



Animal Welfare Standards for Dairy Cattle

with Appendices

A: Farm Manual,
B: Animal Welfare Standards Audit Tool, and
C: References

American Humane
Farm Program
www.HumaneHeartland.org

Animal Welfare
Standards
Guidelines

American Humane Farm Program American Humane Certified™

Dairy Cattle

Animal Welfare Standards Audit Introduction



The **American Humane Farm Program (American Humane Certified™ Animal Welfare Standards)** is the product of over 140 years of applied experience in farm animal welfare. Since its beginning in 1877, American Humane has had a long history with the humane treatment of farm animals. In its work to improve the treatment of working animals and livestock in transit, American Humane has been involved in almost every major advancement in improving the welfare of animals, including an instrumental role in the enactment of the 28 Hour Transportation Law. In 1916, the U.S. Secretary of War asked American Humane to help with the rescue of horses and other animals on the battlefields of World War I. The program that followed became American Humane Rescue program, which continues to this day to rescue and shelter animals involved in disasters throughout the country.

Given its history, it was natural that American Humane would create the first farm animal welfare audit program. In 2000, American Humane pioneered the first third party audit and certification program in the United States to encourage and support the humane treatment of animals used for food. Organized as the Free Farmed® certification program, the first **Animal Welfare Standards** were based on the Royal Society for the Prevention of Cruelty to Animals' **Welfare Standards**, the Federation of Animal Science Societies' **FASS Guide for the Care and Use of Agricultural Animals in Research and Teaching**, and the governing principles first developed by the Farm Animal Welfare Council (FAWC) known as the "Five Freedoms of Animal Welfare":

- Freedom from hunger and thirst
- Freedom from discomfort
- Freedom from pain, injury, or disease
- Freedom from fear and distress
- Freedom to express normal behaviors

Since its origins, American Humane farm animal welfare standards have been and continue to be a living document. The standards and the audit process are continually reviewed and updated, using the expertise of the American Humane Scientific Advisory Committee. This committee of internationally renowned animal scientists and veterinarians advances new science and regularly evaluates the standards to help ensure that the American Humane Certified™ program incorporates the best and current knowledge of humane practices.

American Humane collaborates with institutions and organizations on independent research in animal behavior as well as new handling and housing applications. The program incorporates the practical, hands-on experience of farmers and ranchers, and helps ensure that new technology and knowledge from veterinarians and animal research experts are shared with producers. Third-party audits help to educate, encourage, and support producers in adopting humane practices. The program promotes clear, reasoned communication with consumers and retailers about the meaning and value of humanely raised food and the benefits not only to animals but also to people.

*Note: Please refer to Appendix C of the full **Animal Welfare Standards** for a list of additional References consulted in the development of these standards.*

THE CERTIFICATION PROCESS

Registration

Before their products bear the American Humane Certified™ mark or label, producers show their commitment to the welfare of their animals by meeting the American Humane Certified™ standards and participating in a comprehensive certification program. When applying for the certification program, each producer must submit to American Humane a completed initial application providing, but not limited to, the following information: the animals or animal products for which certification is sought, the facilities at which the animals are raised, and the processing facilities at which the animals and/or animal products are slaughtered, packaged or further processed.

Certification & Verification

In order to receive permission to use the American Humane Certified™ Certification marks or to make reference to certification status, each producer must (1) agree to comply with all applicable requirements and standards of the American Humane Certification Program, including the relevant Animal Welfare Standards and any applicable Traceability Standards, and (2) successfully complete required third-party audits of its facilities and the facilities of any of its processors to help ensure and verify compliance with the requirements and standards of the American Humane Certification program.

American Humane recognizes that there may be other acceptable methods of providing good animal welfare and meeting the intent of each standard. American Humane encourages producers to offer feedback on the standards and to explain reasons why it believes it cannot meet a particular standard, why the standard is not applicable and/or appropriate to its situation, or how the producer has demonstrated good animal welfare outcomes. American Humane may consider specific exceptions to some of the listed requirements where the producer provides sufficient evidence of good animal welfare. Whether to grant an exception is at the discretion of American Humane.

ANIMAL WELFARE STANDARDS GUIDELINES

Office Records/ Management

A high degree of caring and responsible management and husbandry is vital to help ensure good animal welfare. Managers and stockpersons must be thoroughly trained, skilled, and competent in animal husbandry and welfare. They must have a good working knowledge of their system and the cattle under their care.

The following records and documentation must be made available to the auditor at the time of the audit. These are to be maintained in the form of a Farm Manual at the main office. See Appendix A for Farm Manual templates. Farm records must be maintained for a minimum of one year, unless otherwise required to be kept longer (e.g. in the case of Veterinary Feed Directives, which are required by the U.S. Food and Drug Administration to be kept for two years).

Note: **Certificate of Conformance (COC)**. A Certificate of Conformance (COC) is a document signed or otherwise authenticated by an individual certifying the degree to which terms or services meet specified requirements. A COC may be required when third parties, for example, are used for tasks such as loading or transporting.

Company Policy & Employee Code of Conduct

Company Policy

The Company Policy must be available to all personnel, in their native language. Personnel must sign and date that they have been provided a copy of, and that they understand their responsibilities under, the Company Policy, which must include as a minimum an emphasis of the company's commitment to providing an environment which promotes high standards of animal welfare; the inclusion of a "zero-tolerance" policy which states that willful acts of abuse or neglect towards the animals will not be tolerated and upon the discretion of the company, are grounds for dismissal, including but not limited to beating or slamming gates on the cattle, using any prod inappropriately (on sensitive areas of the animal) and/or using the electric prod when neither the welfare of the animal or of the handler is in immediate jeopardy, using electric immobilization for any reason, driving the animals atop one another, and goading or dragging a downer animals; and the implementation of an animal welfare "whistle blower" policy that protects employees who report animal welfare issues.

Employee Code of Conduct

An Employee Code of Conduct must be available to all personnel, in their native language. Personnel must sign and date that they have been provided a copy of, and that they understand their responsibilities under, this Code of Conduct, which must include as a minimum: all personnel are expected to handle the cattle in a positive and compassionate manner at all times; each worker has the responsibility for and is expected to contribute to upholding high standards of animal welfare at all times as they perform their own duties; in addition to the worker's assigned duties, each also must be cognizant that the basic requirements such as adequate feed, water, clean bedding, etc. must be provided to the cattle daily, and direct action must be taken and/or a supervisor must be notified if any of these basic necessities are lacking; and all personnel have access to the **Animal Welfare Incident Report** or a similar company document or company protocol (such as an 800 number) for reporting incidences. Personnel must complete this document or otherwise report whenever they observe incidences related to animal welfare that cause them concern.

Animal Welfare Officer

Each farm must have at least one designated Animal Welfare Officer (AWO). The AWO is the individual who is responsible for ensuring the implementation of animal welfare policies and for monitoring operations to help ensure that high standards of animal welfare are being provided to the animals at all times. The owner/operator or license manager may designate him or herself as the AWO.

Any individual may be designated as the AWO, for example the owner or the license manager. She or he must take responsibility for implementing animal welfare policies and monitoring operations to help ensure high standards of animal welfare are being provided.

Office Records & Documentation

Records of Production

Each producer must maintain and make available comprehensive production records for at least one year in electronic, graphic, or tabular form, recording performance parameters including but not limited to: animal movement logs (incoming and outgoing cattle); numbers and ages of mortalities (with reasons stated, if known) and date; numbers and ages of cull cattle (with reasons stated) and date; and numbers and ages of downer cattle and date; monthly milk production; and monthly average herd SCCs.

Building Checklists/ Site Plans

Records must be available for at least one year for each site with the following information for all cattle previously and currently maintained on that site: total square feet of bedding/ loafing area; number of free-stalls or bedded (loafing) area; total square feet available to livestock; total grazing acres available where applicable; and site capacity in relation to age, weight, feeding and drinking, and bedding space.

Standard Operating Procedures (SOPs)

Standard Operating Procedures (SOPs) must be available in regularly updated, comprehensive written instructions, in workers' native language, relating to daily, weekly, and monthly activities and procedures. Examples include but are not limited to: procedures for responsible personnel of required periodic inspections of animals and facilities and when records are needed; procedures for responsible personnel of required inspections of equipment, routine maintenance and cleaning, and back-up protocols; any biosecurity protocols (e.g. maintaining fences, checking rodent bait, etc.); maintenance and testing of Auxiliary Power Supply; SOPs for specific operations, where applicable, such as SOPs for Calves & Weaning; SOPs for Handling; SOPs for Care & Handling of Sick or Injured Animals; and SOPs for Identification; and any additional procedures to maintain compliance with any applicable local, state, and federal regulations.

Emergency Response Plan

The Emergency Response Plan must be available at the main office. This plan must include: contingency plans and precautions to cope with emergencies in order to safeguard the welfare of the animals, and the procedures to be followed by those discovering an emergency such as fire, floods, storms or other severe weather, interruption of power or water, interruption of supplies, etc. and procedures to help ensure that responsible individuals (and alternates, where necessary) can be notified. This should include primary and alternate contact numbers for these individual(s) responsible for reacting to emergencies, i.e. farm workers/ managers, family members, and/or owner as appropriate. *Note: it is recommended to provide contact numbers for at least three responsible dairy workers and/or family members when possible, and a "telephone tree" to help ensure that all responsible parties may be contacted if necessary.*

Note: The ERP should also include emergency contact information and numbers, i.e. site address and other relevant information, contacts for fire department, local utilities, etc.

Nutrition Plan, Lighting, & Herd Health Plans

Nutrition Plan

A Nutrition Plan must be available at the main office. This plan must include certification or proof that the diet has been developed in consultation with a qualified dairy nutritionist OR in consultation with a veterinarian or other qualified individual using commercially mixed feed. There must be demonstration that the diet conforms to the following requirements (such as a letter from the dairy nutritionist/ other qualified individual or other evidence to confirm the following): The diets for all age groups have been developed in accordance with guidelines provided by the most recently published National Research Council (NRC) standards; Feedstuffs do not contain ruminant-derived protein sources with the exception of milk and milk products; Growth hormones/ growth promoters are not used as additives to the feed in the stated formulation for the stated producer; and In-feed antibiotics or anti-parasitic agents are not used in the stated formulation for the stated producer, except and unless for therapeutic reasons as prescribed by an attending veterinarian and as documented in the Herd Health Plan.

The Nutrition Plan must also provide specifications for a diet which is adjusted as appropriate to the age and breed of the cattle in order to promote balanced nutrition. In all cases, nutritional maintenance through feeding of quality forage, mineral concentrates, etc. is provided as necessary to maintain good health. Cattle must not be maintained in an environment that is likely to predispose them to nutrient deficiency. Managers must be aware of any mineral deficiencies to correct these as appropriate. Changes to the type and quantity of feed diet must be introduced gradually in order to limit the risks of digestive problems such as acidosis. Adult cattle must be provided with a supplemental source of fiber as necessary to promote rumination. The fiber must be of such quality and length as to stimulate rumination and help avoid acidosis by aiding in proper digestion.

As a part of the Nutrition Plan, feed records that have been retained for at least one year, including identification of feed mills and whether these are major or minor source of feed; the feed constituents/ feed concentrates (minerals/amino acids, etc.) used at each site; and a written record of the feed ingredients, and the inclusion rate of compound feeds and feed supplements.

Lighting Program

The lighting system in barns must be designed and maintained to regulate a daily cycle for all animals. The cattle must be provided with a minimum continuous period of 8 hours of daylight supplemented by artificial light as needed. For fully enclosed housing, artificial lighting must be provided as needed to supplement natural light. The daytime light levels must be bright enough to allow facilities and animals to be inspected without additional portable lighting (such as a flashlight, portable lamp, etc.)

The cattle must also be provided the opportunity to rest. Within each 24-hour period, artificial lighting must be reduced to provide a minimum period of 6 hours of continual darkness or the natural period of darkness, if less.

Note: 'darkness' refers to dimmed lighting which allows the animals to rest. However, supplemental lighting must be provided as needed to allow the safe movement of animals and workers during nighttime milking and other activities.

Herd Health Plan

A written Herd Health Plan (HHP) must be available at the main office and must include certification that the HHP has been developed and regularly updated in consultation with the herd veterinarian. This plan must include parameters specified in the "Herd Health Plan" section of the Audit Tool.

Policy for the Control of Mastitis

The dairy must have a policy for the control of mastitis. All cases of mastitis must be identified and treated promptly with the underlying predisposing factors corrected. Records must be available for a minimum of one year with the following information at a minimum:

- Incidences of individual cows with clinical cases of mastitis must be recorded. These cows must be identified (for example, by leg bracelet) and milked separately, and their milk must be segregated and properly disposed of.
- Records must be kept as part of the Herd Health Plan of any treatments and medications used, including mastitis tubes or other therapeutic antibiotic usage, and the recommended withdrawal times observed. Cows under antibiotic treatment must be identified (for example, by leg bracelet) and their milk must be segregated and properly disposed of- it must not be fed to calves.
- Herd somatic cell counts (SCCs) must be routinely monitored at the bulk tank and recorded per the requirements of the USDA or state/ local jurisdictions.
- Where herd SCCs exceed the target rate of 375,000 averaged over any 2-month period, the specific organisms involved must be identified, and an appropriate program of mitigation with a focus on udder health must be developed in consultation with the herd veterinarian. The implementation of this program must be documented per the Animal Health Plan, and maintained until herd SCC rates drop to acceptable levels.
- Measures must be in place to minimize the risk/incidence of mastitis in dry cows.

The dairy must keep records of clinical cases of mastitis and of mastitis tube or other therapeutic antibiotic usage per the requirements of the Animal Health Plan along with the results of routine herd SCCs. Where herd SCCs exceed the target rate of 375,000 averaged over any two-month period, there must be records in the HHP of the implementation of an appropriate program of mitigation. Records must show that this program was maintained until SCC rates returned to acceptable levels.

Biosecurity & Sanitation Plans

Biosecurity Plan

A Biosecurity Plan must be available which describes methods for reducing the risk of disease introduction to the herd. This plan should include but is not limited to:

- The company policy for animals coming from other farms: Managers must be provided appropriate treatment and vaccination records by vendors when new stock is brought onto the site;
- As applicable, the company's timeframe for which new animals are to be segregated before being mixed with other animals on the farm;
- As applicable, description of isolation facilities for the purpose of observing/ testing new animals before integration with the rest of the herd;
- As applicable, the policy and procedures for the screening of hired bulls for potential disease prior to its introduction: *It is recommended that hired bulls are used only when no alternative is available;*
- Parasite and pest control methods; and
- As applicable, description of any other policy or procedure for maintaining biosecurity at the dairy.

Cleaning and Sanitation Plan

The Cleaning and Sanitation Plan must be available as part of the overall health plan, including details for routine/ scheduled cleaning procedures. *Note: as examples, this includes routine cleaning and (as needed) sanitation of waterers and feeders; routine scraping/flushing of the alleyways; removal of manure; routine cleaning and maintenance of the freestall bedding and calf houses; routine, thorough cleaning and sanitation of equipment and implements such as bucket loaders, scrapers, shovels, etc.; cleaning and sanitation of equipment and implements used for multiple purposes (i.e. buckets are cleaned and sanitized prior to being used for feed, etc.).*

Waste Disposal Plan

Each location must maintain a Waste Disposal Plan which details protocols for the safe and proper disposal of medical waste, sharps, carcasses, and other waste that poses a potential threat to animal and human health and safety.

SOPs for Calves & Weaning

Navel Disinfection (Dipping)

The navels of new-born calves must be dipped in an appropriate disinfectant per the herd veterinarian as soon as possible after birth. The navels should be dipped a second time after 12 to 18 hours, unless directed otherwise by the veterinarian.

Colostrum for Calves

For both heifer and bull calves it is vital that each new-born calf receives adequate, quality colostrum (2-4 quarts) from its dam, from another fresh cow, or from a frozen or dried colostrum source as soon as possible after birth, and no later than within the first 6 to 8 hours of life. The frozen or dried colostrum source must supply a minimum of 100 grams of IgG per dose. Records must show that purchased calves have received colostrum as set out above.

Thermal Environment

Proper precautions must be taken to prevent and manage hypothermia in young calves. *While healthy young calves can tolerate low air temperatures, newborn animals, calves that have been transported or deprived of food, and sick calves are all particularly susceptible to hypothermia.* Hypothermia and additional stress must be avoided in well-ventilated, unheated buildings by the use of thick, dry bedding and by preventing drafts. Sick individuals must be provided artificial heat if ambient conditions warrant.

Lighting

Calves must not be kept in total darkness. To meet their behavioral and physiological needs, appropriate natural or artificial lighting must be provided. Where provided, artificial lighting must function for a period at

least equivalent to the period of natural light normally available between 9 a.m. and 5 p.m. Suitable lighting (fixed or portable) must be available to allow the calves to be inspected at any time.

Pre-Weaning

All calves must receive milk or milk replacer twice per day, through the first 5 weeks of life, unless otherwise recommended by the attending veterinarian. All calves older than 1 day must have continuous access to clean, fresh water. If a teat system of calf feeding is used, teats must be arranged so that the calf's neck is positioned horizontally or with a slight upward tilt. After 7 days, the un-weaned calves must have unlimited access to palatable starter feed.

Weaning

Calves must not be weaned before 5 weeks of age; and they must not be weaned until they are eating adequate quantities of calf starter or dry hay consistently (at least 1.5 lbs. of a calf starter ration or dry hay per calf per day). The removal of calves from pens into social groups must not coincide with weaning. *Both of these procedures are stressful to the animals and hence they must be carried out separately.*

Group Housing

All calves must be group-housed by 8 weeks of age unless recommended otherwise by the herd veterinarian.

Transport of Calves

Newborn calves must not be moved off the farm unless/ until they have received adequate colostrum as noted above; they are eating well, i.e. suckling and drinking unaided; they can walk easily and without assistance; their coats are dry; and

The transport carrier is clean, dry, and comfortable.

SOPs for Handling

Stockpersons/ handlers must take care to avoid causing unnecessary pain or distress towards the cattle. Cattle must be handled calmly at all times, and at no time are the cattle to be yelled at or screamed at. Cattle must be handled with the least amount of force needed. Efforts must be made to accustom/ familiarize the cattle to contact with stockpersons/ handlers.

Use of Handling Aids

Sticks and flags must be used only as benign handling aids (i.e., as extensions of the arm):

- Sticks must not be used for excessive hitting, beating, or poking the cattle.
- Electric prods must not be used except where animal and/or human safety is in jeopardy and it is the means of last resort.
- Electric prods must not be carried by stock-keepers as a matter of course.
- Handlers must use tails gently if necessary to direct the animal's movement.

Cattle must not be driven unless the exit or the way forward for the lead cow is clear. Cattle must not be rushed or run along alleyways, passageways, or through gateways.

Cattle-Handling Unit

A cattle-handling unit must be available, comprised of a collecting system and a method of restraint, appropriate to the type, temperament, and numbers of stock to be managed.

Use of Restraints

Cattle must not be closely restrained (i.e. tethered or stanchioned) except in the following circumstances, and then for not more than 4 hours. Cattle must not be deprived of water for more than 2 hours and sooner if the cattle are outside and/or if conditions are hot. Close restraint is permitted only for the following circumstances:

- For the duration of any examination, routine test, blood sampling, veterinary treatment.
- While they are being fed.
- For the purpose of marking, washing, or weighing.
- While facilities are being cleaned.
- During artificial insemination.
- Awaiting entry into the milking parlor.

- During milking.
- During hoof-trimming.
- Awaiting loading for transportation.

Immobilization of Cattle

Tranquilizers (chemical immobilizations) may be used only when mechanical restraint is not an option (such as to immobilize an aggressive animal), and are only to be administered by the farm veterinarian and only at his or her discretion. Tranquilizers must not be used in any situation where the animal may injure itself, such as near open water, on steep slopes, etc. The animal must be closely monitored until it has recovered and is no longer at risk of injury to itself or from other individuals. Electric immobilization is not permitted for use under any situation.

Use of Dogs

Dogs or other animals, including working dogs, must be properly trained, must not cause injury or distress to cattle, and must be kept under control at all times.

SOPs for Care & Handling of Sick or Injured Animals

All efforts must be made to help ensure the rapid diagnosis, immediate treatment, and optimized recovery for any sick or injured animal. If an animal does not respond to treatment, or if it is in severe, uncontrollable pain it must be immediately euthanized. No live animal may leave the farm unless it can walk unassisted, except as noted below.

