.

All sales and service calls should be pre-arranged. Be wary of anyone showing up unannounced, especially from a company that you are not currently doing business with. For existing suppliers, if the sales or service personnel are not known to you, confirm with the business office. Call using the telephone number you typically use for that business, not one provided by the visitor.



Social Media

Activists regularly monitor social media. Do not post information about a protest or unfortunate event (e.g. barn fire or truck rollover) to social media channels.

Be cautious of posting any photographs or videos of your farming operation online. The GPS location is often accessible by viewers and will allow them to learn the location of your farm. From this, they are able to conduct preliminary surveillance of the layout of your buildings using Google maps.

- Ensure family and staff do not tag or post personal information regarding farms and farm families;
- Do not broadcast vacations and time away from farms; and
- Analytics technology will pick up visitor views to websites and animal activist Facebook pages. Avoid driving up page/video views of activist content. Doing so increases the popularity and spread of the content. Put security before curiosity and stay away from activist sites/social media groups.



Do not engage on social media with activists; make things as boring as possible for them. They want and benefit from any attention whether positive or negative, it raises their profile.

Managing a Protest

- It is LEGAL to protest on public property (sidewalks, shoulders of roads, etc.).
- It is ILLEGAL to enter onto private property without the property owner's permission.
- Do not touch a protestor; inform them they are on private property and request they leave.
- Protestors may try to stop vehicles from entering the property, allow police to deal with this.
- Do not confront or engage with protestors in any way. Especially do not antagonize protestors by screaming, threatening, or yelling. This provides protestors with an opportunity to videotape you saying or doing something negative. Always assume you are being recorded.
- The more attention protestors receive, the greater the chance they will return.
- It may be helpful to have videotape of the protestors especially if they are threatening you, your vehicle or property.
- However, do not use your cell phone to videotape if you are behind the wheel of a vehicle. This could lead to a possible distracted driving charge. Some vehicles have mounted dash cams for this purpose.
- **Call 911 if a situation is life threatening, dangerous or a crime is in progress.**



When a Protest Occurs or is Expected to Occur

Always ensure safety is the top priority for you, your family and employees, and the protestors themselves. An accident or injury of any kind could cause significant legal problems and be used to justify activist campaigns.

If your farm is protested without warning, call the police and express your concern for your safety and the safety of your family. Be very clear you are not sure of the intent of the protest and you are fearful.

Be very clear when initially speaking to the protestors, advise them they are not welcome, if they enter your premises they will be trespassing, and that you have called the police. Ask them to not enter your barn or buildings. Do not engage with the protestors beyond that statement.

If there is advanced warning of the protest, review your trespasser and protest response plan with all those involved and contact the local police to inform them of the potential issue.

- Have one person designated to work with the police. This will help the police know the point of contact and avoid confusion;
- Review your property line with the police so everyone is clear and discuss a “no fly zone” for drones and no parking areas on roadways;
- Designate one person (who is able to remain calm) to monitor the property line and nearby protestor activity if police are not present to do so;
 - Define your property boundary at the end of the laneway. Use marker paint or a rope to define property lines on the ground; and
 - Block laneways and entrances, where possible, with gates, chains, ropes, vehicles or farm equipment.

If you know how long the planned protest is expected to last, try to limit any activity on the site during that time; give them nothing to film and no one to interview.



If possible, limit traffic moving on and off the property, especially heavy machinery and trucks. This will help reduce the chances of needless, and potentially negative, engagement.



Protests are generally short term in nature, ranging from a few minutes to a few hours. The best strategy is to let them proceed with their protests as long as it is conducted in a lawful manner.

- “Counter protests” by you or your neighbors are not productive and only increase the chances for recorded negative interaction and added publicity for the activists. Discourage all interactions with protestors other than the police; and
- If the farm is swarmed or rushed by an overwhelming number of protestors, follow the same procedures listed above to the best of your ability. If media arrives at the farm, do not be pressured into responding to questions or allowing access to your property. It is recommended that producers do not provide interviews or comments to reporters.

When to Call 911

If the situation is life threatening, dangerous or a crime is in progress (e.g. trespassers on site and will not leave, animals have been released etc.), this constitutes an emergency to law enforcement. Call 911 immediately, officers from the appropriate police service will be dispatched.

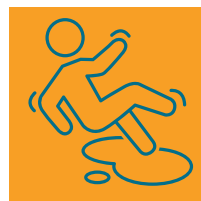
When to Call the Police Non-emergency Phone Number

If police are not urgently required, but a report still needs to be filed then the non-emergency number should be used. If it is not an emergency, then DO NOT CALL 911.

If you reside in an OPP jurisdiction, call 1-888-310-1122 to put you in contact with the Communication Centre 24/7. For a municipal policing service, see the chart included at the end of this section.

Examples of Non-emergency But Reportable Situations:

- An attempt was made by someone to enter your property/buildings and there is evidence of the crime that could be collected.
- You have identified a suspicious person through an email, phone call or farm visit; and
- Animal rights activists have indirectly threatened you/your livelihood (email, phone call or mailed letter).
- Animal rights activists have made it clear on social media they are targeting your business with plans for “direct action”.