Non-Ambulatory (“Downer”) Cattle

Care must be taken to avoid causing unnecessary pain or distress to a sick or injured animal that is unable to move. Animals must not be moved by hoisting by chain, dragging, or lifting without complete body support. Moving by means that can cause further physical or psychological damage is prohibited. *Refer to the North American Meat Institute (NAMI) guidelines for acceptable methods of moving non-ambulatory cattle.*

Non-ambulatory animals must not be moved by hoisting by chain, dragging, or lifting without complete body support- doing so is considered a willful act of abuse or neglect.

The use of hip-lifters is permitted only for emergency, short-term assistance. Cattle must not be left unattended when hip-lifters are in use. Hind-leg hobbles (“splitters”) may be used only when necessary to prevent cattle from becoming non-ambulatory.

Medical breakthroughs in the treatment of cattle have made it possible to assist downer cattle to regain health and productivity.

Where the farm veterinarian determines that a downer animal may be successfully moved with limited levels of pain and distress, and where the veterinarian determines that the downer is a good candidate for treatment, it may be humanely transported from the farm to a medical facility using approved methods. If the farm veterinarian determines that an animal cannot be successfully transported or treated, it must be euthanized humanely and immediately. The transportation, treatment or euthanasia of the animal must be documented in the health care records in the American Humane Certified™ Farm Manual. *Refer to U C Davis “Care for the Downer Cow” for additional recommendations.*

Facilities for the Segregation and Care of Sick and Injured Animals

Provisions must be made for the segregation and care of sick and injured animals.

- Any cow or calf suffering from illness or injury must be segregated and treated without delay, and veterinary advice must be sought when needed.
- If the animal does not respond to treatment or is in severe pain or suffering, and the veterinarian determines that the animal is unlikely to recover, that animal must be euthanized humanely and immediately.

- If used, hospital/ isolation pens must be of a size which is appropriate for the age, size, and breed of the animal.
- Animals in hospital pens must be able to stand up, turn around, lie down, rest, and groom themselves without hindrance.
- Water and feed must be readily accessible even to non-ambulatory animals.
- Urine and feces from hospital pens for sick and injured animals must be disposed without the risk of spreading infection to other stock.
- Pens must be constructed to facilitate effective cleaning and disinfection of surfaces and the possible removal of a carcass from the area.

SOPs for Identification

Where neckbands, tail-bands, ear tags, leg-bands, or RFIDs are used for identification purposes, they must be fitted with care and adjusted as required to avoid unnecessary pain or distress (for example by being too tight, etc.)

Cattle marking must be performed by trained personnel quickly, expertly, and with the proper equipment in a manner that avoids unnecessary pain and distress. The following methods of identification are NOT permitted for use in cattle identification: brands, jaw-brands, ear-notching, ear-splitting, wattling, and other surgical alterations for identification.

Livestock markers for the temporary marking of livestock (i.e., crayons, chalk, and paints) must be especially developed for that purpose and must be non-toxic.

Records of Stockperson Training

The continuing education of personnel who have day-to-day contact with the cattle is one of the most important ways to help ensure behaviors that support and promote animal welfare. It is important to have documentation confirming personnel training in aspects of herd welfare appropriate to the level of operation.

Training Documentation

Stockpersons must be provided training at orientation, as well as yearly updates/ refresher courses (and opportunities for continuing education and professional development) and specialized training in aspects of animal welfare appropriate to the level of operation.

For all training of personnel, training must be presented in the workers' native language if necessary. Training may include company SOPs, videos, manuals, classroom settings, online instruction, etc., and must include 'hand's-on' experience and evaluations. Training must include review of the **American Humane Certified™ Animal Welfare Standards**. Training records must clearly define what is expected of each stockperson so that each is fully aware of their duties and responsibilities. Training records must be signed by both the trainer and the trainee, and include the training topic and the date of orientation, yearly update/ refresher course, or specialized training.

Training for All Stockpersons

Prior to being given responsibility for the welfare of livestock, all stockpersons must be properly trained. As a minimum, the training program for all stockpersons in direct contact with the animals must include the following topics:

- Training and validation in the safe, correct and approved methods of cattle handling and use of cattle-handling units in a manner which minimizes unnecessary stress to the cattle, including:
 - understanding the behavioral characteristics of cattle and the likely stress factors that cattle may be subjected to, how cattle react towards other cattle, towards man, and to strange noises, sights, sounds, and smells;
 - using visual fields (i.e. cattle have a wide field of vision but have a blind spot behind them, which handlers should avoid entering) and flight zones (an imaginary area which if handlers enter will make the animal want to move away. Handlers control an animal's movement by understanding the flight zone);
 - lighting (as cattle prefer to move from the dark into the light); and
 - when and how to use such things as sticks and other implements;
- Knowing the normal behavior of cows and the herd and to recognize the signs that indicate good health and welfare so that in the eventuality of an impending problem arising they are able to recognize it at the earliest stages;
- Recognizing readily apparent behavioral actions of the cattle which indicate an inability of the animals to thermo-regulate (such as heavy panting and head-bobbing) and the actions that must be taken to provide relief to the cattle, especially when immediate actions are required;
- Having a basic knowledge of what constitutes proper nutrition in dairy cattle;
- Knowing normal body conditions in dairy cattle and the necessary steps to be taken if problems arise; and
- Recognizing the signs of abnormal behavior and fear;
- Recognizing deviations from normal cattle activity;
- Having a basic knowledge of the signs of common diseases, illnesses, and injuries and knowing when either direct action must be taken and/or when the responsible personnel or the veterinarian must be notified; and
- Knowing the procedures to be followed in the event of an emergency, i.e. the Emergency Response Plan.

Specialized Training of Stockpersons

Documentation must be available for the training of stockpersons who are responsible for performing specialized duties, with emphasis on animal welfare, minimizing pain and distress to the animals, and optimizing health. Specialized training may include but is not limited to:

- The specific training in routine monitoring of individual cow health; recognizing unusual conditions or behaviors; recognizing signs for the early detection of injuries and lameness, sickness, and disease and the appropriate and timely remedial actions to be taken, either by the direct action of the stockperson or through the notification of the responsible personnel;
- Specific training for personnel responsible for any equipment which impacts animal welfare, such as milking machines, crowd gates, restraining equipment, downer handling equipment, etc., including:
 - proper use of the equipment,
 - performing routine maintenance to help ensure that the equipment is kept in good working order,
 - recognizing common signs of malfunction, and
 - actions to be carried out in the event of equipment failure;
- Understanding the physical and environmental requirements for cattle throughout each season and especially during breeding, calving, and weaning;
- Training in procedures for calving and the care of the newborn calf;
- Training in the processes during breeding, particularly the selection of suitable bulls, semen, and embryos for use in heifers;

- Training in the functional anatomy of the normal hoof, and its care and treatment; and
- Training in the functional anatomy of the normal teat and udder, to recognize signs of mastitis, and for the requirements to maintain good parlor hygiene and a well-maintained milking machine.

Further Training

Prior to performing procedures that have the potential to cause suffering (e.g. injections, oral-dosing, foot-trimming, disbudding/ dehorning, castration, identification, etc.), the stockperson must be able to demonstrate to the trainer that they are proficient in performing those procedures with emphasis on animal welfare, minimizing pain and distress to the animals, and optimizing recovery wherever possible. Further training includes but is not limited to:

- Specific training in recognizing cull and downer cows, determining whether an animal needs to be euthanized and who is responsible for making the decision, and determining whether transport of downers is appropriate;
- specific training and confirmation of the approved stockpersons' proficiency in approved techniques for euthanasia;
- specific training and confirmation of the approved stockpersons' proficiency in approved husbandry procedures and protocols; and
- training in the proper methods of marking/ identifying cattle in a manner that avoids unnecessary pain and distress.

Training of Outside Workers

Workers outside of the dairy's control, such as foot trimmers, transport companies, etc., must be familiar with and conform to all requirements in these standards related to their duties, including but not limited to approved handling and moving of cattle including downers, approved protocols for the transport of cattle, and performing their duties proficiently and in a manner that minimizes undue stress to the animals etc. Outside workers must be held to the same standards of humane care as company employees.

Documentation must be available confirming the qualifications of any outside employees, such as training records, a Certificate of Conformance, etc.

Inspections of Livestock

Daily inspections encompass the monitoring of animals' body condition and feed/water consumption; signs of lameness; condition of the coat, udder, and leg; cleanliness of the animals; and any signs of disease. All cattle must be inspected and monitored regularly to confirm animal health and for the early detection of injuries and early signs lameness, sickness, and disease so that appropriate and timely actions may be taken.

- All cattle must be inspected at least twice daily including cattle in all facilities (i.e. calving areas, hospital pens, bull pens, etc.)
- Where cattle are maintained on open range or pasture, efforts must be made to track the location of the herd and check on its condition not less than once per week or more often during extreme weather, or as soon as possible after a severe weather event such as a blizzard.
- Heifers calving on pasture must be inspected at least once daily.
- Every cow must be inspected at drying-off, with a minimum dry period of 25 days.
- Records must be kept on file for a minimum of one year of the following circumstances at a minimum:
 - records of mortalities, including the date, the age of the animal and the cause if known; and
 - records of culls, including the date, the age of the animal and the reason for culling.
 - Carcasses must be removed away from live animals as soon as practical after discovery, and disposed of promptly thereafter.
- The stockperson performing the inspections must proceed in a careful, deliberate manner to avoid frightening the animals unnecessarily, and must follow a path that allows them to see all each animal.
- During inspections or at any other time, if the stockperson observes any animal which appears to be behaving in an unusual manner, the stockperson must immediately notify the responsible personnel who will determine whether remedial actions are required.

Producer Observations and Scoring

Additionally, dairies are strongly encouraged to conduct and document herd health on a routine basis throughout the year by keeping records of routine health and environmental assessments. Recommended parameters for scoring are given in the noted section of this checklist. Documentation may include but is not limited to:

- Body Condition Scoring;
- Slips and Falls Scoring;
- Lameness/ Locomotion Scoring;
- Hygiene Scoring;
- Leg Condition Scoring;
- Udder Condition Scoring; and
- Coat Condition Scoring.

Where an assessment is outside of the parameters noted, a program of mitigation must be developed and continued until parameters return to normal. When conducted, these records should be filed as part of the Herd Health Plan, including any program of mitigation.

Inspections & Maintenance of Equipment

Equipment Inspections & Maintenance

Stockpersons must inspect all equipment on which the livestock rely on a daily basis, such as water troughs, feeding facilities, and especially the milking equipment, whether the equipment is manual or automatic. Stockpersons must also perform routine, scheduled maintenance as defined in the SOPs. Where a defect is found (whether on inspection or at any other time): It must be rectified immediately, or if the defect cannot be rectified immediately, the stockperson must follow any measures as specified in the SOPs in order to safeguard the animals from suffering unnecessary pain or distress as a result of the defect. These measures must be maintained until the defect has been rectified. Routine maintenance must be performed per the equipment manufacturer's recommendations.

Inspections and Maintenance of Water Systems

Water systems must be inspected and maintained daily to confirm that clean, fresh water is readily available to the cattle: water availability must be checked daily; water delivery must be monitored to make sure water is provided at all times; that is, the water delivery system must keep pace with the demand of the maximum number of cattle who are able to drink at the same time; all water sources must be checked for contaminants such as elevated levels of feed, algae, manure, nitrates, pathogens, etc.; and samples of water must be taken and recorded periodically to help ensure that water quality is acceptable for cattle. *State or local water quality requirements must be followed.*

Inspections and Maintenance of Milking Machines

Milking machinery/ the milking system must have a documented, routine maintenance plan. Proper application, function, and maintenance of the milking machinery must be ensured by practicing the following:

- Under- and over-milking must be avoided.
- Appropriate teat cup liners must be used.
- Teat cup liners must be checked daily and damaged/rough teat liners are replaced.
- Liners must be exchanged according to manufacturer's recommendations.
- Pulsation rate release/squeeze ratio must be checked and corrected regularly.
- The vacuum regulation must be functioning correctly and preventing vacuum fluctuation.

Inspections of Auxiliary Power Supply:

An auxiliary power supply (such as a standby generator) must be available and tested and maintained at least yearly or per manufacturer recommendations. The auxiliary power supply must have sufficient capacity to operate critical equipment such as milking equipment, cooling system for the bulk tank, fans, feeders, waterers, and lights for at least 24 hours.

Ventilation & Environmental Controls

Where equipment is provided for ventilation (if applicable): Ventilation equipment must be checked and maintained for proper operation. Ventilation rates must be adjusted as necessary in order to maintain minimum ventilation requirements and to maintain air quality parameters including control of ammonia, dust, etc.

Monitoring of Ammonia in Enclosed Environments

Where cattle are kept in enclosed environments, such as barns not exposed to outside air, calf houses, etc.: ammonia levels measured monthly at the height of the animals should ideally be maintained at less than 10 ppm but in any case must not exceed 25 parts per million; and if ammonia limits are exceeded at any time, steps must be taken to mitigate ammonia, (such as replacing bedding, increasing ventilation, etc.) until ammonia returns to acceptable limits.

Note: Provisions must be made to help ensure that aerial contaminants do not reach a level at which they are noticeably unpleasant to a human observer. Ammonia levels are to be maintained at less than 10 ppm wherever possible.

Inspections of Fencing

All fencing must be regularly inspected and maintained and be free of sharp projections, protuberances, and other surfaces that may cause injury to the animals. Electric fences must be designed, installed, used, and maintained so that contact with them does not cause more than momentary discomfort to the cattle.

SOPs for Husbandry and Other Procedures

Husbandry Procedures

Where necessary, producers must use only approved, humane husbandry procedures accepted by the American Humane Certified™ program. Husbandry procedures must be performed at the earliest possible age. These practices must not be performed on sick or injured animals. All of these practices must be performed by trained and competent personnel or the veterinarian using appropriate, well-maintained equipment in a way which minimizes suffering.

Teat Removal:

- Removal of supernumerary teats is not permitted unless their presence interferes with the placement of the milking cup. In these cases, removal of supernumerary teats must be performed within 4 months under local anesthesia.
- If removal of supernumerary teats is necessary for calves or heifers older than 4 months of age, the procedure must be performed under local anesthesia by a veterinarian.

Disbudding/Dehorning:

- The cautery paste method of disbudding is permissible for use only for calves less than 7 days of age.
- The hot iron method of disbudding is permissible for use only for calves less than 30 days of age and must be performed under local anesthesia.
- After 30 days of age, if dehorning is determined to be necessary, the procedure must be performed by a veterinarian under local anesthesia and the calves must be given NSAID treatment for post-procedure pain management. Efforts must be made to avoid dehorning older cattle unless they prove to be dangerous to herd-mates or human handlers.

Castration:

- Castration must be performed at the earliest possible age. Castration through the application of a band (rubber ring) to restrict blood flow to the scrotum is permissible after 24 hours of age and up through 4 days of age.
- Where this is not possible, after 24 hours of age and up to 2 months of age, castration through use of a Burdizzo clamp or surgical castration performed by the veterinarian under anesthesia are permissible.
- After 2 months of age, castration must be performed surgically by the veterinarian under local anesthesia with provisions made to control bleeding.

Tail Docking/ Switch Trimming:

- Tail docking must not be performed.**
- Previous tail docking on identified animals must be recorded and tail docking must not be practiced going forward.
- Switch trimming is permitted only as necessary.

Surgical Procedures:

- Surgical procedures such as Caesarian-sections must be performed by a qualified veterinarian.

Induction of parturition must not be used as a routine management procedure, but is only permissible per a veterinarian's recommendation. Non-veterinarians performing per-rectum pregnancy detection must have received appropriate training. Calving aids may only be used to assist a delivery and not to produce a calf as quickly as possible. Before any type of calving aid is used, the cow must be examined to help ensure that the calf is of a size where natural delivery can be reasonably expected without causing undue pain and distress to either the dam or the offspring.

Euthanasia Policy

The Euthanasia Policy includes provisions for routine euthanasia (culls). Euthanasia and disposal of carcasses must be consistent with applicable local, state, and federal regulations.

A Euthanasia Policy must be available which includes provisions for humane and timely, routine and emergency, euthanasia. This policy must include:

- Only properly trained farm personnel or the herd veterinarian are to perform euthanasia.
- Training records which identify: the names of the stockpersons who have undergone training; the name of the trainer; the specific method(s) of euthanasia covered in the training; confirmation that the trainees' competence in performing the procedure was validated by the trainer, including proper techniques and proper use of any equipment; and the date(s) that the training occurred.
- Procedures stating that:
 - If there is any doubt as to whether euthanasia is required: the herd veterinarian or properly trained personnel must be called at an early stage to advise whether treatment is possible; OR
 - If the herd veterinarian or properly trained personnel determine that an animal is in severe, uncontrollable pain or is unable to move on its own accord, then the animal must be promptly and humanely euthanized to prevent further suffering.
- For euthanasia equipment: records showing that equipment has been maintained per the manufacturer's recommendations and that it is stored securely, protected from the elements, and kept clean.
- The approved methods of euthanasia that are to be used for each age group of animals and under what circumstances. These methods must be performed promptly to prevent further suffering and must be approved by and comply with the latest edition of the American Veterinary Medical Association's ***AVMA Guidelines for the Euthanasia of Animals***.
- Procedures stating that the persons performing euthanasia must verify that each animal has been properly euthanized through the absence of breathing for five minutes; a heartbeat for five minutes; and/or a corneal reflex (i.e. blinking reflex upon touching the eye.) If the animal is not successfully euthanized, the same or an alternate method is performed immediately to help ensure that the animal does not suffer.
- Logs stating the reason for euthanasia, the date, the competent personnel performing the euthanasia, the numbers of animals euthanized, and the procedure used.
- Procedures for the prompt, proper disposal of carcasses, and records of the name of the outlet through which all such carcasses are disposed, unless carcasses are disposed of on-farm, in which case records are kept of the disposal method. Disposal must meet all state, local, and/or federal regulations.

Nothing stated here is intended to discourage the prompt diagnosis and appropriate treatment of any ill or injured animal.

On-Site/ Food & Water

Livestock must be free from unnecessary hunger, thirst and malnutrition by being provided with a wholesome diet and continuous access to fresh water and a diet that maintains full health and promotes a positive state of well-being. Feed and water must be distributed in such a way that livestock can eat and drink without undue competition.

Food

Body Condition Score

All cattle must be fed a wholesome and appropriate diet for their age and species and which is fed to them in sufficient quantity so that they sustain full health and normal reproductive capability over their maximum foreseeable lifespan. Cattle must have daily access to food, unless otherwise required by a veterinarian.

Body condition change in cattle must be monitored and maintained according to the stage of production using the **Body Condition Score** (BCS) by Edmonson et al or an equivalent BCS:

- 98% of all lactating cows must have a BCS between 2.0 and 4.5 on a 5-point scale.
- Any animal with a BCS of less than 1.5 must be placed in the infirmary under individual treatment in order to bring BCS back to acceptable levels.
- Cows with a BCS of greater than 4.5 must have a documented nutrition and reproductive plan in concert with the nutritionist and veterinarian in order to bring BCS back to acceptable levels.

Bunk Space in Indoor Housing

Adequate bunk space must be provided so that cattle do not need to compete for food. Minimum bunk space must be:

- At least 30" per cow for 21 days before and after calving.
- At least 24" per cow all other times.

Feed troughs/bunks must be clean and free of stale or moldy feed. Automatic feed delivery systems (e.g., grain delivery systems in milking barns or in corrals) must be clean and free of stale feed and are in good working order.

All stored feed must be free of bird or rodent feces and vermin. Non-feed items/products (such as herbi- and pesticides, chemicals, machinery oil, etc.) must not be stored in the feed mixing or ingredient and supplement storage areas. Control practices must be in place to minimize access to poisonous plants and unsuitable feedstuffs.

Water

Access to Water

All cattle, including calves older than 1 day and cattle in confinement, must be provided with continuous access to an adequate supply of clean, fresh drinking water each day, except when otherwise required by the attending veterinarian. The availability of water, which includes the flow rate of the water delivery systems, must meet the demands of the herd: at least 10% of the herd must be able to drink at any one time; the line of animals waiting to drink at water stations must be no more than three animals deep; and water tanks, troughs, etc. must be full when not being used, and must not completely drain when cattle are drinking. Waterers must be placed at a height appropriate to the size and age of the cattle.

Note: it is recommended that there be a minimum of 2 ½ to 3 ½ feet of trough waterers for every 10 cows, or a minimum of 2 feet of tank perimeter for every 10-20 cows. These requirements must be increased in hot weather or at any time when the number of waterers is unable to keep pace with the demands of the herd, as noted above.

For indoor housing cattle all waterers must be kept thoroughly clean, and watering equipment is designed, constructed, placed, and maintained so that contamination of the animals' water is minimized. Water troughs must not leak resulting in wetting/fouling of the bedded areas. *The area surrounding water tanks, troughs, etc. should be on concrete where possible.*

When cattle are kept primarily on pasture, clean, fresh water must always be available, and must meet the requirements for 'Access to Water' noted above. During winter, water must be kept clear of ice. The area around the water troughs must be managed to avoid excessive wetting and mud. Local, state, and federal laws regarding cattle access to running or still water must be followed. *If necessary, water troughs should be placed on concrete aprons to limit mud or sodden ground.*

Emergency Water Supply

Provisions must be in place to help ensure an emergency supply of suitable drinking water in case normal supplies fail (e.g., due to freezing, drought, power failure, well malfunction, etc.) for at least 24 hours.

On-Site/ Environment

The environment must take into account their welfare needs and provide the best husbandry approaches; must meet all industry standards and governmental regulations; must be designed to help protect them from unnecessary physical and thermal discomfort, fear, and distress; and must allow them to perform their natural behaviors. All equipment and fixtures must be selected, installed, and maintained to optimize the well-being of the cattle. The animals must be protected from unnecessary pain, injury, and disease, and their environment must be conducive to good health.

Buildings

A copy of the current **American Humane Certified™ Animal Welfare Standards for Dairy Cattle** must be available on-site as a reference for all stockpersons.

Emergency Contact Information

Emergency Contact Information, in worker's native language as necessary, must be posted onsite. This must include:

- emergency contact information and numbers, i.e. fire department, local utilities, etc. and site address;
- Primary and alternate contact numbers for the notification of individual(s) responsible for reacting to emergencies, i.e. farm workers/ managers, family members, and/or owner as appropriate. *Note: it is recommended to provide contact numbers for at least three responsible farm workers and/or family members when possible, and a "telephone tree" to help ensure that all responsible parties may be contacted if necessary; and*
- Procedures to be followed by those discovering an emergency such as fire, floods, storms or other severe weather, interruption of power or water, etc., and contingency plans and precautions to cope with emergencies in order to safeguard the welfare of the animals.

Environmental Safety

Environmental Safety

There must be no physical features of the external or internal environment that cause recurring injuries to cattle. *Injury is defined as damage severe enough for the formation of granular scar tissue that is to an extent significantly greater than would be caused by accidental bumps and scratches. Excessive occurrence of the following may be indicators of a poor environment: neck calluses; knee and/or hock swellings/calluses; teat/udder injuries; broken tails; hematomas; chronic scar tissue; soft hooves; inter-digital infections; laminitis; abscesses; and/or bruised soles.*

The construction of pens and fenced pastures to which livestock have access must be designed, constructed, maintained, and regularly inspected to help ensure that there are no features that are likely to cause injury or distress to the animal. The interior of any building, including the floor and all internal fittings/surfaces to which livestock have access, must be designed, constructed, maintained, and regularly inspected to help ensure that there are no sharp edges or protrusions likely to cause injury or distress to the animal. This includes the provisions of adequate and safe holding and handling facilities (whether indoors or outdoors) as well as to transportation vehicles. Particular attention must be paid to handling pens. Floors must be made of non-slip material or must be maintained to reduce the risk of slipping (sand, mats, or other materials are applied when necessary). Concrete floors must be grooved approximately 1/3" - 1/2" or treated with a non-slip coating/belting. Floors must not be so rough as to cause hoof damage. *Lesions and wounds on animals along with lameness are indicators of building conditions which needs immediate remediation.*

Except where preservatives with an insecticidal role are used, cattle or calves must not come into contact with toxic fumes from chemicals. All electrical installations must be inaccessible to cattle, well-insulated, safeguarded from rodents, properly grounded, and regularly tested for stray voltage. Building alleyways, passages, or gateways must be maintained in order to prevent injury to the animals. Care must have been taken to minimize, and ideally exclude, the number of blind alleyways in the buildings, in order to avoid the incidences of bullying by dominant animals. Internal surfaces of housing and pens must be made of materials which can readily be cleansed and disinfected or easily be replaced when necessary. Where used, euthanasia

equipment must show no obvious signs of neglect, i.e. rust, dirt and grime, and must be stored in a secure location protected from the elements. Buildings must be a height adequate to allow the normal expression of mounting behavior in estrus.

Auxiliary Power

Auxiliary Power Supply

An auxiliary power supply, such as a standby generator, must be available and functional

Thermal Environment & Ventilation

Cattle must be maintained in a thermally comfortable environment for their age according to the species guidelines at all times: the cattle must not show signs of being excessively hot or excessively cold.

Effective ventilation of buildings must be provided, permitting air movement at low velocity while avoiding drafts and ingress of rain and snow. System must provide adequate ventilation to remove the moisture produced by the stock and to reduce the number of airborne pathogens being passed from animal to animal. Ventilation system must include sufficient and correctly positioned air inlets/ outlets and correct air inlet-outlet height differential. A professional must be consulted as necessary to rectify ventilation problems, and records of these recommendations including modifications to the ventilation rates and/or equipment must be kept on file.

Where the automatic equipment includes a ventilation system, the system must contain an alarm which will give adequate warning of the failure of that system to function properly, and which will operate even if the principal electricity supply to it has failed; and additional equipment or means of ventilation (whether automatic or not) which, in the event of such a failure of the ventilation system, will provide adequate ventilation so as to prevent the livestock from suffering unnecessary distress as a result of the failure.

Ammonia levels in any enclosed environment (such as barns, calf houses, etc.) measured by the auditor at the height of the animals at multiple locations in the barn should ideally be less than 10 ppm but must not exceed 25 ppm.

Lighting

For fully enclosed housing, artificial lighting must be provided as needed to supplement natural light. The daytime light levels must be bright enough to allow facilities and animals to be inspected and workers to perform their duties without additional portable lighting (such as a flashlight, portable lamp, etc.) Adequate lighting, whether fixed or portable must be available to enable the livestock to be thoroughly inspected at any time.

Lying Area/ Space Allowances

Cattle kept in dry lots must have access at all times to a lying area which is well-drained, well-maintained with dry bedding, and of sufficient size to accommodate all cattle lying down together in normal resting posture. In conditions where the temperature/humidity index is above 72 degrees, a shaded area must be accessible.

- In semi-arid conditions: minimum loafing space in loose housing is 40-50 sq. ft./adult cow.
- Unpaved earthen exercise corrals for groups of 100 cows is 50-60 sq. ft. / cow.
- Corral space may be reduced to 100 sq. ft. per cow on paved lots.
- Provisions must have been made for shade and misting or sprinkling systems.
- Shade structures must be designed to accommodate all animals together, e.g. allowing animals back into the buildings or to utilize natural shade.
- In cooler climates: 20-30 sq. ft. of roofed area per head for small breeds or 30-40 sq. ft. for larger breeds is provided.
- The depth of mud in the exercise space must not be above cows' fetlock joints.

Freestall Housing

The emphasis of freestall housing design is to maximize the comfort of the animal. Given the wide range of sizes and bodyweights within and between herds and individual breeds, it is difficult to prescribe actual dimensions.

- In freestalls, stocking densities must be 1 cow per available freestall.
- A "loafing" area must be provided.
- Unbedded areas must be slatted or of solid concrete and slats must not result in injury to feet.
- Unbedded areas must be scraped at least daily.
- Cows must be able to lie down in a normal position without risk of being walked on, stepped on, or kicked by other cows.
 - The stall must be constructed so that it prevents the animal from standing so far forward that it consistently soils the back of the stall.
 - Cows must be able to change position from standing to lying and vice versa in a normal manner without difficulty or injury, and with adequate space to allow the normal forward lunging motion during this maneuver.
 - When lying, all of the cow's body must be on the bed including the hocks and the udder.
 - Freestalls must be designed to align a cow properly, and must prevent interference with, or injury to, her neighbor or herself.
 - The step between the freestall bed and the dung passage must avoid slurry being pushed into the bed during scraping and must encourage cows to enter the cubicle head first. The height of the step must not be such that it results in an increased incidence of concussion injuries to the hooves.
 - Where problems do exist with free-stalls, through animals rejecting, becoming stuck in, or lying half-in and half-out of them, or with recurring injury as a result of poor design, professional advice must be sought for remedies, and records must be kept on file.
- Freestall housing must provide a clean, dry and comfortable bed, free from contamination with feces or urine.
 - The slope from rear to front must be approximately 4%.
 - Stalls must be bedded to a minimum depth of 3 inches.
 - Adequate clean bedding must be provided.
 - Cow mattresses (not the solid type) must be used with an adequate layer of bedding to prevent damage and swelling of the cows' legs.

Access to Turnout Lots/ Pasture

When cattle are provided voluntary access to pasture or turnout/exercise lots, if weather and climatic conditions are suitable:

- The turnout/exercise lots are of the most benefit if they are not concrete;
- The turnout/exercise lots are of the most benefit if they are shaded;
- Lots must be mounded, drained and otherwise maintained to control mud.

Auditor's note: Access to pasture or turnout/exercise lots is not required. If cattle are not provided access to pasture or turnout/exercise lots, check N/A.

Additional Housing Requirements

Loose-housed, growing cattle (calves to heifers) must be grouped according to size and age. The space allowance for cattle housed in groups must be calculated in relation to the whole environment, the age, sex, live weight, and behavioral needs of the stock, taking account of the presence or absence of horns and the size of the group. All cattle at all times must have sufficient freedom of sideways movement to be able to groom themselves without difficulty, and sufficient room to lie down, freely stretch their limbs, and to rise again.

Calving Environment

When calving cows are kept confined in a building, the cows must be provided a clean, dry, fully bedded maternity area; they must have free access to water; and cows that are ready to birth must be kept separate from the rest of the herd and from other species of livestock.

The maternity area must be constructed of materials that are smooth and impervious to water and are easily cleaned; must be equipped with a means of humanely restraining the cows (e.g. a stanchion or holding gate) to permit a person to safely attend to the cows and their calves if necessary; and must have effective insulation, heating, and ventilation to help ensure that air quality, temperature, and ventilation are kept within limits which are not harmful to the cows or their calves. This must be confirmed by no evidence of condensation, no odor issues, and no visible dust and the recording and monitoring of temperatures.

Calf Hutches

Where used, individual calf hutches must be sized appropriately for the age, size and breed of the animal. Calves must be able to stand up, turn around, lie down, rest and groom themselves without hindrance or injury. The hutch must be ventilated to remove excess humidity, ammonia and condensation while at the same time eliminating drafts but retaining constant air circulation. Hutches must be placed on a free draining base and affixed to the ground to prevent movement in high winds, when necessary. Hutches must be sited at a sheltered location, away from prevailing weather. There must be enough bedding in the hutch to exclude any drafts, and allow the calf to nest down during cold weather. Calves must have access to a dry bed at all times which is changed frequently as needed for cleanliness (i.e. for maintaining calf hygiene standards). Hutches must be arranged so that calves may see and hear other calves in neighboring hutches. Hutches must be constructed of materials which facilitate cleaning and disinfection. Hutches must be constructed of materials that minimize heat stress and wide temperature fluctuations.

When calves are kept in group pens, devices must be available to reduce inappropriate sucking behavior of the calves: calves must not be muzzled or physically altered to prevent suckling. Alternative devices such as artificial nipples and plastic nose clips are acceptable for use if they are designed in such a manner that there are no sores or signs of irritation of the calves' nostrils. Calves may be kept in individual stalls for health reasons. The location or placement of individual calf pens used for quarantine must be such that each calf has an opportunity to see and hear other calves but with no physical contact. Waste feed and water must be disposed and stored at a site away from the calves.

Bull Pens

Bull pens must be sited to allow the bull sight, sound, and odor of other cattle and general farm activity. Individual accommodations for an adult bull of average size must include a bedded sleeping area and loafing area of not less than 144 sq. ft. (e.g., 12 ft. by 12 ft.). For very large bulls, the sleeping area must not be less than 9 sq. ft. for each 132 lbs. live weight. Bull pens must be safe for the stockpersons tending them. Adequate restraining facilities and an escape route for stockpersons must be provided. Exercise and service areas must be provided to the bulls, and the service area must have a non-slip surface.

Handling & Treatment Facilities

All handling facilities such as veterinary facilities, loading ramps, and milking parlor must have non-slip flooring and must be constructed of materials which are easily cleaned. Internal walls of hospital boxes must be smooth and impervious to water and must be made of materials which are easily cleaned.

Alleyways and Gates

Alleyways and gates must be designed and operated so as not to impede the movement of cattle. Alleyways and gates must be free from protrusions or other hazards which have the potential to injure the animals. When operating gates and catches, effort must have been made to reduce excessive noise which may cause distress to the animals, and if necessary, noise reduction mechanisms have been fitted to gates. Gates must open and swing smoothly, and close securely.

Loading Areas

Loading facilities must provide a ramp of no more than 20% incline. Loading ramps and tail boards must be fitted with fences or rails to prevent the cattle from slipping and falling off. Ramps may be of concrete or earth and, where concrete, are fitted with appropriately designed and spaced foot cleats/ battens, stair-steps, or other flooring surface that prevents slipping. A loading bay and/or ramp must have been provided, and must be well lit to enable animals to walk straight into or out of the vehicle on a level or slight gradient. *Note: It is generally recommended that solid sides are used in races, chutes, crowding pens, and loading ramps to avoid distraction and balking in cattle. Solid sides provide the greatest advantages where there are many distractions, such as vehicles, moving equipment, and people walking by.*

Wind Breaks, Sun Shade, & Sprinklers

Cattle kept on pasture/ range grazing conditions must be provided with shelter, shade, and windbreaks to allow them the opportunity to thermo-regulate and to mitigate welfare risks in adverse weather. *Shelter, shade, and windbreaks can be provided by geographical features such as well-drained hills and canyons, natural vegetation such as shrubs and tree belts, or manmade structures that are strategically placed to block prevailing winds.*

All facilities must provide cattle with the opportunity to properly thermo-regulate. Cattle must be provided with adequate space to perform behavioral adjustments important to thermoregulation and have access to facilities or natural shelters or barriers. *A one- or two-sided structure with a roof can provide shelter to cattle during periods of intense cold. Structures should be built with the open sides facing south or east (depending on prevailing winds) to maximize effects of solar radiation during the winter.*

When cattle are kept confined in partially roofed units (open fronted shed, covered feeding areas, etc.) they must be provided with effective protection from the wind and a comfortable, dry lying area.

Summer/ High Heat and Humidity Conditions

For summer/ high heat conditions, a shaded area or water systems must be accessible to the cattle to provide cooling. Artificial or natural shade must be provided or animals must be allowed access to buildings. Sun shades must be provided for open pastures in regions where heat and humidity can be extreme. In all circumstances cattle must be monitored for signs of heat stress, especially dark-colored and the heavier animals. When cattle show signs of moderate to severe heat stress, such as head bobbing or open-mouth panting, immediate remedial actions must be taken to provide relief. *Cattle not conditioned to extreme conditions may suffer heat stress and die. The provisions of shade can make a difference under extreme conditions. In the Southwest U.S., shades should be 12 to 14 ft. high and in the Eastern U.S. 7 to 9 ft. high. The amount of shade provided depends on the size and number of cattle. A rule of thumb for young stock is 7.5 to 13 ft² per animal and for adult cattle 19.4 to 27 ft² per animal. During periods of extreme heat the use of water can assist in preventing heat stress through evaporative cooling. Cattle can also be cooled by water cannon, sprinklers or other appropriate devices.*

Winter/ Cold or Wet Conditions

For winter/ cold or wet conditions, shelters and windbreaks must be provided to the cattle to mitigate wind chill and hypothermia. *Windbreaks can consist of natural tree belts, fences, or manmade structures that are strategically placed to block prevailing winds. Natural geographic features such as hills or canyons may be used in pasture range grazing conditions. Windbreaks are recommended in mounded south-sloping feedlots in the northern part of the U.S. A 10 ft. minimum is the recommended height and can cut wind speed by half for 150 ft. downwind, or a 13 ft. windbreak can cut the wind speed in half for 200 ft. downwind. Windbreaks can also serve as snow control during the winter months.*

Open dirt lots must be mounded to provide dry resting areas for cattle and must meet EPA Standards for control of dust. During periods of prolonged wetness, mud must be managed so the depth of mud in the loafing area is not excessive or cause for difficult travel by cattle to and from feeding and watering areas. Mud over depth of the cows' fetlock joints must not be allowed to persist for long periods.

Milking Barn/ Parlor

Parlor Hygiene

High standards of hygiene must be practiced in the parlor to reduce the risk of infection:

- Cows must be clean at milking, with particular attention paid to the udders and teats.
- Udder, teats, and flanks must be clean, dry, and free from sores on entry to the parlor.
- All teats must be treated with an approved teat disinfectant. Emollients must be used when teats are dry, chapped, or cracked.
- Parlor staff must have clean hands when handling teats.
 - The usage of clean rubber or nitrile gloves should also be considered.
- Towels must be cleaned and sanitized between milkings (unless single-use towels are used.)
- Following completion of milking, cows must be encouraged to remain standing for approximately half an hour to allow the teat canal sphincter to close before returning cows to their housing area.
- Crowd gates at milking parlor must have no devices which impart electric shocks to the cattle.
- Protocols must be in place to provide for the rapid exit of the parlor in the case of an emergency.

Note: it is recommended that there be a smooth, consistent routine surrounding the milking of cows and making the milking process a positive experience for the cows. Medical procedures and any other possibly unpleasant activities should be performed separately so that the cows have no negative association of milking with these activities.

Udder Condition Score

No more than 2% of all cows may have very pendulous udders or broken udder suspension.

Segregated Cows

Provisions must have been made to allow the milking of segregated cows.

State and Federal Milk Requirements

Documentation must be available showing that dairy operations meet governing state and federal ordinances for milk products.

Auditor Evaluations of Livestock

The auditor shall make the following observations of the cattle during the audit. Refer to the ***Animal Welfare Standards Audit Tool*** for a complete description.

- Incidence of Slips and Falls Score
- Lameness/Locomotion Score
- Hygiene Score
- Leg Condition Score
- Coat Condition
- Tail Condition

Transport

Animal transport systems must be designed and managed to help ensure that animals are not caused unnecessary distress or discomfort. The transport of animals must be accomplished in the shortest time possible and handling must be kept to an absolute minimum. Personnel involved in transport, including outside employees, must be thoroughly trained and competent in their duties and must use appropriate equipment and vehicles.

Transport SOPs

All individuals involved in the handling and transport of cattle, including outside employees, must be trained and knowledgeable about cattle behavior and animal welfare and in the proper protocols for transport, i.e. the Transport SOPs. This must be demonstrated through Certificates of Conformance (COCs) and documentation of appropriate training.

Transport SOPs

The producer shall maintain Standard Operating Procedures (SOPs) for Transport. The Transport SOPs as a minimum must: address steps that are taken to help protect the animals during periods of inclement weather; and outline protocols and contingency plans to be taken in the event of an emergency, such as vehicle breakdown, accidents, road closures, etc.

All animals must be examined and shown to be fit and healthy for transport. Pregnant cows that are expected to give birth within 21 days may only be transported if consideration is given to length of transport and animal comfort. The following animals must not be transported, except in emergencies or for medical treatment: Animals which are unable to walk unassisted or stand on all four limbs; Fatigued, sick, or injured animals or animals with a BCS of less than 2 unless approved by the veterinarian for movement to a treatment facility.

Cattle must not be kept in holding areas for more than 12 hours prior to loading. Feed and water must be available up to 4 hours prior to loading.

Loading & Transport of Animals

Stock-keepers must know the behavioral characteristics of animals and how to handle animals during loading and unloading, including using visual fields (i.e. cattle have a wide field of vision but have a blind spot behind them, which handlers should avoid entering) and flight zones (an imaginary area which if handlers enter will make the animal want to move away. Handlers control an animal's movement by understanding the flight zone); lighting (as cattle prefer to move from the dark into the light); and when and how to use such things as sticks and other implements. Handlers must use only the minimal amount of force as necessary to maintain control of the animals and help ensure the welfare of the animals and of the handlers. When the welfare of the handler or of the animals is in jeopardy, sticks or electric prods may be used on the hindquarters of animals capable of moving, and only on cattle over the age of six months. Electric immobilization is not permitted for any reason. Noise levels, sudden movements, and flashes of light must be minimized during loading and transport.