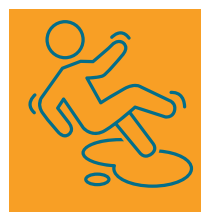


Activists Responding to Barn Fires or Other Emergencies

There are some additional considerations to guard against protests following a barn fire or other high-profile farm emergency, e.g. a disease outbreak. A recent trend sees activists using tragic farm events as a platform to bring attention to their anti-animal agriculture message.

- Appoint one person to make any statements on behalf of the farm. Ask family members, friends and employees to direct all inquiries to this person;
- Be clear with police, fire and government officials that you wish to keep your information private, including address, ownership and estimated losses. You have a say in protecting your privacy after a fire; and
- Media inquiries: Reporters may call, reach out via social media, or show up on farm. Do not be pressured into giving a comment on the spot. Politely request their contact information and offer to have someone follow up.

Social media accounts or websites associated with a farm or farm family may be targeted by activists following a fire. Consider temporarily deactivating social media accounts, restricting access, or limiting comments on your sites. Social media sites will have detailed instructions on how to do this.



Safe Guards to Consider with Employees

Ensure all staff sign an animal welfare code of conduct. Keep a copy in the employee's file and ensure the filing cabinet is locked so information cannot be extracted from the file without your knowledge. Consider having employees review and sign the code annually. Consider a policy that staff are not to discuss employer specific information on social media; this could be included in a confidentiality policy. A sample is provided at the end of this section.

When Hiring New Employees:

- Take the time to check references prior to hire;
- Look for gaps in service on applicants' resumes;
- Check the candidate's social media and networking activity. There are also companies that will perform this service for you;
- Consider including a clause that the use of phones and other recording devices are not allowed on your farm without permission to respect the privacy of farm owners and other employees;
- Be aware of new employees who are excessively curious about operations that are not within their job descriptions. Encourage long-term employees who are overly questioned about animal handling, care etc. to tell you about these encounters; and

Have any visitors and subcontractors also sign an animal welfare declaration. A sample is provided at the end of this section.



Ensure all employees are aware of your policies relating to animal welfare and dealing with animal activists.



Protest and Trespasser Response Procedure

List to Call:

- For emergency situations, call 911;
 - For non-emergency reports contact local police services at _____
 - Speak clearly and provide the location of the incident or emergency;
 - Describe the emergency (number of trespassers, protestors at road, intent of their presence, etc.);
 - Be very clear you are concerned for the safety of your farm, family, employees and animals;
 - Contact your board representative; and
 - Contact other people below as appropriate (owners, managers, employees, and neighbors) for additional assistance. *(When completing form, indicate the relationship these people have to the farm.)*
-
-

Steps or Activities That Should be Taken and, if Applicable, Who is Responsible:

- Advise protestors or trespassers they are not welcome, ask them to leave or not enter the property, and inform them that police have been called;
- Designate one person to work with police and monitor the property line until police arrive;
- Block laneways and entrances where possible and define the property line at the end of the main laneway;
- Limit traffic and farm activities while protestors or trespassers are present; and
- Consider whether to temporarily deactivate farm and family members' social media accounts.

Other:

What SHOULD NOT be Done:

- Do not speak with or touch protestors or trespassers beyond requesting they leave;
- Do not threaten protestors or trespassers with harmful objects;
- **If the press should arrive at the scene, do not be rude but also do not make statements regarding the protestors or trespass situation. Be cordial but explain you are focused on the care of the animals. Ask them to respect the biosecurity and do not enter signs; and**
- Do not express your feelings regarding the protest on social media.

Other:

These procedures are to be shared with all farm family members and employees. Annual review is recommended.

Replace this document with an updated version on an annual basis or more often as necessary.

Date Prepared: _____

Initials of Person Completing: _____

Date Updated: _____

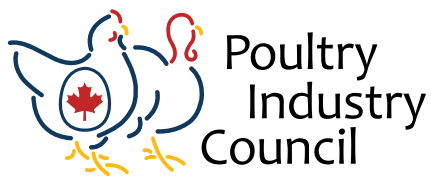
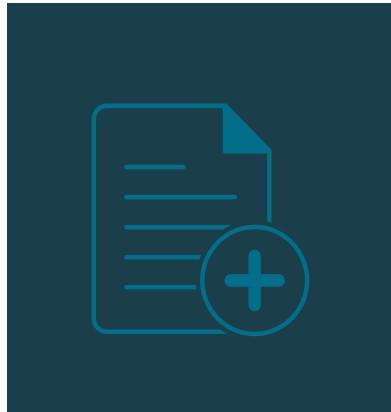
Initials of Person Updating: _____

Date Updated: _____

Initials of Person Updating: _____

Date Updated: _____

Initials of Person Updating: _____



Poultry Industry Council

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