Every effort must be made to help ensure that journeys are completed without unnecessary delays, that drivers are familiar with the route and are aware of any potential traffic problems, and that they plan their journey accordingly.

Cattle must be loaded and unloaded using suitable and adequately-sized ramps, bridges, gangways, or mechanical lifting gear, operated so as to prevent injury or unnecessary suffering to any animal. Ramps, bridges, gangways, and loading platforms must have a fence or rail on each side that is of sufficient strength, length and height to prevent any animal from falling or escaping; and is positioned so that it will not result in injury. Loading and transport equipment must be kept in good repair and is free of projections and gaps that are of a size whereby the animal could become trapped. The flooring of the loading and transport equipment must be constructed to prevent slipping.

The incidences of slips and or falls that occur during the loading and unloading process must be recorded and scored. Where slips or falls occur in excess of 1%, measures are taken to mitigate the problem.

Animals which are ambulatory, that is, capable of walking unassisted, must not be suspended by mechanical means, nor lifted or dragged by the head, horns, legs, or tails.

Non-ambulatory animals may be moved from the farm only if a veterinarian determines that the animal can be successfully treated at a medical facility; and must be moved or hoisted in containers or slings in which their bodies are fully supported and which cause no pain or distress to the animal. The transportation of any animal to a medical facility for treatment must be documented in the health care records maintained in the company farm manual.

During transport cattle must have sufficient room for all individuals. Space per animal must be provided in conformance with the transportation space guidelines in the latest edition of the **FASS Ag Guide**. Additional space must be provided to allow the cattle to spread apart during hot weather. Cattle must have sufficient head clearance to stand comfortably without touching the ceiling of the transport equipment. For partial loads, the transport vehicle must be sub-divided to account for the size of the group being transported.

Transport vehicles must provide adequate ventilation while avoiding drafts. For transport during cold weather, cattle must be protected from drafts and the ingress of rain and snow. For transport during hot weather where possible, animals must be transported at night or in the coolest part of the day; animals must be protected from direct sunlight; the transport vehicle must be equipped with a means to provide effective ventilation; the transport vehicle must have air-conditioning and/or the animals must be regularly sprayed with water to help them keep cool; and the transport vehicle must not be kept stationary or parked in the sun for long periods. If it is unavoidable for the transport vehicle to be kept stationary, care must be taken to park the vehicle in shade, and inspections of the cattle must be increased as necessary to help ensure the animals are not showing signs of heat stress.

Cattle must be inspected immediately after loading and thereafter a minimum of every 4 hours, or more often during inclement weather. If any animal shows signs of distress including cold or heat stress, immediate remedial action must be taken.

If an animal goes down in transport and cannot be successfully treated, it must be humanely euthanized on the spot or upon arrival at a medical facility per American Humane Certified™ standards. Where mortalities during transport are traceable to a single cause, prompt action must be taken to prevent further deaths, injury, or suffering from occurring. Where high levels of transport mortality (in excess of 1%) from any single source in any three-month period occur, a veterinary investigation must be performed, mitigating actions taken as necessary, and the results reported to the American Humane Certified™ program.

All loading and transport equipment must be cleaned and disinfected after the completion of transport.

Slaughter

The American Humane Certified™ program adheres to the **Recommended Animal Handling Guidelines and Audit Guide** published by the North American Meat Institute for humane slaughtering and processing practices.

For on-site slaughter, records must be available showing that the company SOPs are in compliance with NAMI humane slaughtering and processing practices. For off-site slaughter and/or slaughter by an outside company, a Certificate of Conformance from the outside company must be available confirming that the NAMI humane slaughter and processing practices have been followed.

Pass/Fail Auditor Evaluations

No Instances of Willful Acts of Abuse or Neglect

Throughout the course of the audit, the auditor must not have observed farm personnel committing willful acts of abuse or neglect, which include but are not limited to beating the cattle or breaking tails; slamming gates on the cattle; using the electric prod inappropriately (on sensitive areas of the animal) and/ or using the electric prod when neither the welfare of the animal or of the handler is in jeopardy; using electric immobilization for any reason; driving the animals atop one another; and goading a downer animal.

The presence of willful acts of abuse or neglect is a severe non-conformance, and results in **automatic failure of this audit**.

Body Condition Score

At a minimum, at least 98% of all lactating cows **MUST** have a Body Condition Score (BCS) between 2.0 and 4.5 on a 5-point scale. See FW1: "Body Condition Score."

A herd with more than 2% of all lactating cows having an unacceptable BCS is a severe non-conformance, and results in **automatic failure of this audit**.

Lameness/ Locomotion Score

At a minimum, at least 95% of the lactating and dry cows **MUST** have a Lameness/ Locomotion (L/L) Score of 1 or 2 on a 5-point scale. See E44: "Lameness/ Locomotion Score."

A herd with more than 5% of the lactating and dry cows with unacceptable L/L scores is a severe non-conformance, and results in **automatic failure of this audit**.

Appendix A

Farm Manual

American Humane Certified™ Farm Manual Dairy Cattle

The purpose of assembling a Farm Manual is to facilitate the audit process by aiding the producer in organizing and gathering the required information so that is ready for review at the time of the audit. Please find the Farm Manual Information/ Audit Tool form on Page 2 that lists the required policies and procedures needed and where we may quickly find this information for your individual farm.

If this information is available in your own farm manual, you may include a copy of that and simply note the page number or section where the information can be found in the checklist on Page 2 of this document. If you do not already have a farm manual, you may fill out the manual template that follows the checklist. **You are not required to submit both.**

If you have questions as you fill out your responses to the standards or the required Farm Manual information, please contact the American Humane Certified™ Program at FarmAnimalProgram@AmericanHumane.org. Thank you for participating in the American Humane Certified™ program.

Farm Manual Checklist

Farm Manual Information/ Checklist Please Complete This Checklist	Producer's Farm Manual Section/ Page # Attached	American Humane Certified™ Template Forms Attached
Company Policy & Employee Code of Conduct		
Company Policy		
Employee Code of Conduct		
Animal Welfare Incident Report		
Office Records & Documentation		
Records of Production		
Building Checklists		
Emergency Response Plan		
Nutrition Plan & Herd Health Plans		
Nutrition Plan		
Herd Health Plan		
Policy for Control of Mastitis		
Biosecurity Plan & Cleaning Plans		
Biosecurity Plan		
Cleaning and Sanitation Plan		
Waste Disposal Plan		
SOPs for Calves & Weaning		
SOPs for Handling		
SOPs for Care & Handling of Sick or Injured Animals		
SOPs for Identification		
Records of Stockperson Training		
Training of all Stockpersons		
Further Training		
Training of Outside Workers		
Inspections of Livestock		
Inspections & Maintenance of Equipment		
Equipment Inspections		
Inspections and Maintenance of Water Systems		
Inspections and Maintenance of Milking Machines		
Inspections of Auxiliary Power Supply		
Ventilation & Environmental Controls		
Monitoring of Air Quality		
Inspections and Maintenance of Fencing		
SOPs for Husbandry & Other Procedures		
Euthanasia Policy		

American Humane Certified™ Farm Manual Templates

Note: The following are sample templates provided for your convenience and to assist in assembling your Farm Manual. For the full Farm Manual template, please contact a Field Operations Manager for the American Humane Certified™ program. These templates do not address all required documentation. Additional documentation is required that is not listed in the following templates. Refer to the *Animal Welfare Standards* for all required documentation.

American Humane Farm Program



Company Policy & Employee Code of Conduct

Name of Producer: _____

- *Note: this form or a similar company document must be provided to, and be signed by, all personnel.*

Company Policy

- As a participant in the American Humane Certified™ program, this company is committed to providing an environment which promotes high standards of animal welfare, through adherence to the requirements of the **American Humane Certified™ Animal Welfare Standards** and participation in the American Humane Certified™ program.
- This company has implemented a “zero-tolerance” policy regarding willful acts of abuse or neglect towards the animals, and personnel in violation of this policy are subject to dismissal. Willful acts of abuse or neglect include but are not limited to: beating the cattle, slamming gates on the cattle, using any type of prod inappropriately, using the electric prod when neither the welfare of the animal or the handler are in immediate jeopardy, driving the animals atop one another, and goading or dragging a downer animal. If it is determined that any employee has engaged in willful acts of abuse or neglect towards the animals, the employee may be immediately dismissed.
- This company has implemented a “whistle-blower” policy. Any employee who reports animal welfare issues to his or her superiors will not be retaliated against.

Employee Code of Conduct

- All personnel are expected to handle the cattle in a positive and compassionate manner at all times.
- Each worker has the responsibility for, and is expected to contribute to, upholding high standards of animal welfare at all times as each performs his or her duties.
- In addition to the worker’s assigned duties, each must also be aware that the basic requirements such as adequate feed, water, clean bedding areas, etc. must be provided to livestock at all times, and a supervisor must be notified if any of these basic necessities is lacking.
- All personnel have access to the **Animal Welfare Incident Report** or a similar company document or company protocol for reporting incidences. Personnel must complete and submit this document or otherwise report whenever they observe incidences related to animal welfare which cause them concern.

-
- I, the undersigned employee, have read and understand my responsibilities under the Company Policy and the Employee Code of Conduct stated above.

Employee Name _____

Date _____

Employee Signature _____

Supervisor _____

Animal Welfare Incident Report

Company and Farm Name _____ Location _____ Date of Report _____

Form to be filled out by witness. Please print.

Please list all animal welfare infractions witnessed including date, time, location of incident(s), incident details and employees involved. Be specific and include reference to the **American Humane Certified™ Animal Welfare Standards Audit Tool** item # (example: M15) if possible. Use back of form or additional paper if necessary and attach any relevant backup documentation.

➤ I, the undersigned, witnessed the above animal welfare infractions.

Printed name: _____ Signature: _____ Date: _____

NOTE: This form may be submitted in confidence to: **American Humane Farm Program, 1400 16th Street NW, Suite 360, Washington, DC 20036** or fax: **202-450-2335**. Questions in regards to reporting farm animal welfare issues may be directed to: **202-841-6080**.

IF POSSIBLE, PLEASE COMPLETE THE FOLLOWING:

I received the above report from _____ on _____
(witness) (date)

Printed name of supervisor _____ Signature _____

Copy of report signed by supervisor and witness to be returned to witness.

Building Checklist/ Farm Data

PRODUCER:		
AUDIT FARM LOCATION:		
AUDIT FARM:	FARM MANAGER:	STOCKPERSON:
Address:	Email:	Email:
City:	Office #:	Office #:
State:	Cell #:	Cell #:
ZIP:	Alt #:	Alt #:
Country:	Fax #:	Fax #:
FARM DATA:		
<u>MAIN PREMISES</u>	<u>SECONDARY PREMISES</u> <i>(Only if applicable)</i>	
Type of Housing: <i>(barn / outside / both)</i>	Type of Housing: <i>(barn / outside / both)</i>	
Audited Housing Space (ft ²): <i>(Only if applicable)</i>	Audited Housing Space (ft ²): <i>(Only if applicable)</i>	
Audited Grazing Space (acres): <i>(Only if applicable)</i>	Audited Grazing Space (acres): <i>(Only if applicable)</i>	
FOR MAIN PREMISES ONLY:	FOR SECONDARY PREMISES ONLY:	
Number of Milking Cows:	Number of Milking Cows:	
Number of Dry Cows:	Number of Dry Cows:	
Number of Heifers:	Number of Heifers:	
Number of Calves:	Number of Calves:	
Total Number of Cattle:	Total Number of Cattle:	
Milking Frequency:	Milking Frequency:	
Milking Times:	Milking Times:	
Total Milk Shipped/ month: <i>(lbs)</i>	<u>ALL LOCATIONS</u>	Milk Purchaser:
Name of Marketing/ Producer Group if under Forward Contract:		
List of Quality Assurance Programs:		

**This form is provided for your use. Farm records
with this information may be substituted.**

Emergency Response Plan

Name of Dairy: _____

- *Note: Keep a copy of the Emergency Response Plan at the Main Office.*
- What are the contingency plans and precautions to cope with severe events/ emergencies in order to safeguard the welfare of the animals, and the procedures to be followed by responsible personnel in the event of severe events/ emergencies such as fire, floods, storms or other severe weather, interruption of power or water, interruption of supplies?

- Personnel responsible for reacting to emergencies (and if necessary, a “telephone tree” for notifying individuals):

<u>Emergency Contact</u>	<u>Telephone #</u>	<u>Alternate #</u>
1.		
2.		
3.		

- Local emergency service numbers:

<u>Emergency Service</u>	<u>Telephone #</u>
Local fire department:	
Emergency water supplies:	
Local Utility:	
Other:	

Nutrition Plan

Name of Dairy: _____ Site Name(s): _____

Herd ID: _____ Diet Formulation/ ID: _____

Nutritionist (or other qualified individual): _____

➤ *Note: Any evidence to confirm the following statements are acceptable, such as providing a letter from the nutritionist or other qualified individual stating that they have been consulted to develop an appropriate diet for the producer that meets the requirements below; having the nutritionist or other qualified individual sign below that the following statements are true for the specified producer, sites, herds, and diet formulations; providing documentation from the feed mill which establish that the following statements are true; etc.*

- The diet noted above has been developed in accordance with the guidelines provided by the most recently published National Research Council (NRC) standards.
- Feedstuffs do not contain ruminant-derived protein sources with the exception of milk and milk products.
- Growth hormones/ growth promoters are not used as additives to the feed in the stated formulation for the stated producer.
- In-feed antibiotics or anti-parasitic agents are not used in the stated formulation for the stated producer, except and unless for individual animals for therapeutic reasons as prescribed by an attending veterinarian and as documented in the Animal Health Plan.

The Nutrition Plan must also include as a minimum:

- Specifications for a diet which is adjusted as appropriate to the age and breed of the cattle in order to promote balanced nutrition. In all cases, nutritional maintenance through feeding of quality forage, mineral concentrates, etc. must be provided as necessary to maintain good health.
- Cattle must not be maintained in an environment that is likely to predispose them to nutrient deficiency. Managers must be aware of any mineral deficiencies to correct these as appropriate.
- Specifications that changes in the type and quantity of feed must be introduced gradually in order to limit the risks of digestive problems such as acidosis.
- Adult cattle must be provided with a supplemental source of fiber as necessary to promote rumination. The fiber must be of such quality and length as to stimulate rumination and help avoid acidosis by aiding in proper digestion.

Dairy Nutritionist _____
(or qualified individual/ feed mill)

Signature _____

Date _____

Nutrition Plan (cont.)

Feed Suppliers:

Name:
Address:
Telephone #:
Mills used:
Major source / minor source (*circle one*)

Name:
Address:
Telephone #:
Mills used:
Major source / minor source (*circle one*)

Feed Documentation

Are feed documents available for at least one year? (Keep a representative tag for each ingredient used, Replacing old with current tags as rations change)	Y	N
Are there records of feed constituents?	Y	N
Are there records of feed ingredients, and the inclusion rate of compound feeds and feed supplement?	Y	N
Describe feed storage: _____		
Number of days' supply of feed is available on the farm: _____		
Is feed free from all ruminant protein? (with the exception of milk and milk products)	Y	N

Does supplier carry out any tests and/or safeguards on raw materials or finished feed?	Y	N
---	----------	----------

Herd Health Plan

Name of Dairy: _____

Location(s): _____

- *Note: attach a copy of the Herd Health Plan. This plan must be reviewed yearly and updated (no less than once per year) in consultation with the herd veterinarian, with whom the producer has a valid Veterinarian Client-Patient Relationship:*

“A written Herd Health Plan (HHP) must be available at the main office. This plan must include:

- Certification or proof that the HHP has been developed in consultation with the herd veterinarian:
 - The herd veterinarian must sign and date the HHP and
 - The HHP must be annually updated.”

- Name of Veterinarian: _____

- | | | |
|--|---|---|
| • Do the producer and the veterinarian have a valid Veterinarian Client- Patient Relationship? (<i>Attach VCPR- refer to AVMA</i>) | Y | N |
| • Has the HHP been reviewed at least yearly and updated as needed? | Y | N |
| • Are records of vaccination protocols and vaccinations available?
(<i>see following</i>) | Y | N |
| • Are records of treatment protocols and treatments available?
(<i>see following</i>) | Y | N |
| • Are records of surgical procedures available? | Y | N |



**Herd Health Plan (cont.)
Vaccination Program**

(calves <6 months; young stock 6-12 months; cows/steers/bulls = >12 months)

Calves (<6 months)

Age	Vaccinating for:	Age	Vaccinating for:
-----	------------------	-----	------------------

Young Stock (6 – 12 months)

Age	Vaccinating for:	Age	Vaccinating for:
-----	------------------	-----	------------------

Cows/Steers/Bulls (>12 months)

Age	Vaccinating for:	Age	Vaccinating for:
-----	------------------	-----	------------------

Herd Health Plan (cont.) Action & Management Plans

- *The following may be used as a framework to which information can be added in order to help with creating written Action and Management Plans and for training personnel:*

Physical Maladies

- Are responsible personnel trained in the prevention of physical maladies? **Y** **N**

Foot Care

- Is there a management plan in place for the prevention of acute foot conditions, such as the use of foot-baths, and inspections for signs of abnormal wear, infection, excessive growth? **Y** **N**
- Frequency of foot inspections/ trimming for adult cattle (at least annually):
- If a problem was identified, describe the plan that was used to mitigate the foot condition?

Common Diseases

- Are responsible personnel trained in the prevention, detection, and methods of control for common diseases? **Y** **N**
- Is there a policy in place for when quarantine of animals is required? **Y** **N**

Internal Parasite Control Program & De-Worming

- What are the methods used to prevent, detect, and control internal parasites?
- What are the policies for control of internal parasites for each age:

Calves (<6 months)

Age	Parasite/Application:	Age	Parasite/Application:
-----	-----------------------	-----	-----------------------

Young Stock (6 – 12 months)

Age	Parasite/Application:	Age	Parasite/Application:
-----	-----------------------	-----	-----------------------

Cows/Steers/Bulls (>12 months)

Age	Parasite/Application:	Age	Parasite/Application:
-----	-----------------------	-----	-----------------------

**Herd Health Plan (cont.)
Action & Management Plans (cont.)**

External Parasite Control Program

- What are the methods used to prevent, detect, and control external parasites?
- What are the policies for control of internal parasites for each age:

Calves (<6 months)

Age	Parasite/Application:	Age	Parasite/Application:
-----	-----------------------	-----	-----------------------

Young Stock (6 – 12 months)

Age	Parasite/Application:	Age	Parasite/Application:
-----	-----------------------	-----	-----------------------

Cows/Steers/Bulls (>12 months)

Age	Parasite/Application:	Age	Parasite/Application:
-----	-----------------------	-----	-----------------------

Recurring Injuries

- Are all animals monitored for signs of recurring injuries that suggest there is a common cause attributable to physical features of the environment? Y N

Abnormal Behaviors

- If abnormal behavioral activities develop repeatedly and inhibit normal functioning of the animal in any particular area, a program of modification and enrichment must be developed and agreed upon together with the farm veterinarian. (This excludes the repeated rubbing of brushes designed for that purpose.)
 - *For observation purposes the following possible repetitive abnormal behavioral patterns may include repeated rubbing in the absence of disease, tongue rolling/aerophagia, bar biting/chewing, pica (licking/chewing solid objects), eating soil/sand/dirt, navel sucking, ear sucking, urine drinking. Observations are to be made over an extended period of time.*

Policy for the Control of Mastitis

Name of Dairy: _____

Location(s): _____

- *Note: Policy for the Control of Mastitis. Attach records for SCCs per the requirements of the USDA or governing authority. Records must be available for a minimum of one year with the following information at a minimum:*

Mastitis

- Are personnel in the milk parlor trained to recognize cows with mastitis? **Y** **N**
- What is used to identify cows with clinical cases of mastitis (such as leg bracelets)?
 - Are these cows milked separately, with their milk properly disposed of? **Y** **N**
- What is used to identify cows under treatment for mastitis (such as leg bracelets)?
 - Are these cows milked separately, with their milk properly disposed of? **Y** **N**
(note this milk must not be fed to calves)
- Are records kept of all treatments and medications for mastitis, and proper withdrawal times observed? (“Medication/Treatment Logs”) **Y** **N**
- Are herd SCCs monitored routinely and recorded per the requirements of USDA and other jurisdictions? (Attach copies of reports) **Y** **N**
- Did herd SCCs exceed the target rate of 375,000 averaged over any 2-month period? **Y** **N**
 - If so, what were the specific organisms involved?
 - Describe the program of mitigation developed in consultation with the herd veterinarian:
- What measures are in place to minimize the risk/incidence of mastitis in dry cows?

Biosecurity Plan

Name of Dairy: _____

- *Note: provide details of the Biosecurity Plan, Structural, which must include as a minimum the following provisions:*

Policy for animals coming from other farms:

- Do new animals have appropriate treatment and vaccination records from the vendor prior to the new stock being brought on site? **Y** **N**
- If applicable, what is the timeframe for the segregation/ isolation of new animals prior to integration with the rest of the herd?
- Describe quarantine and processing of newly purchased stock:
- Describe the isolation facility:
- Are hired bulls used on the dairy? **Y** **N**
 - If so, are the bulls screened for potential diseases?

If applicable, describe any other policies or procedures for maintaining biosecurity:

Pest Control Policy: List methods/products used for control:

Rodents

- | | | |
|----------------------|----------|----------|
| traps | Y | N |
| bait | Y | N |
| limited access | Y | N |
| covered feed storage | Y | N |

Flies

- | | | |
|---|----------|----------|
| bait | Y | N |
| environmental control (e.g., frequent cleaning) | Y | N |

Cleaning and Sanitation Plan

Name of Producer: _____

- *Note: provide details of the Cleaning and Sanitation Plan, which includes details for routine and scheduled cleaning procedures. In all cases ensure that the responsible worker is aware of their duties:*

Feed and Water

Commodity feed area

- Is feed fresh/ i.e. not stale or moldy or contaminated? Y N
- Are commodity storage areas cleaned between loads of feed? Y N
- Describe commodity/feed storage:
 - separate or mixed
 - covered or uncovered
- How often are feed bunks/troughs cleaned, and by whom?

Water

- How often are water troughs cleaned, and by whom?
- Are water troughs monitored to limit elevated levels of contaminants such as feed, algae, manure, pathogens, etc.? Y N
- How frequently?
- Are samples of water taken and tested and recorded periodically to ensure water quality is acceptable for cattle? Y N
- If yes, please list test performed:
- How frequently?

Manure Removal

- What is the schedule for scraping/ flushing of the alleyways, and by whom?
- How is manure disposed of?
 - composting
 - lagoon
 - spread on land
 - other

Cleaning and Sanitation Plan (cont.)

Maintenance of Freestall Bedding/ Calf Houses

- What is the schedule for maintaining freestall bedding and calf houses, and by whom?
- How often is bedding replaced/refreshed, and by whom?

Routine Cleaning (and Sanitation, if Required) of Equipment and Implements

- Are equipment and implements routinely cleaned (and sanitized, if required), and by whom?
- Are “clean to dirty” work routines used? Y N

Waste Disposal Plan

Name of Producer: _____

- *Note: provide details of the Waste Disposal Plan, which must include as a minimum the following provisions:*

“Each farm must maintain a Waste Disposal Plan which details protocols for the safe and proper disposal of medical waste, sharps, carcasses, and other waste that poses a potential threat to animal and human health and safety.”

- How is medical waste (needles, scalpel blades, medicine containers, syringes, etc.) disposed of?

Are sharps containers used? **Y** **N**

- Has farm completed a formal training program in waste management? **Y** **N**

Type of training:

Date of completion:

SOPs for Calves & Weaning

Name of Dairy: _____

- *Attach SOPs for Calves & Weaning, which must include all provisions noted in the **Animal Welfare Standards** as a minimum.*

Navel Disinfection (Dipping)

Are the navels of new-born calves dipped in an appropriate disinfectant per the herd veterinarian as soon as possible after birth? **Y** **N**

Are the navels dipped a second time after 12 to 18 hours? **Y** **N**

Colostrum

Is a source of colostrum available for calves that may need it? **Y** **N**

If colostrum is given to a calf, when is it given? _____

Method used (bottle, tube): _____

Volume administered: _____

Does the frozen or dried colostrum source provide a minimum of 100 grams of IgG per dose? **Y** **N**

Environment

Are calves maintained in a suitable environment and/or provided bedding and if needed artificial heat to prevent hypothermia ? **Y** **N**

Are calves given appropriate natural or artificial light? **Y** **N**

Pre-Weaning

Are calves given milk or milk replacer twice daily through the first 5 weeks of life? **Y** **N**

Are calves given continuous access to clean, fresh water from the first day? **Y** **N**

Are calves given unlimited access to palatable starter feed after 7 days? **Y** **N**

Weaning

Are calves at least 5 weeks old prior to weaning? **Y** **N**

Are calves eating adequate quantities, at least 1 ½ lbs, of calf starter or dry hay before weaning? **Y** **N**

SOPs for Handling

Name of Dairy: _____

- *The following may be used as a framework to which information can be added in order to help with creating written SOPs for Handling, and for training personnel.*

Stockpersons/ handlers must take care to avoid causing unnecessary pain or distress towards the cattle. Cattle must be handled calmly at all times, and at no time are the cattle to be yelled at or screamed at. Cattle must be handled with the least amount of force needed. Efforts must be made to accustom/ familiarize the cattle to contact with stockpersons/ handlers.

Use of Handling Aids

- Sticks and flags must be used only as benign handling aids (i.e., as extensions of the arm).
 - Sticks must not be used for excessive hitting, beating, or poking the cattle.
 - Electric prods must not be used except where animal and/or human safety is in jeopardy and it is the means of last resort.
 - Electric prods must not be carried by stock-keepers as a matter of course.
- Handlers must use tails gently only if necessary to direct the animal's movement.
- Cattle must not be driven unless the exit or the way forward for the lead cow is clear.
- Cattle should be moved at a walk and must not be rushed or run along alleyways, passageways, or through gateways.

Cattle-Handling Unit

A cattle-handling unit must be available, comprised of a collecting system and a method of restraint, appropriate to the type, temperament, and numbers of stock to be managed.

Use of Restraints

Cattle must not be closely restrained (i.e. tethered or stanchioned) except in the following circumstances, and then for not more than 4 hours. Cattle must not be deprived of water for more than 2 hours and sooner if the cattle are outside and/or if conditions are hot. Close restraint is permitted only for the following circumstances:

- For the duration of any examination, routine test, blood sampling, or veterinary treatment.
- While they are being fed.
- For the purpose of marking, washing, or weighing.
- While facilities are being cleaned.
- During artificial insemination.
- Awaiting entry into the milking parlor.
- During milking.
- During hoof-trimming.
- Awaiting loading for transportation.

Immobilization of Cattle

- Tranquilizers (chemical immobilizations) may be used only when mechanical restraint is not an option (such as to immobilize an aggressive animal), and are only to be administered by the farm veterinarian and only at his or her discretion.
 - Tranquilizers must not be used in any situation where the animal may injure itself, such as near open water, on steep slopes, etc.
 - The animal must be closely monitored until it has recovered and is no longer at risk of injury to itself or from other individuals.
- Electric immobilization is not permitted for use under any situation.

Use of Dogs or Other Animals

Dogs or other animals, including working dogs must be properly trained, must not cause injury or distress to cattle, and must be kept under control at all times.

SOPs for Care & Handling of Sick or Injured Animals

Name of Dairy: _____

- All efforts must be made to help ensure the rapid diagnosis, immediate treatment, and optimized recovery for any sick or injured animal.
- If an animal does not respond to treatment, or if it is in severe uncontrollable pain it must be immediately euthanized.
- No live animal may leave the farm unless it can walk unassisted, except as noted below.

Non-Ambulatory (“Downer”) Cattle

- Care must be taken to avoid causing unnecessary pain or distress to a sick or injured animal that is unable to move. Moving by means that can cause further physical or psychological damage is prohibited. *Refer to the North American Meat Institute guidelines for acceptable methods of moving non-ambulatory cattle.*
Non-ambulatory animals must not be moved by hoisting by chain, dragging, or lifting without complete body support- doing so is considered a willful act of abuse or neglect.
- The use of hip-lifters is permitted only for emergency, short-term assistance. Cattle must not be left unattended when hip-lifters are in use.
- Hind-leg hobbles (“splitters”) may be used only when necessary to prevent cattle from becoming non-ambulatory.

Medical breakthroughs in the treatment of dairy cows have made it possible to assist downer dairy cattle to regain health and productivity.

- Where the farm veterinarian determines that a downer animal may be successfully moved with limited levels of pain and distress, and where the veterinarian determines that the downer is a good candidate for treatment, it may be humanely transported from the farm to a medical facility using approved methods.
- If the farm veterinarian determines that an animal cannot be successfully transported or treated, it must be euthanized humanely and immediately.
- The transportation, treatment or euthanasia of the cow must be documented in the health care records maintained in the farm manual.

Refer to U C Davis “Care for the Downer Cow” for additional recommendations.

Reference: Stull, Berry, Reynolds, and Payne. 2008. Care for the Downer Cow. (Small placard published by U C Davis.)

Facilities for the Segregation and Care of Sick and Injured Animals

Provisions must be made for the segregation and care of sick and injured animals.

- Any cow or calf suffering from illness or injury must be segregated and treated without delay, and veterinary advice must be sought when needed.
- If the cow or calf does not respond to treatment or is in severe pain or suffering, and the veterinarian determines that the animal is unlikely to recover, that animal must be euthanized humanely and immediately.
- Hospital/ isolation pens must be clean, be provided with dry bedding, and be of a size which is appropriate for the age, size, and breed of the animal.
- Animals in hospital pens must be able to stand up, turn around, lie down, rest, and groom themselves without hindrance.
- Water and feed must be readily accessible even to non-ambulatory animals.
- Urine and dung from hospital pens for sick and injured animals must be disposed without the risk of spreading infection to other stock.

- ❑ Pens must be constructed to facilitate effective cleaning and disinfection of surfaces and the possible removal of a carcass from the area.
- *The following may be used as a framework to which information can be added in order to help with creating written SOPs for the Care and Handling of Sick or Injured Animals, and for training personnel.*

SOPs for Identification

Name of Dairy: _____

- *The following may be used as a framework to which information can be added in order to help with creating written SOPs for Identification of animals, and for training personnel.*

Where neckbands, tail-bands, ear tags, leg-bands, or RFIDs are used for identification purposes, they must be fitted with care and adjusted as required to avoid unnecessary pain or distress (for example by being too tight, etc.)

Cattle marking must be performed by trained personnel quickly, expertly, and with the proper equipment in a manner that avoids unnecessary pain and distress.

The following methods of identification are NOT permitted for use in cattle identification:

- Brands.
- Jaw-brands or ear-notching.
- Ear-splitting, wattling, or any other surgical alterations for identification.

Livestock markers for the temporary marking of livestock (i.e., crayons, chalk, and paints) must be especially developed for that purpose and must be non-toxic.

_____ Method(s) of identification used at the dairy.

Records of Stockperson Training (cont.) Training of Outside Workers

Name of Producer: _____

- *Note: provide documentation conforming to the **Animal Welfare Standards** for the training of outside workers.*

Equipment Inspections and Maintenance

Name of Dairy: _____

Site ID: _____

- *The following may be used as a framework to aid in developing written SOPs surrounding Equipment Maintenance and Inspections and for training personnel.*

Equipment Inspections and Maintenance

Stockpersons must inspect all equipment on which the livestock rely on a daily basis, such as water troughs, feeding facilities, fans, and especially the milking equipment, whether the equipment is manual or automatic. Stockpersons must also perform routine, scheduled maintenance as defined in the SOPs. Where a defect is found (whether on inspection or at any other time):

- It must be rectified immediately; or
- If the defect cannot be rectified immediately, the stockperson must follow any measures specified in the SOPs or take other actions as necessary to safeguard the animals from suffering unnecessary pain or distress as a result of the defect. These measures must be maintained until the defect has been rectified.
- Routine maintenance must be performed per the equipment manufacturer's recommendations.

Inspections and Maintenance of Water Systems

Water systems must be inspected and maintained daily to confirm that clean, fresh water is readily available to the cattle:

- water availability must be checked daily;
- water delivery must be monitored to make sure water is provided at all times, that is, the water delivery must keep pace with the demand of the maximum number of cows who are able to drink at the same time;
- the water source must not contain contaminants such as elevated levels of feed, algae, manure, nitrates, pathogens, etc.; and
- samples of water must be taken and recorded periodically to help ensure that water quality is acceptable for cattle. *State or local water quality requirements must be followed.*

Inspections and Maintenance of Milking Machines

Milking machinery/ the milking system must have a documented, routine maintenance and cleaning plan. Proper application, function, and maintenance of the milking machinery must be ensured by practicing the following:

- Under- and over-milking must be avoided.
- Appropriate teat cup liners must be used.
- Teat cup liners must be checked daily and damaged/rough teat liners must be replaced.
- Liners must be exchanged according to manufacturer's recommendations.
- Pulsation rate release/squeeze ratio must be checked and corrected regularly.
- The vacuum regulation must be functioning correctly and preventing vacuum fluctuation.

Equipment Inspections and Maintenance (cont.)

Name of Producer: _____

Site ID: _____

Inspections of Auxiliary Power Supply

- An auxiliary power supply (such as a standby generator), must be available and tested and maintained at least yearly or per manufacturer recommendations.
- The auxiliary power supply must have sufficient capacity to operate critical equipment such as milking equipment, cooling system for the bulk tank, fans, feeders, waterers, and lights for at least 24 hours.

Ventilation & Environmental Controls

Where equipment is provided for ventilation (if applicable):

- Ventilation equipment must be checked and maintained for proper operation.
- Ventilation rates must be adjusted as necessary in order to maintain minimum ventilation requirements and to maintain air quality parameters including control of ammonia, dust, etc.

Monitoring of Ammonia in Enclosed Environments

Where cattle are kept in enclosed environments, such as barns not exposed to outside air, calf houses, etc.:

- Ammonia levels measured monthly at the height of the animals should ideally be maintained at less than 10 ppm but in any case must not exceed 25 parts per million.
- If ammonia limits are exceeded at any time, steps must be taken to mitigate ammonia, (such as replacing bedding, increasing ventilation, etc.) until ammonia returns to acceptable limits.

Note: Provisions must be made to help ensure that aerial contaminants do not reach a level at which they are noticeably unpleasant to a human observer. Ammonia levels are to be maintained at less than 10 ppm wherever possible.

Inspections and Maintenance of Fencing

- All fencing must be regularly inspected and maintained and be free of sharp projections, protuberances, and other surfaces that may cause injury to the animals.
- Electric fences must be designed, installed, used, and maintained so that contact with them does not cause more than momentary discomfort to the cattle.

SOPs for Husbandry and Other Procedures

Name of Producer: _____

- *Attach the SOPs for Husbandry and Other Procedures and applicable records, which must as a minimum conform to the following provisions:*

“Where necessary, producers must use only approved, humane husbandry procedures accepted by the American Humane Certified™ program. Husbandry procedures must be performed at the earliest possible age. These practices must not be performed on sick or injured animals. All of these practices must be performed by trained and competent personnel using appropriate, well-maintained equipment in a way which minimizes suffering.

Supernumerary Teat Removal:

- Removal of supernumerary teats is not permitted unless their presence interferes with the placement of the milking cup. In these cases, removal of supernumerary teats must be performed within 4 months under local anesthesia.
- If removal of supernumerary teats is necessary for calves or heifers older than 4 months of age, the procedure must be performed under local anesthesia by a veterinarian.

Disbudding/Dehorning:

- The cautery paste method of disbudding is permissible for use only for calves less than 7 days of age.
- The hot iron method of disbudding is permissible for use only for calves less than 30 days of age and must be performed under local anesthesia.
- After 30 days of age, if dehorning is determined to be necessary, the procedure must be performed by a veterinarian under local anesthesia and the calves must be given NSAID treatment for post-procedure pain management. Efforts must be made to avoid dehorning older cattle unless they prove to be dangerous to herd-mates or human handlers.

Castration:

- Castration must be performed at the earliest possible age. Castration through the application of a band (rubber ring) to restrict blood flow to the scrotum is permissible after 24 hours of age and up through 4 days of age.
- Where this is not possible, after 24 hours of age and up to 2 months of age, castration through use of a Burdizzo clamp, or surgical castration performed by the veterinarian under anesthesia, are permissible.
- After 2 months of age, castration must be performed surgically by the veterinarian under local anesthesia with provisions made to control bleeding.

Tail Docking/ Switch Trimming:

- Tail docking must not be performed.** Previous tail docking on identified animals must be recorded and tail docking must not be practiced going forward.
- Switch trimming is permitted only as necessary.

Surgical Procedures:

- Surgical procedures such as Caesarian-sections must be performed by a qualified veterinarian.”

Euthanasia Policy

Name of Producer: _____

- *Note: “The Euthanasia Policy includes provisions for routine euthanasia (culls). Euthanasia and disposal of carcasses must be consistent with applicable local, state, and federal regulations.”*
- *Attach the Euthanasia Policy and applicable records, which must as a minimum conform to the following provisions:*
- “Only properly trained farm personnel or the herd veterinarian are to perform euthanasia. A trained handler should demonstrate proper use of the euthanasia equipment to the auditor.
- Training records which identify: the names of the stockpersons who have undergone training; the name of the trainer; the specific method(s) of euthanasia covered in the training; confirmation that the trainees’ competence in performing the procedure was validated by the trainer, including proper techniques and proper use of any equipment; and the date(s) that the training occurred.
- Procedures stating that:
 - If there is any doubt as to whether euthanasia is required: the veterinarian or properly trained personnel is to be called at an early stage to advise whether treatment is possible; OR
 - If the veterinarian or properly trained personnel determine that an animal is in severe, uncontrollable pain, then the animal must be promptly and humanely euthanized to prevent further suffering.
- For euthanasia equipment: records showing that equipment has been maintained per the manufacturer’s recommendations and that it is stored securely, protected from the elements, and kept clean.
- The approved methods of euthanasia that are to be used for each age group of animals and under what circumstances. These methods must be approved by, and comply with, the latest edition of the American Veterinary Medical Association’s **AVMA Guidelines for the Euthanasia of Animals**.
- Procedures stating that the persons performing euthanasia must verify that each animal has been properly euthanized through the absence of:
 - Breathing for five minutes;
 - A heartbeat for five minutes; and/ or
 - A corneal reflex (a blinking reflex upon touching the eye)
- If the animal is not successfully euthanized, the same method or an alternate method is performed immediately.
- Logs stating the reason for euthanasia, the date, the competent personnel performing the euthanasia, numbers of animals euthanized, and the procedure used.
- Procedures for the proper disposal of carcasses, and records of the name of the outlet through which all such carcasses are disposed, unless carcasses are disposed of on-farm, in which case records are kept of the disposal method. Disposal must meet all state, local, and/or federal regulations.

Nothing stated here is intended to discourage the prompt diagnosis and appropriate treatment of any ill or injured animal.”

**Euthanasia Policy (cont.)
Records (cont.)**

Approved Methods of Euthanasia:

Stage of Production	Euthanasia Method of Choice	Alternate Euthanasia Method
Calves		
Young Stock		
Adult Cattle		

- Emergency Euthanasia Plan (by age group) – **Post in visible location.**

Business name:

Veterinarian name and phone number:

Rendering or disposal service:

Producers must keep a copy of the ***AVMA Guidelines for the Euthanasia of Animals*** with their herd plans.

- Carcass Disposal Policy

Method of carcass disposal (if rendering company or dead hauler used, list name and number):

Method used to restrict access/viewing of the public to carcasses present on farm/ranch:

Method used to reduce fly and odor nuisance:

Appendix B

Animal Welfare Standards
Audit Tool

American Humane Farm Program American Humane Certified™

Dairy Cattle

Animal Welfare Standards Audit Tool Introduction



The **American Humane Farm Program (American Humane Certified™ Animal Welfare Standards)** is the product of over 140 years of applied experience in farm animal welfare. Since its beginning in 1877, American Humane has had a long history with the humane treatment of farm animals. In its work to improve the treatment of working animals and livestock in transit, American Humane has been involved in almost every major advancement in improving the welfare of animals, including an instrumental role in the enactment of the 28 Hour Transportation Law. In 1916, the U.S. Secretary of War asked American Humane to help with the rescue of horses and other animals on the battlefields of World War I. The program that followed became American Humane Rescue program, which continues to this day to rescue and shelter animals involved in disasters throughout the country.

Given its history, it was natural that American Humane would create the first farm animal welfare audit program. In 2000, American Humane pioneered the first third party audit and certification program in the United States to encourage and support the humane treatment of animals used for food. Organized as the Free Farmed® certification program, the first **Animal Welfare Standards** were based on the Royal Society for the Prevention of Cruelty to Animals' **Welfare Standards**, the Federation of Animal Science Societies' **FASS Guide for the Care and Use of Agricultural Animals in Research and Teaching**, and the governing principles first developed by the Farm Animal Welfare Council (FAWC) known as the "Five Freedoms of Animal Welfare":

- Freedom from hunger and thirst
- Freedom from discomfort
- Freedom from pain, injury, or disease
- Freedom from fear and distress
- Freedom to express normal behaviors

Since its origins, American Humane farm animal welfare standards have been and continue to be a living document. The standards and the audit process are continually reviewed and updated, using the expertise of the American Humane Scientific Advisory Committee. This committee of internationally renowned animal scientists and veterinarians advances new science and regularly evaluates the standards to help ensure that the American Humane Certified™ program incorporates the best and current knowledge of humane practices.

American Humane collaborates with institutions and organizations on independent research in animal behavior as well as new handling and housing applications. The program incorporates the practical, hands-on experience of farmers and ranchers, and helps ensure that new technology and knowledge from veterinarians and animal research experts are shared with producers. Third-party audits help to educate, encourage, and support producers in adopting humane practices. The program promotes clear, reasoned communication with consumers and retailers about the meaning and value of humanely raised food and the benefits not only to animals but also to people.

*Note: Please refer to Appendix C of the full **Animal Welfare Standards** for a list of additional References consulted in the development of these standards.*

Audit Scoring

Score Process

Each individual Audit (e.g., farm, processing, or transportation, as applicable at specific sites and facilities) will receive its own score (“**Audit Score**”). For each audit item, producer will receive the maximum number of points allotted if it meets the standard, and zero points if it does not meet the standard (i.e., no partial credit). When an audit item is deemed not applicable (e.g., because it is not relevant to the type of Audit), it will be removed from the total available points in calculating the Audit Score. To be eligible for certification, producer must pass each mandatory Pass/Fail audit item and receive an Audit Score of at least 85% for each Audit.

Since not every audit item may apply to every farm, some items will be considered Not Applicable (NA). It is necessary to remove these NA questions from the overall count. An example of this process has been provided below:

a.) Total Points Possible			b.) Total NA's	c.) Adjusted Points Achievable	d.) Total Points Achieved	Overall Audit Percentage
Items	Value	Points	Example	Example	Example	
6	50	300		300	300	
23	25	575		575	575	
32	10	320	1 @ 10	310	300	
53	3	159	6 @ 3	141	132	
A.) Total Points Possible			B.) Total NA's	C.) Total Points Achievable	D.) Total Points Achieved	D./C. = Overall Audit Percentage
=1354			=28	= A.-B. =1354-28 =1326	=1307	Example= 1307/1326=99%

Step 1- Count the Total Points Possible for all items on the scored *Animal Welfare Standards Audit Tool*.

Step 2- Count the number of Total Not Applicable (NA) audit items. Subtract the Total NA's from the Total Points Possible for all items. This will give you the Adjusted Points Achievable for the audit.

Step 3- Count up the Total Points Achieved in the audit. These are the audit items that were in conformance.

Step 4- Divide the Total Points Achieved by the adjusted Total Points Achievable to find the Overall Audit Percentage.

- Each site must have an Overall Audit Percentage of 85% or above and each of the Pass/Fail items must be addressed satisfactorily in order for a site to pass the audit. In addition, all Non-Conformances must be corrected.

Non-Conformances

All welfare issues identified with a loss of points during an audit are discussed in the exit interview by the auditor and will be described on the **Non-Conformance Report**. The **Non-Conformance Report** will list out the non-conformances found by the auditor and must be signed by both the manager and auditor. All corrective actions agreed upon at the exit interview must be corrected even if your farm receives certification.

Corrective Action Plan

If a producer receives an Audit Score of less than 100%, producer must submit a Corrective Action Plan, which details steps that the producer will take to reach 100% compliance to all relevant Animal Welfare Standards.

Completion Report

Upon implementation of any Corrective Action Plan, a Completion Report confirming implementation of the plan must be submitted for American Humane's review and approval.

The American Humane Certified™ The American Humane Farm program reserves the right to perform unannounced audits at any time during the certification period.

**American Humane Certified™
Farm Data Form
Dairy Cattle**

➤ Auditor note: the following information should be completed in full (unless N/A) and reported to the American Humane Certified™ program with submission of the audit.

AUDITOR:		AUDIT DATE: From: To:		AUDIT SCORE:
LICENSE HOLDER:				
PRODUCER:		LICENSE MANAGER:		
Address:		Email:		
City:		Office #:		
State:		Cell #:		
ZIP:		Alt #:		
Country:		Fax #:		
AUDIT FARM LOCATION:				
AUDIT FARM:		FARM MANAGER:		STOCKPERSON:
Address:		Email:		Email:
City:		Office #:		Office #:
State:		Cell #:		Cell #:
ZIP:		Alt #:		Alt #:
Country:		Fax #:		Fax #:
ANIMAL SUPPLIER:		TRANSPORTER:		MILK PURCHASER:
NAME:		NAME:		NAME:
Address:		Address:		Address:
City:		City:		City:
State:		State:		State:
ZIP:		ZIP:		ZIP:
Country:		Country:		Country:
Contact:		Contact:		Contact:
Contact #:		Contact #:		Contact #:

FARM DATA:*(Audited location only)***MAIN PREMISES****SECONDARY PREMISES***(Only if applicable)***Type of Housing:**
*(freestall/dry lot/other (describe))***Type of Housing:**
*(freestall/dry lot/other (describe))***Audited Housing Space (ft²):**
*(Only if applicable)***Audited Housing Space (ft²):**
*(Only if applicable)***Audited Grazing Space (acres):**
*(Only if applicable)***Audited Grazing Space (acres):**
*(Only if applicable)***FOR MAIN PREMISES ONLY:****FOR SECONDARY PREMISES ONLY:****Number of Milking Cows:****Number of Milking Cows:****Number of Dry Cows:****Number of Dry Cows:****Number of Heifers:****Number of Heifers:****Number of Calves:****Number of Calves:****Total Number of Cattle:****Total Number of Cattle:****Milking Frequency:****Milking Frequency:****Milking Times:****Milking Times:****Total Milk Shipped/ month:**
*(lbs)***ALL LOCATIONS****Milk Purchaser:***For more locations, provide the same details as above for other sites on a separate attached piece of paper.***Name of Marketing or Producer Group if under Forward Contract:****List of Quality Assurance Programs:**

Audit Notes

- *The American Humane Certified™ standards are written to cover facilities in varying geographic and temperature regions and facilities utilizing different systems. Therefore, not all sections in these standards apply to every facility. Farmers must comply with any local, state or federal mandates for handling and processing milk that affect the environment or safety of their product.*
- *If an outside company is used for other processes such as marking/ identification or slaughter, documentation must be available showing that the individuals are properly trained in these areas. This can be accomplished through training documents and/or the Certificate of Conformances.*
- *For each producer, the audit process must include observations of at least one milking parlor per each audit-day.*
- *If the auditor observes willful acts of abuse or neglect towards the animals during the course of the audit, s/he must suspend the audit and notify the manager, their audit company, and the American Humane Certified™ program immediately.*
- *Auditor note: unless noted otherwise, for each audit item, select all boxes that apply regardless of whether the audit item is marked "Yes" or "No." For any audit item marked "No", provide reasons in the "Notes" section.*
- *A Certificate of Conformance (COC) is a document signed or otherwise authenticated by an individual certifying the degree to which terms or services meet specified requirements. A COC may be required when third parties, for example, are used for tasks like loading.*

Office Records/ Management

A high degree of caring and responsible management and husbandry is vital to help ensure good animal welfare. Managers and stockman must be thoroughly trained, skilled, and competent in animal husbandry and welfare and have a good working knowledge of their system and the livestock under their care.

The following records and documentation must be made available to the auditor at the time of the audit. These are to be maintained in the form of a Farm Manual. Dairies may use their own forms for records or they may use the template forms which are provided in Appendix A of the full **Animal Welfare Standards for Dairy Cattle**.

Company Policy & Employee Code of Conduct

		Selection	Score
M1	<p>Company Policy The Company Policy must be available to all personnel, in their native language as necessary. Personnel must sign and date that they have been provided a copy of, and that they understand their responsibilities under, the Company Policy, which must include as a minimum:</p> <ul style="list-style-type: none"> <input type="checkbox"/> Emphasis of the company’s commitment to providing an environment which promotes high standards of animal welfare; <input type="checkbox"/> The implementation of a “zero-tolerance” policy which states that willful acts of abuse towards the animals will not be tolerated and, upon the discretion of the company, these actions are grounds for immediate dismissal. Willful acts of abuse or neglect include but are not limited to: <ul style="list-style-type: none"> o beating the cattle, o slamming gates on the cattle, o using any type of prod inappropriately (on sensitive areas of the animal), or using the electric prod when neither the welfare of the animal or of the handler is in immediate jeopardy, o using electronic immobilization for any reason, o driving the animals atop one another, and o goading or dragging a downer animal; and <input type="checkbox"/> The implementation of a “whistle blower” policy that protects employees who report animal welfare issues. 	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/25
M2	<p>Employee Code of Conduct An Employee Code of Conduct must be available to all personnel, in their native language as necessary. Personnel must sign and date that they have been provided a copy of, and that they understand their responsibilities under, this Code of Conduct, which must include as a minimum:</p> <ul style="list-style-type: none"> <input type="checkbox"/> All personnel are expected to handle the cattle in a positive and compassionate manner at all times; <input type="checkbox"/> Each dairy worker has the responsibility for and is expected to contribute to upholding high standards of animal welfare at all times as they perform their own duties; <input type="checkbox"/> In addition to the worker’s assigned duties, each also must be cognizant that the basic requirements such as adequate feed, water, clean bedding areas, etc. must be provided to the cattle at all times, and direct action must be taken and/or a supervisor must be notified if any of these basic necessities are lacking; and <input type="checkbox"/> All personnel have access to the Animal Welfare Incident Report or a similar company document or company protocol (such as an 800 number) for reporting incidences. Personnel must complete and submit this document or otherwise report whenever they observe incidences related to animal welfare that cause them concern. 	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/25

M3	<p>Animal Welfare Officer Each farm must have at least one designated Animal Welfare Officer (AWO). The AWO is the individual who is responsible for ensuring the implementation of animal welfare policies and for monitoring operations to help ensure that high standards of animal welfare are being provided to the animals at all times.</p> <p>➤ <i>Auditor note: The owner/ operator or license manager may designate him or herself as the AWO.</i></p> <p><i>Auditor note:</i> _____ <i>Name/position of AWO</i></p>	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	___ /10
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Office Records & Documentation

M4	<p>Records of Production Comprehensive production records must be available for at least one year in electronic, graphic, or tabular form, recording performance parameters including but not limited to:</p> <ul style="list-style-type: none"> <input type="checkbox"/> Animal movement logs (incoming and outgoing stock); <input type="checkbox"/> Numbers and ages (i.e. calf, weaned calf, heifer, springer, cow, dry cow) of mortalities (with reasons stated, if known) and date; <input type="checkbox"/> Numbers and ages of downer cows and date; <input type="checkbox"/> Numbers and ages of cull cows (with reasons stated) and date; <input type="checkbox"/> Monthly milk production; and <input type="checkbox"/> Monthly average herd SCCs. 	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/10
M5	<p>Building Checklists/ Site Plans Records must be available for at least one year for each site with the following information for all animals previously and currently maintained in that site:</p> <ul style="list-style-type: none"> <input type="checkbox"/> Total square feet of bedding / loafing area; <input type="checkbox"/> Number of free-stalls or bedded (loafing) area; <input type="checkbox"/> Total square feet available to livestock; and <input type="checkbox"/> Total head capacity in relation to age, weight, feeding and drinking, and bedding space. 	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/10
M6	<p>Standard Operating Procedures (SOPs) SOPs must be available in regularly updated, comprehensive written instructions, in workers' native language as necessary, relating to daily, weekly, and monthly activities and procedures: Examples include but are not limited to:</p> <ul style="list-style-type: none"> ○ Procedures for responsible personnel of required periodic inspections of animals and facilities and when records are needed; ○ Procedures for responsible personnel of required inspections of equipment, routine maintenance and cleaning, and back-up protocols; ○ Any biosecurity protocols (if applicable); ○ Procedures for responsible personnel of the Cleaning and Waste Disposal plans; ○ Maintenance and testing of Auxiliary Power Supply; ○ SOPs for Calves & Weaning; ○ SOPs for Handling; ○ SOPs for Care & Handling of Sick or Injured Animals; ○ SOPs for Identification; and ○ Any additional procedures to maintain compliance with any applicable local, state, and federal regulations. <p>➤ <i>Auditor note: mark "Yes" if SOPs for miscellaneous activities and procedures are available; mark "No" if they are not.</i></p>	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/10

<p>M7</p>	<p>Emergency Response Plan An Emergency Response Plan must be available at the main office. This plan must include:</p> <ul style="list-style-type: none"> <input type="checkbox"/> Contingency plans and precautions to cope with severe events/ emergencies in order to safeguard the welfare of the animals, and the procedures to be followed by responsible personnel in the event of severe events/ emergencies such as fire, floods, storms or other severe weather, interruption of power or water, interruption of supplies, etc. <input type="checkbox"/> Procedures to help ensure that responsible individuals (and alternates, if necessary) can be notified. This should include primary and alternate contact numbers for these individual(s) responsible for reacting to emergencies, i.e. farm workers/ managers, family members, and/or owner as appropriate. <i>Note: it is recommended to provide contact numbers for at least three responsible dairy workers and/or family members when possible, and a “telephone tree” to help ensure that all responsible parties may be contacted if necessary.</i> <p>Note: The ERP should also include emergency contact information and numbers, i.e. site address and other relevant information, contacts for fire department, local utilities, etc.</p>	<p><input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A</p>	<p>/10</p>
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Nutrition, Lighting, & Herd Health Plans

<p>M8</p>	<p>Nutrition Plan A Nutrition Plan must be available at the main office. This plan includes:</p> <ul style="list-style-type: none"> <input type="checkbox"/> Certification or proof that the diet has been developed in consultation with a qualified dairy nutritionist OR in consultation with a veterinarian or other qualified individual using commercially mixed feed. <input type="checkbox"/> Demonstration that the diet conforms to the following requirements (such as a letter from the dairy nutritionist/ other qualified individual or other evidence which confirms the following): <ul style="list-style-type: none"> <input type="checkbox"/> The diets for each age group have been developed in accordance with the nutritional guidelines provided by the most recently published National Research Council (NRC) standards; <input type="checkbox"/> Feedstuffs do <u>not</u> contain ruminant-derived protein sources with the exception of milk and milk products; <input type="checkbox"/> Growth hormones/ promoters are not used as additives to the feed in the <u>stated formulation</u> for the <u>stated producer</u>; and <input type="checkbox"/> In-feed antibiotics or anti-parasitic agents are not used in the <u>stated formulation</u> for the <u>stated producer</u>, except and unless for permitted therapeutic reasons as prescribed by an attending veterinarian and as documented in the Herd Health Plan. 	<p><input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A</p>	<p>/10</p>
<p>M9</p>	<p>The Nutrition Plan must also include specifications for:</p> <ul style="list-style-type: none"> <input type="checkbox"/> A diet which is adjusted as appropriate to the animals’ age and breed in order to promote balanced nutrition. In all cases, nutritional maintenance through feeding of quality forage, mineral concentrates, etc. must be provided as necessary to maintain good health. <input type="checkbox"/> Changes in the type and quantity of feed must be introduced gradually in order to limit the risks of digestive problems such as acidosis. <input type="checkbox"/> Adult cattle must be provided with a supplemental source of fiber as necessary to promote rumination. The fiber must be of such quality and length as to stimulate rumination and help avoid acidosis by aiding in proper digestion. 	<p><input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A</p>	<p>/3</p>

<p>M10</p>	<p>The Nutrition Plan must also include:</p> <ul style="list-style-type: none"> <input type="checkbox"/> Feed records that have been retained for at least one year, including: <ul style="list-style-type: none"> <input type="checkbox"/> Identification of feed mill and whether major or minor source of feed; and <input type="checkbox"/> Feed constituents/ feed concentrates (minerals/amino acids, etc.) used at each site. <p>A written record of the feed ingredients, and the inclusion rate of compound feeds and feed supplements.</p>	<p><input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A</p>	<p>/3</p>
<p>M11</p>	<p>Lighting Program The lighting for the cattle must be designed and maintained to regulate a daily cycle for all animals.</p> <ul style="list-style-type: none"> <input type="checkbox"/> The cattle must be provided a minimum continuous period of 8 hours of natural light supplemented by artificial light as needed: <ul style="list-style-type: none"> <input type="checkbox"/> For fully enclosed housing, artificial lighting must be provided as needed to supplement natural light. The daytime light levels must be bright enough to allow facilities and animals to be inspected without additional portable lighting (such as a flashlight, portable lamp, etc.) <input type="checkbox"/> The cattle must be provided the opportunity to rest. Within each 24 hour period, artificial lighting must be reduced to provide a minimum period of 6 hours of continual darkness or the natural period of darkness, if less. <i>Note: 'darkness' refers to dimmed lighting which allows the animals to rest. However, supplemental lighting must be provided as needed to allow the safe movement of animals and workers during nighttime milking and other activities.</i> 	<p><input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A</p>	<p>/10</p>

<p>M12</p>	<p>A written Herd Health Plan (HHP) must be available at the main office. This plan must include:</p> <ul style="list-style-type: none"> <input type="checkbox"/> Certification or proof that the HHP has been developed in consultation with the herd veterinarian: <ul style="list-style-type: none"> <input type="checkbox"/> The herd veterinarian must sign and date the HHP and <input type="checkbox"/> The HHP must be annually updated; <input type="checkbox"/> Records of vaccination protocols and any vaccinations; <input type="checkbox"/> Records of treatment protocols and any treatments, including: <input type="checkbox"/> Identification of the animal(s); <input type="checkbox"/> The type of treatment and reason for the treatment; <input type="checkbox"/> Dates of treatment; <input type="checkbox"/> The types/route of administration and quantities of medications used; <input type="checkbox"/> Details of the therapeutic use, defined as treatment, prevention and control, as allowed by current laws, of any antibiotics (including ionophores), antiparasitics, and antifungals, which includes the requirements that antibiotics, antiparasitics, and antifungals must only be used therapeutically as prescribed by the herd veterinarian; <input type="checkbox"/> Therapeutic use must be for individual animals OR for specific groups of animals only when specified by the herd veterinarian through determination that the entire group is at high risk of contracting disease; <input type="checkbox"/> Therapeutic use is in conformance with the latest edition of the FDA <i>Judicious Use of Antimicrobials for Dairy Veterinarians</i> and complies with withdrawal periods; <input type="checkbox"/> Records of any surgical procedures; <input type="checkbox"/> Tolerance levels for overall herd performance; <input type="checkbox"/> Causes of morbidity and mortality where known; and <input type="checkbox"/> Targets for other aspects of herd health. <input type="checkbox"/> Livestock and poultry must not be implanted or injected with any growth hormone/ growth promoter or fed antibiotics (except ionophores) or fed beta-agonists for the purpose of boosting growth or feed efficiency. <input type="checkbox"/> NOTE: Treatment must never be withheld to maintain an antibiotic-free production policy. Animals must be given appropriate treatment, including antibiotics, if prescribed by the flock veterinarian, regardless of antibiotic-free production policy. 	<p> <input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A </p>	<p>/25</p>
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<p>M13</p>	<p>The Herd Health Plan must also include:</p> <ul style="list-style-type: none"> <input type="checkbox"/> Management plans for the prevention of physical maladies; <input type="checkbox"/> Management plans including methods for the prevention of acute foot conditions (such as the use of foot-baths, etc.): <ul style="list-style-type: none"> <input type="checkbox"/> The feet of all cattle must be inspected for signs of abnormal wear, infection, or excessive growth at least annually, or as required by a competent foot trimmer, and <input type="checkbox"/> If a problem is identified, a foot care plan must be developed and implemented using methods appropriate to the condition and the individual dairy; <input type="checkbox"/> Procedures for the prevention, detection, and control for common diseases; <input type="checkbox"/> Procedures for the quarantine of animals and when required; <input type="checkbox"/> Action plans for the prevention, detection, and control of external and internal parasites and pests; <input type="checkbox"/> Action plans for the mitigation/ prevention of recurring injuries to suggest that there is a common cause and that is attributable to physical features of the environment or handling procedure; <input type="checkbox"/> Action plans and procedures for providing comfort and optimizing the recovery of animals following any treatments, illness, or injury; <input type="checkbox"/> Procedures to be followed in the event of an outbreak of abnormal behavior, including appropriate and immediate changes in the system of management. If abnormal behavioral activities develop repeatedly and inhibit normal functioning of the animal in any particular area, a program of modification and enrichment must be developed and agreed upon together with the farm veterinarian. (This excludes the repeated rubbing of brushes designed for that purpose.) <ul style="list-style-type: none"> o <i>For observation purposes the following possible repetitive abnormal behavioral patterns may include repeated rubbing in the absence of disease, tongue rolling/aerophagia, bar biting/chewing, pica (licking/chewing solid objects), eating soil/sand/dirt, navel sucking, ear sucking, urine drinking. Observations are to be made over an extended period of time; and</i> <input type="checkbox"/> Any program adopted and followed for the prevention and control of organisms that cause food safety concerns. 	<p><input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A</p>	<p>/10</p>
<p>M14</p>	<ul style="list-style-type: none"> <input type="checkbox"/> Cows, especially heifers, must be adequately prepared for calving and subsequent milking by early introduction to pre- and post-calving housing and the production ration. <input type="checkbox"/> Heifers must be closely monitored when introduced into an established herd of cows. 	<p><input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A</p>	<p>/3</p>

<p>M15</p>	<p>Herd Performance Parameters</p> <ul style="list-style-type: none"> <input type="checkbox"/> Tolerance limits for herd performance must be established. The herd must be continually monitored for herd performance parameters including: production diseases, infectious diseases, and injury as a result of housing/ husbandry/ and handling. <ul style="list-style-type: none"> o <i>This includes, for example: mastitis, metabolic disorders - (hypocalcaemia, hypomagnesaemia, ketosis, displaced abomasum, laminitis, bloat, acidosis), septicemia, enteritis, problems at calving, repetitive physical injury, respiratory diseases, body condition, and/or non-ambulatory animals.</i> <input type="checkbox"/> The causes of morbidity and mortality where known, and the targets for other aspects of herd health: all sudden deaths, disease outbreaks, and incidences where cattle are humanely euthanized must be recorded and investigated in consultation with the herd veterinarian when necessary. <input type="checkbox"/> Where any herd performance parameters fall below the tolerance limits established by the producer and the herd veterinarian in the Herd Health Plan, or if the numbers of casualty or culled animals exceeds the parameters in the HHP, the veterinarian must be informed and management practices adjusted until the problem has been resolved. 	<p><input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A</p>	<p>/10</p>
<p>M16</p>	<p>Policy for the Control of Mastitis</p> <p>The dairy must have a policy for the control of mastitis. All cases of mastitis must be identified and treated promptly with the underlying predisposing factors corrected. Records must be available for a minimum of one year with the following information at a minimum:</p> <ul style="list-style-type: none"> <input type="checkbox"/> Incidences of individual cows with clinical cases of mastitis must be recorded. These cows must be identified (for example, by leg bracelet) and milked separately, and their milk must be segregated and properly disposed of. <input type="checkbox"/> Records must be kept as part of the Herd Health Plan of any treatments and medications used, including mastitis tubes or other therapeutic antibiotic usage, and the recommended withdrawal times observed. Cows under antibiotic treatment must be identified (for example, by leg bracelet) and their milk must be segregated and properly disposed of- it must not be fed to calves. <input type="checkbox"/> Herd somatic cell counts (SCCs) must be routinely monitored at the bulk tank and recorded per the requirements of the USDA or state/ local jurisdictions. <p>_____ Herd Average SCC from previous month _____ Max. Two-month Average SCC from previous year</p> <ul style="list-style-type: none"> o (Check if applicable): Where herd SCCs exceed the target rate of 375,000 averaged over any 2-month period, the specific organisms involved must be identified, and an appropriate program of mitigation with a focus on udder health must be developed in consultation with the herd veterinarian. The implementation of this program must be documented per the Herd Health Plan, and records must show that the program has been maintained until herd SCC rates drop to acceptable levels. <input type="checkbox"/> Measures must be in place to minimize the risk/incidence of mastitis in dry cows. <p>• <i>Auditor note: The dairy must keep records of clinical cases of mastitis and of mastitis tube or other therapeutic antibiotic usage per the requirements of the Herd Health Plan along with the results of routine herd SCCs. Where herd SCCs exceed the target rate of 375,000 averaged over any two month period, there must be records in the HHP of the implementation of an appropriate program of mitigation. Records must show that this program was maintained until SCC rates returned to acceptable levels.</i></p>	<p><input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A</p>	<p>/50</p>

Biosecurity & Sanitation Plans

<p>M17</p>	<p>Biosecurity Plan A Biosecurity Plan must be available which describes methods for reducing the risk of disease introduction to the herd. This plan should include but is not limited to:</p> <ul style="list-style-type: none"> <input type="checkbox"/> The company policy for animals coming from other farms: Managers must be provided appropriate treatment and vaccination records by vendors when new stock is brought onto the site; <input type="checkbox"/> As applicable, the company's timeframe for which new animals are to be segregated before being mixed with other animals on the farm; <input type="checkbox"/> As applicable, description of isolation facilities for the purpose of observing/ testing new animals before integration with the rest of the herd; <input type="checkbox"/> As applicable, the policy and procedures for the screening of hired bulls for potential disease prior to its introduction: <i>It is recommended that hired bulls are used only when no alternative is available</i>; and <input type="checkbox"/> As applicable, description of any other policy or procedure for maintaining biosecurity at the dairy. 	<p><input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A</p>	<p>/10</p>
<p>M18</p>	<p>Cleaning and Sanitation Plan The Cleaning and Sanitation Plan must be available as part of the overall health plan, including details for routine/ scheduled cleaning procedures.</p> <p><i>Note: as examples, this includes routine cleaning and (as needed) sanitation of waterers and feeders; routine scraping/flushing of the alleyways; removal of manure; routine cleaning and maintenance of the freestall bedding and calf houses; routine, thorough cleaning and sanitation of equipment and implements such as bucket loaders, scrapers, shovels, etc.; cleaning and sanitation of equipment and implements used for multiple purposes (i.e. buckets are cleaned and sanitized prior to being used for feed, etc.).</i></p>	<p><input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A</p>	<p>/10</p>
<p>M19</p>	<p>Waste Disposal Plan Each dairy must maintain a Waste Disposal Plan which details protocols for the safe and proper disposal of medical waste, sharps, carcasses, and other waste that poses a potential threat to animal and human health and safety.</p>	<p><input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A</p>	<p>/10</p>

SOPs for Calves & Weaning

M20	<p>Navel Disinfection (Dipping) The navels of new-born calves must be dipped in an appropriate disinfectant per the herd veterinarian as soon as possible after birth. The navels should be dipped a second time after 12 to 18 hours, unless directed otherwise by the veterinarian.</p>	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/10
M21	<p>Colostrum for Calves For both heifer and bull calves:</p> <ul style="list-style-type: none"> <input type="checkbox"/> It is vital that each new-born calf receives adequate, quality colostrum (2-4 quarts) from its dam, from another fresh cow, or from a frozen or dried colostrum source as soon as possible after birth, and no later than within the first 6 to 8 hours of life. <ul style="list-style-type: none"> <input type="checkbox"/> The frozen or dried colostrum source must supply a minimum of 100 grams of IgG per dose. <input type="checkbox"/> Records must show that purchased calves have received colostrum as set out above. 	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/50
M22	<p>Thermal Environment Proper precautions must be taken to prevent and manage hypothermia in young calves. <i>While healthy young calves can tolerate low air temperatures, newborn animals, calves that have been transported or deprived of food, and sick calves are all particularly susceptible to hypothermia.</i></p> <ul style="list-style-type: none"> <input type="checkbox"/> Hypothermia and additional stress must be avoided in well-ventilated, unheated buildings by the use of thick, dry bedding and by preventing drafts. <input type="checkbox"/> Sick calves must be provided artificial heat if ambient conditions warrant. 	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/3
M23	<p>Lighting Calves must not be kept in total darkness.</p> <ul style="list-style-type: none"> <input type="checkbox"/> To meet their behavioral and physiological needs, appropriate natural or artificial lighting must be provided. Where provided, artificial lighting must function for a period at least equivalent to the period of natural light normally available between 9 a.m. and 5 p.m. <input type="checkbox"/> Suitable lighting (fixed or portable) must be available to allow the calves to be inspected at any time. 	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/3
M24	<p>Pre-Weaning</p> <ul style="list-style-type: none"> <input type="checkbox"/> All calves must receive milk or milk replacer twice per day, through the first 5 weeks of life, unless otherwise recommended by the attending veterinarian. <i>Note: see FW6 "Access to Water" also.</i> <input type="checkbox"/> If a teat system of calf feeding is used, teats must be arranged so that the calf's neck is positioned horizontally or with a slight upward tilt. <input type="checkbox"/> After 7 days, the un-weaned calves must have unlimited access to palatable starter feed. 	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/3
M25	<p>Weaning</p> <ul style="list-style-type: none"> <input type="checkbox"/> Calves must not be weaned before 5 weeks of age; and <input type="checkbox"/> Calves must not be weaned until they are eating adequate quantities of calf starter or dry hay consistently (at least 1.5 lbs. of a calf starter ration or dry hay per calf per day). <input type="checkbox"/> The removal of calves from pens into social groups must not coincide with weaning. <i>Both of these procedures are stressful to the animals and hence they must be carried out separately.</i> 	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/25
M26	<p>Group Housing All calves must be group-housed by 8 weeks of age unless recommended otherwise by the herd veterinarian.</p>	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/3

M27	<p>Transport of Calves Newborn calves must not be moved off the farm unless/ until:</p> <ul style="list-style-type: none"> <input type="checkbox"/> They have received adequate colostrum as noted above; <input type="checkbox"/> They are eating well, i.e. suckling and drinking unaided; <input type="checkbox"/> They can walk easily and without assistance; <input type="checkbox"/> Their coats are dry; and <input type="checkbox"/> The transport carrier is clean, dry, and comfortable. 	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/3
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SOPs for Handling

M28	Stockpersons/ handlers must take care to avoid causing unnecessary pain or distress towards the cattle. Cattle must be handled calmly at all times, and at no time are the cattle to be yelled at or screamed at. Cattle must be handled with the least amount of force needed. Efforts must be made to accustom/ familiarize the cattle to contact with stockpersons/ handlers.	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/3
M29	<p>Use of Handling Aids</p> <ul style="list-style-type: none"> <input type="checkbox"/> Sticks and flags must be used only as benign handling aids (i.e., as extensions of the arm). <ul style="list-style-type: none"> <input type="checkbox"/> Sticks must not be used for excessive hitting, beating, or poking the cattle. <input type="checkbox"/> <u>Electric prods must not be used except where animal and/or human safety is in jeopardy and it is the means of last resort.</u> <input type="checkbox"/> Electric prods must not be carried by stock-keepers as a matter of course. <input type="checkbox"/> Handlers must use tails gently only if necessary to direct the animal's movement. <p>➤ <i>Note: See "P/F1" below also.</i></p>	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/25
M30	<ul style="list-style-type: none"> <input type="checkbox"/> Cattle must not be driven unless the exit or the way forward for the lead cow is clear. <input type="checkbox"/> Cattle should be moved at a walk and must not be rushed or run along alleyways, passageways, or through gateways. 	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/3
M31	<p>Cattle-Handling Unit A cattle-handling unit must be available, comprised of a collecting system and a method of restraint, appropriate to the type, temperament, and numbers of stock to be managed.</p>	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/3
M32	<p>Use of Restraints Cattle must not be closely restrained (i.e. tethered or stanchioned) except in the following circumstances, and then for not more than 4 hours. Cattle must not be deprived of water for more than 2 hours and sooner if the cattle are outside and/or if conditions are hot. Close restraint is permitted only for the following circumstances:</p> <ul style="list-style-type: none"> ○ For the duration of any examination, routine test, blood sampling, or veterinary treatment. ○ While they are being fed. ○ For the purpose of marking, washing, or weighing. ○ While facilities are being cleaned. ○ During artificial insemination. ○ Awaiting entry into the milking parlor. ○ During milking. ○ During hoof-trimming. ○ Awaiting loading for transportation. 	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/3

M33	<p>Immobilization of Cattle</p> <ul style="list-style-type: none"> <input type="checkbox"/> Tranquilizers (chemical immobilizations) may be used only when mechanical restraint is not an option (such as to immobilize an aggressive animal), and are only to be administered by the farm veterinarian and only at his or her discretion. <input type="checkbox"/> Tranquilizers must not be used in any situation where the animal may injure itself, such as near open water, on steep slopes, etc. <input type="checkbox"/> The animal must be closely monitored until it has recovered and is no longer at risk of injury to itself or from other individuals. <input type="checkbox"/> <u>Electric immobilization is not permitted for use under any situation.</u> 	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/10
M34	<p>Use of Dogs or Other Animals</p> <p>Dogs or other animals, including working dogs must be properly trained, must not cause injury or distress to cattle, and must be kept under control at all times.</p>	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/3

SOPs for Care & Handling of Sick or Injured Animals

M35	<ul style="list-style-type: none"> <input type="checkbox"/> All efforts must be made to help ensure the rapid diagnosis, immediate treatment, and optimized recovery for any sick or injured animal. <input type="checkbox"/> If an animal does not respond to treatment, or if it is in severe, uncontrollable pain it must be immediately euthanized. <input type="checkbox"/> No live animal may leave the farm unless it can walk unassisted, except as noted below. 	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/3
M36	<p>Non-Ambulatory (“Downer”) Cattle</p> <ul style="list-style-type: none"> <input type="checkbox"/> Care must be taken to avoid causing unnecessary pain or distress to a sick or injured animal that is unable to move. Moving by means that can cause further physical or psychological damage is prohibited. <i>Refer to the North American Meat Institute guidelines for acceptable methods of moving non-ambulatory cattle.</i> <p style="padding-left: 40px;"><u>Non-ambulatory animals must not be moved by hoisting by chain, dragging, or lifting without complete body support-</u> doing so is considered a willful act of abuse or neglect. See P/F1 also.</p> <ul style="list-style-type: none"> <input type="checkbox"/> The use of hip-lifters is permitted only for emergency, short-term assistance. Cattle must not be left unattended when hip-lifters are in use. <input type="checkbox"/> Hind-leg hobbles (“splitters”) may be used only when necessary to prevent cattle from becoming non-ambulatory. <p><i>Medical breakthroughs in the treatment of dairy cows have made it possible to assist downer dairy cattle to regain health and productivity.</i></p> <ul style="list-style-type: none"> <input type="checkbox"/> Where the farm veterinarian determines that a downer animal may be successfully moved with limited levels of pain and distress, and where the veterinarian determines that the downer is a good candidate for treatment, it may be humanely transported from the farm to a medical facility using approved methods. <input type="checkbox"/> If the farm veterinarian determines that an animal cannot be successfully transported or treated, it must be euthanized humanely and immediately. <input type="checkbox"/> The transportation, treatment or euthanasia of the cow must be documented in the health care records maintained in the farm manual. <p><i>Refer to U C Davis “Care for the Downer Cow” for additional recommendations.</i></p> <p><i>Reference: Stull, Berry, Reynolds, and Payne. 2008. Care for the Downer Cow. (Small placard published by U C Davis.)</i></p>	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/50
M37	<p>Facilities for the Segregation and Care of Sick and Injured Animals</p> <p>Provisions must be made for the segregation and care of sick and injured animals.</p> <ul style="list-style-type: none"> <input type="checkbox"/> Any cow or calf suffering from illness or injury must be segregated and treated without delay, and veterinary advice must be sought when needed. <input type="checkbox"/> If the cow or calf does not respond to treatment or is in severe pain or suffering, and the veterinarian determines that the animal is unlikely to recover, that animal must be euthanized humanely and immediately. <input type="checkbox"/> Hospital/ isolation pens must be clean, be provided with dry bedding, and be of a size which is appropriate for the age, size, and breed of the animal. <input type="checkbox"/> Animals in hospital pens must be able to stand up, turn around, lie down, rest, and groom themselves without hindrance. <input type="checkbox"/> <u>Water and feed must be readily accessible even to non-ambulatory animals.</u> <input type="checkbox"/> Urine and dung from hospital pens for sick and injured animals must be disposed without the risk of spreading infection to other stock. <input type="checkbox"/> Pens must be constructed to facilitate effective cleaning and disinfection of surfaces and the possible removal of a carcass from the area. 	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/25

SOPs for Identification

M38	Where neckbands, tail-bands, ear tags, leg-bands, or RFIDs are used for identification purposes, they must be fitted with care and adjusted as required to avoid unnecessary pain or distress (for example by being too tight, etc.)	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/3
M39	<p>Cattle marking must be performed by trained personnel quickly, expertly, and with the proper equipment in a manner that avoids unnecessary pain and distress.</p> <p>The following methods of identification are NOT permitted for use in cattle identification:</p> <ul style="list-style-type: none"> ○ Brands. ○ Jaw-brands or ear-notching. ○ Ear-splitting, wattling, or any other surgical alterations for identification. <p>Livestock markers for the temporary marking of livestock (i.e., crayons, chalk, and paints) must be especially developed for that purpose and must be non-toxic.</p> <p>_____ Method(s) of identification used at the dairy.</p>	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/25

Records of Stockperson Training

The continuing education of personnel who have day-to-day contact with the cattle is one of the most important ways to help ensure behaviors that support and promote animal welfare. Documentation must be available confirming personnel training in aspects of herd welfare appropriate to the level of operation.

<p>M40</p>	<p>Training Documentation <i>Note: applies to all training in this section "Records of Stockperson Training"</i></p> <p>Stockpersons must be provided training at orientation, as well as yearly updates/ refresher courses (and opportunities for continuing education and professional development) and specialized training in aspects of animal welfare appropriate to the level of operation. For all training of personnel:</p> <ul style="list-style-type: none"> <input type="checkbox"/> Training must be presented in the workers' native language as necessary. <input type="checkbox"/> Training may include company SOPs, videos, manuals, classroom settings, online instruction, etc. as appropriate. <input type="checkbox"/> Training <u>must</u> include 'hand's on' experience and evaluations. <input type="checkbox"/> Training must include review of the American Humane Certified™ Animal Welfare Standards. <input type="checkbox"/> Training must clearly define what is expected of each stockperson so that each is fully aware of their duties and responsibilities. <input type="checkbox"/> Training records must be signed by both the trainer and the trainee, and include the training topic and date of orientation, yearly update/ refresher course, or specialized training. 	<p><input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A</p>	<p>/10</p>
<p>M41</p>	<p>Training for All Stockpersons</p> <p>Prior to being given responsibility for the welfare of livestock, all stockpersons must be properly trained. As a minimum, the training program for all stockpersons in direct contact with the animals must include the following topics:</p> <ul style="list-style-type: none"> <input type="checkbox"/> Training and validation in the safe, correct and approved methods of cattle handling and use of cattle-handling units in a manner which minimizes unnecessary stress to the cattle, including: <ul style="list-style-type: none"> <input type="checkbox"/> understanding the behavioral characteristics of cattle and the likely stress factors that cattle may be subjected to, how cattle react towards other cattle, towards man, and to strange noises, sights, sounds, and smells; <input type="checkbox"/> using visual fields (i.e. cattle have a wide field of vision but have a blind spot behind them, which handlers should avoid entering) and flight zones (an imaginary area which if handlers enter will make the animal want to move away. Handlers control an animal's movement by understanding the flight zone); <input type="checkbox"/> lighting (as cattle prefer to move from the dark into the light); and <input type="checkbox"/> when and how to use such things as sticks and other implements; <input type="checkbox"/> Knowing the normal behavior of cows and the herd and to recognize the signs that indicate good health and welfare so that in the eventuality of an impending problem arising they are able to recognize it at the earliest stages; <input type="checkbox"/> Recognizing readily apparent behavioral actions of the cattle which indicate an inability of the animals to thermo-regulate (such as heavy panting and head-bobbing) and the actions that must be taken to provide relief to the cattle, especially when immediate actions are required; <input type="checkbox"/> Having a basic knowledge of what constitutes proper nutrition in dairy cattle; <input type="checkbox"/> Knowing normal body conditions in dairy cattle and the necessary steps to be taken if problems arise; and <input type="checkbox"/> Recognizing the signs of abnormal behavior and fear; <input type="checkbox"/> Recognizing deviations from normal cattle activity; <input type="checkbox"/> Having a basic knowledge of the signs of common diseases, illnesses, and injuries and knowing when either direct action must be taken and/or when the responsible personnel or the veterinarian must be notified; and <input type="checkbox"/> Knowing the procedures to be followed in the event of an emergency, i.e. the Emergency Response Plan. 	<p><input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A</p>	<p>/10</p>

M42	<p>Specialized Training of Stockpersons Documentation must be available for the training of stockpersons who are responsible for performing specialized duties, with emphasis on animal welfare, minimizing pain and distress to the animals, and optimizing health. Specialized training topics may include but are not limited to:</p> <ul style="list-style-type: none"> <input type="checkbox"/> the specific training in routine monitoring of individual cow health; recognizing unusual conditions or behaviors; recognizing signs for the early detection of injuries and lameness, sickness, and disease and the appropriate and timely remedial actions to be taken, either by the direct action of the stockperson or through the notification of the responsible personnel; <input type="checkbox"/> specific training for personnel responsible for any equipment which impacts animal welfare, such as milking machines, crowd gates, restraining equipment, downer handling equipment, etc., including: <ul style="list-style-type: none"> <input type="checkbox"/> proper use of the equipment, <input type="checkbox"/> performing routine maintenance to help ensure that the equipment is kept in good working order, <input type="checkbox"/> recognizing common signs of malfunction, and <input type="checkbox"/> actions to be carried out in the event of equipment failure; <input type="checkbox"/> Understanding the physical and environmental requirements for cattle throughout each season and especially during breeding, calving, and weaning; <input type="checkbox"/> training in procedures for calving and the care of the newborn calf; <input type="checkbox"/> training in the processes during breeding, particularly the selection of suitable bulls, semen, and embryos for use in heifers; <input type="checkbox"/> training in the functional anatomy of the normal hoof, and its care and treatment; and <input type="checkbox"/> training in the functional anatomy of the normal teat and udder, to recognize signs of mastitis, and for the requirements to maintain good parlor hygiene and a well-maintained milking machine. 	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/10
M43	<p>Further Training Prior to performing procedures that have the potential to cause suffering (e.g. injections, oral-dosing, foot-trimming, disbudding/ dehorning, castration, identification, etc.), the stockperson must be able to demonstrate to the trainer that they are proficient in performing those procedures, with emphasis on animal welfare, minimizing pain and distress to the animals, and optimizing recovery wherever possible. Further training includes but is not limited to:</p> <ul style="list-style-type: none"> <input type="checkbox"/> Specific training in recognizing cull and downer cows, determining whether an animal needs to be euthanized and who is responsible for making the decision, and determining whether transport of downers is appropriate; <input type="checkbox"/> specific training and confirmation of the approved stockpersons' proficiency in approved techniques for euthanasia; <input type="checkbox"/> specific training and confirmation of the approved stockpersons' proficiency in approved husbandry procedures and protocols; and <input type="checkbox"/> training in the proper methods of marking/ identifying cattle in a manner that avoids unnecessary pain and distress. 	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/10
M44	<p>Training of Outside Workers Workers outside of the dairy's control, such as foot trimmers, transport companies, etc., must be familiar with and conform to all requirements in these standards related to their duties, including but not limited to approved handling and moving of cattle including downers, approved protocols for the transport of cattle, and performing their duties proficiently and in a manner that minimizes undue stress to the animals etc. Outside workers must be held to the same standards of humane care as company employees.</p> <p>Documentation must be available confirming the qualifications of any outside employees, such as training records, a Certificate of Conformance, etc.</p>	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/10

Inspections of Livestock

<p>M45</p>	<p>Daily inspections encompass the monitoring of animals' body condition and feed/water consumption; signs of lameness; condition of the coat, udder, and leg; cleanliness of the animals; and any signs of disease. All cattle must be inspected and monitored regularly to confirm animal health and for the early detection of injuries and early signs lameness, sickness, and disease so that appropriate and timely actions may be taken.</p> <ul style="list-style-type: none"> <input type="checkbox"/> All cattle must be inspected at least twice daily including cattle in all facilities (i.e. calving areas, hospital pens, bull pens, etc.) <input type="checkbox"/> Where cattle are maintained on open range or pasture, efforts must be made to track the location of the herd and check on its condition not less than once per week or more often during extreme weather, or as soon as possible after a severe weather event such as a blizzard. <input type="checkbox"/> Heifers calving on pasture must be inspected at least once daily. <input type="checkbox"/> Every cow must be inspected at drying-off, with a minimum dry period of 25 days. <input type="checkbox"/> Records must be kept on file for a minimum of one year of the following circumstances at a minimum: <ul style="list-style-type: none"> <input type="checkbox"/> records of mortalities, including the date, the age of the animal and the cause if known; and <input type="checkbox"/> records of culls, including the date, the age of the animal and the reason for culling. <input type="checkbox"/> <u>Carcasses must be removed away from live animals as soon as practical after discovery, and disposed of promptly thereafter.</u> <input type="checkbox"/> The stockperson performing the inspections must proceed in a careful, deliberate manner to avoid frightening the animals unnecessarily, and must follow a path that allows them to see all each animal. <input type="checkbox"/> During inspections or at any other time, if the stockperson observes any animal which appears to be behaving in an unusual manner, the stockperson must immediately notify the responsible personnel who will determine whether remedial actions are required. 	<p> <input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A </p>	<p>/10</p>
<p>M46</p>	<p>Producer Observations and Scoring Additionally, dairies are strongly encouraged to conduct and document herd health on a routine basis throughout the year by keeping records of routine health and environmental assessments. Recommended parameters for scoring are given in the noted section of this checklist. Documentation may include but is not limited to (check only the boxes that are applicable):</p> <ul style="list-style-type: none"> <input type="checkbox"/> Body Condition Scoring (see FW1); <input type="checkbox"/> Slips and Falls Scoring (see E43); <input type="checkbox"/> Lameness/ Locomotion Scoring (see E44); <input type="checkbox"/> Hygiene Scoring (see E45); <input type="checkbox"/> Leg Condition Scoring (see E46); <input type="checkbox"/> Udder Condition Scoring (see E40); and <input type="checkbox"/> Coat Condition Scoring (see E47). <p>Where an assessment is outside of the parameters noted, a program of mitigation must be developed and continued until parameters return to normal. When conducted, these records should be filed as part of the Herd Health Plan, including any program of mitigation.</p> <p>➤ <i>Auditor note: This question is scored either "Yes" if the dairy maintains records of routine health and environmental assessments, or "N/A" if the dairy does not. Do not score this question "No."</i></p>	<p> <input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A </p>	<p>/10</p>

Inspections & Maintenance of Equipment

<p>M47</p>	<p>Equipment Inspections and Maintenance Stockpersons must inspect all equipment on which the livestock rely on a daily basis, such as water troughs, feeding facilities, fans, and especially the milking equipment, whether the equipment is manual or automatic. Stockpersons must also perform routine, scheduled maintenance as defined in the SOPs. Where a defect is found (whether on inspection or at any other time):</p> <ul style="list-style-type: none"> <input type="checkbox"/> It must be rectified immediately; or <input type="checkbox"/> If the defect cannot be rectified immediately, the stockperson must follow any measures specified in the SOPs or take other actions as necessary to safeguard the animals from suffering unnecessary pain or distress as a result of the defect. These measures must be maintained until the defect has been rectified. <input type="checkbox"/> Routine maintenance must be performed per the equipment manufacturer's recommendations. 	<p><input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A</p>	<p>/3</p>
<p>M48</p>	<p>Inspections and Maintenance of Water Systems Water systems must be inspected and maintained daily to confirm that clean, fresh water is readily available to the cattle:</p> <ul style="list-style-type: none"> <input type="checkbox"/> water availability must be checked daily; <input type="checkbox"/> water delivery must be monitored to make sure water is provided at all times, that is, the water delivery must keep pace with the demand of the maximum number of cows who are able to drink at the same time; <input type="checkbox"/> the water source must not contain contaminants such as elevated levels of feed, algae, manure, nitrates, pathogens, etc.; and <input type="checkbox"/> samples of water must be taken and recorded periodically to help ensure that water quality is acceptable for cattle. <i>State or local water quality requirements must be followed.</i> 	<p><input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A</p>	<p>/3</p>
<p>M49</p>	<p>Inspections and Maintenance of Milking Machines Milking machinery/ the milking system must have a documented, routine maintenance and cleaning plan. Proper application, function, and maintenance of the milking machinery must be ensured by practicing the following:</p> <ul style="list-style-type: none"> <input type="checkbox"/> Under- and over-milking must be avoided. <input type="checkbox"/> Appropriate teat cup liners must be used. <input type="checkbox"/> Teat cup liners must be checked daily and damaged/rough teat liners must be replaced. <input type="checkbox"/> Liners must be exchanged according to manufacturer's recommendations. <input type="checkbox"/> Pulsation rate release/squeeze ratio must be checked and corrected regularly. <input type="checkbox"/> The vacuum regulation must be functioning correctly and preventing vacuum fluctuation. 	<p><input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A</p>	<p>/3</p>
<p>M50</p>	<p>Inspections of Auxiliary Power Supply</p> <ul style="list-style-type: none"> <input type="checkbox"/> An auxiliary power supply (such as a standby generator), must be available and tested and maintained at least yearly or per manufacturer recommendations. <input type="checkbox"/> The auxiliary power supply must have sufficient capacity to operate critical equipment such as milking equipment, cooling system for the bulk tank, fans, feeders, waterers, and lights for at least 24 hours. 	<p><input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A</p>	<p>/10</p>
<p>M51</p>	<p>Ventilation & Environmental Controls Where equipment is provided for ventilation (if applicable):</p> <ul style="list-style-type: none"> <input type="checkbox"/> Ventilation equipment must be checked and maintained for proper operation. <input type="checkbox"/> Ventilation rates must be adjusted as necessary in order to maintain minimum ventilation requirements and to maintain air quality parameters including control of ammonia, dust, etc. 	<p><input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A</p>	<p>/3</p>

<p>M52</p>	<p>Monitoring of Ammonia in Enclosed Environments Where cattle are kept in enclosed environments, such as barns not exposed to outside air, calf houses, etc.:</p> <ul style="list-style-type: none"> <input type="checkbox"/> Ammonia levels measured monthly at the height of the animals should ideally be maintained at less than 10 ppm but in any case must not exceed 25 parts per million. <input type="checkbox"/> If ammonia limits are exceeded at any time, steps must be taken to mitigate ammonia, (such as replacing bedding, increasing ventilation, etc.) until ammonia returns to acceptable limits. <p><i>Note: Provisions must be made to help ensure that aerial contaminants do not reach a level at which they are noticeably unpleasant to a human observer. Ammonia levels are to be maintained at less than 10 ppm wherever possible.</i></p>	<p><input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A</p>	<p>/25</p>
<p>M53</p>	<p>Inspections and Maintenance of Fencing</p> <ul style="list-style-type: none"> <input type="checkbox"/> All fencing must be regularly inspected and maintained and be free of sharp projections, protuberances, and other surfaces that may cause injury to the animals. <input type="checkbox"/> Electric fences must be designed, installed, used, and maintained so that contact with them does not cause more than momentary discomfort to the cattle. 	<p><input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A</p>	<p>/3</p>

SOPs for Husbandry and Other Procedures

Note: All local and/or state regulations must be followed.

<p>M54</p>	<p>Husbandry Procedures Where necessary, producers must use only approved, humane husbandry procedures accepted by the American Humane Certified™ program. <u>All procedures must be performed at the earliest possible age.</u> These practices must not be performed on sick or injured animals. All of these practices must be performed by designated, trained and competent personnel or the herd veterinarian using appropriate, well-maintained equipment in order to minimize suffering and optimize recovery.</p> <p>➤ <i>Auditor note: Check only the boxes that are applicable:</i></p> <p><u>Supernumerary Teat Removal:</u></p> <ul style="list-style-type: none"> <input type="checkbox"/> Removal of supernumerary teats is not permitted unless the teats will affect placement of the milking cup. In these cases, removal of supernumerary teats must be performed within 4 months under local anesthesia. <input type="checkbox"/> If removal of supernumerary teats is necessary for calves or heifers older than 4 months of age, the procedure must be performed under local anesthesia by a veterinarian. <p><u>Disbudding/Dehorning:</u></p> <ul style="list-style-type: none"> <input type="checkbox"/> The cautery paste method of disbudding is permissible for use only for calves less than 7 days of age. <input type="checkbox"/> The hot iron method of disbudding is permissible for use only for calves less than 30 days of age and must be performed under local anesthesia. <input type="checkbox"/> After 30 days of age, if dehorning is determined to be necessary, the procedure must be performed by a veterinarian under local anesthesia and the calves must be given NSAID treatment for post-procedure pain management. Efforts must be made to avoid dehorning older cattle unless they prove to be dangerous to herd-mates or human handlers. <p><u>Castration:</u></p> <ul style="list-style-type: none"> <input type="checkbox"/> <u>Castration must be performed at the earliest possible age.</u> Castration through the application of a band (rubber ring) to restrict blood flow to the scrotum is permissible after 24 hours of age and up through 4 days of age. <input type="checkbox"/> Where this is not possible, after 24 hours of age and up to 2 months of age, castration through use of a Burdizzo clamp or surgical castration performed by the veterinarian under anesthesia are permissible. <input type="checkbox"/> After 2 months of age, castration must be performed surgically by the veterinarian under local anesthesia with provisions made to control bleeding. <p><u>Tail Docking/ Switch Trimming:</u></p> <ul style="list-style-type: none"> <input type="checkbox"/> <u>Tail docking must not be performed.</u> <input type="checkbox"/> Previous tail docking on identified animals must be recorded and tail docking must not be practiced going forward. <input type="checkbox"/> Switch trimming is permitted only as necessary. <p><u>Surgical Procedures:</u></p> <ul style="list-style-type: none"> <input type="checkbox"/> Surgical procedures such as Caesarian-sections must be performed by a qualified veterinarian. 	<p><input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A</p>	<p>/25</p>
<p>M55</p>	<p>Induction of parturition must not be used as a routine management procedure, but only used per a veterinarian's recommendation.</p>	<p><input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A</p>	<p>/3</p>
<p>M56</p>	<p>Non-veterinarians performing per-rectum pregnancy detection must have received appropriate training.</p>	<p><input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A</p>	<p>/3</p>

M57	Calving aids may only be used to assist a delivery and not to produce a calf as quickly as possible. Before any type of calving aid is used, the cow must be examined to help ensure that the calf is of a size where natural delivery can be reasonably expected without causing undue pain and distress to either the dam or the offspring.	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/3
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Euthanasia Policy

The Euthanasia Policy includes provisions for routine euthanasia (culls). Euthanasia and disposal of carcasses must be consistent with applicable local, state, and federal regulations.

M58	<p>Euthanasia Policy A Euthanasia Policy must be available which includes provisions for humane and timely euthanasia. This policy must include:</p> <ul style="list-style-type: none"> <input type="checkbox"/> Only properly trained, designated farm personnel or the herd veterinarian are to perform euthanasia. <i>A trained handler should demonstrate proper use of the euthanasia equipment to the auditor.</i> <input type="checkbox"/> Training records which identify: the names of the stockpersons who have undergone training; the name of the trainer; the specific method(s) of euthanasia covered in the training; confirmation that the trainees' competence in performing the procedure was validated by the trainer, including proper techniques and proper use of any equipment; and the date(s) that the training occurred. <input type="checkbox"/> Procedures stating that: <ul style="list-style-type: none"> <input type="checkbox"/> If there is any doubt as to whether euthanasia is required: the veterinarian or properly trained personnel must be called at an early stage to advise whether treatment is possible; OR <input type="checkbox"/> If the veterinarian or properly trained personnel determine that an animal is in severe, uncontrollable pain, then the animal must be promptly and humanely euthanized to prevent further suffering. <input type="checkbox"/> For euthanasia equipment: records showing that equipment has been maintained per the manufacturer's recommendations and that it is stored securely, protected from the elements, and kept clean. <input type="checkbox"/> The approved methods of euthanasia that are to be used for each age group of animals and under what circumstances. These methods must be approved by, and comply with, the latest edition of the American Veterinary Medical Association's <i>AVMA Guidelines for the Euthanasia of Animals.</i> <input type="checkbox"/> Procedures stating that the persons performing euthanasia must verify that each animal has been properly euthanized through the absence of: <ul style="list-style-type: none"> <input type="checkbox"/> Breathing for five minutes; <input type="checkbox"/> A heart beat for five minutes; and/ or <input type="checkbox"/> A corneal reflex (a blinking reflex upon touching the eye.) <input type="checkbox"/> If the animal is not successfully euthanized, the same method or an alternate method must be performed immediately. <input type="checkbox"/> Logs stating the reason for euthanasia, the date, the competent personnel performing the euthanasia, numbers of animals euthanized, and the procedure used. <input type="checkbox"/> Procedures for the prompt, proper disposal of carcasses and records of the name of the outlet through which all such carcasses are disposed, unless carcasses are disposed of on-farm, in which case records are kept of the disposal method. Disposal must meet all state, local, and/or federal regulations. <p><u>Nothing stated here is intended to discourage the prompt diagnosis and appropriate treatment of any ill or injured animal.</u></p>	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/50
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On-Site/ Food & Water

Livestock must be free from unnecessary hunger, thirst and malnutrition by being provided with a wholesome diet and continuous access to fresh water and a diet that maintains full health and promotes a positive state of well-being. Feed and water must be distributed in such a way that livestock can eat and drink without undue competition.

Food

		Selection	Score
FW1	<p>Body Condition Score</p> <ul style="list-style-type: none"> <input type="checkbox"/> All cattle must be fed a wholesome and appropriate diet for their age and species and which is fed to them in sufficient quantity so that they sustain full health and over their maximum foreseeable lifespan. Cattle must have daily access to food, unless otherwise required by a veterinarian. <input type="checkbox"/> Body condition change in cattle must be monitored and maintained according to the stage of production using the Body Conditioning Score (BCS) by Edmondson et al, or an equivalent BCS: <ol style="list-style-type: none"> 1. Severe under-conditioning or extremely thin 2. Frame obvious 3. Frame and covering well-balanced 4. Frame not as visible as covering 5. Severe over-conditioning or extremely fat <input type="checkbox"/> 98% of all lactating cows must have a BCS between 2.0 and 4.5 on a 5-point scale. <input type="checkbox"/> Any animal with a BCS of less than 1.5 must be placed under individual treatment in order to bring BCS back to acceptable levels. <input type="checkbox"/> Any animal with a BCS of greater than 4.5 must have a documented nutrition and reproductive plan in concert with the nutritionist and veterinarian in order to bring BCS back to acceptable levels. <p>➤ <i>Auditor note: All lactating cows must be included in the sample. Record all lactating cows with either a BCS less than 2.0 or more than 4.5 and compare to the total number of lactating cows.</i></p> <p>_____ Percentage of lactating cows with a BCS between 2.0 and 4.5.</p> <p>➤ <i>Auditor note: A herd with more than 2% of all lactating cows having an unacceptable BCS is a severe non-conformance, and results in automatic failure of this audit. See "P/F 2" below also.</i></p> <p><i>Reference: Edmondson et al. 1989. Body Conditioning Score. Journal of Dairy Science, 72(1), p.73.</i></p>	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/50
FW2	<p>Bunk Space in Indoor Housing</p> <p>Adequate bunk space must be provided so that cattle do not need to compete for food. Minimum bunk space must be:</p> <ul style="list-style-type: none"> <input type="checkbox"/> At least 30" per cow for 21 days before and after calving. <input type="checkbox"/> At least 24" per cow all other times. 	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/10
FW3	<ul style="list-style-type: none"> <input type="checkbox"/> Feed troughs/bunks must be clean and free of stale or moldy feed. <input type="checkbox"/> Automatic feed delivery systems (e.g., grain delivery systems in milking barns or in corrals) must be clean and free of stale feed and in good working order. 	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/3
FW4	<p>Non-feed items/products (such as herbicides, pesticides, chemicals, machinery oil, etc.) must be stored away from the feed mixing or ingredient and supplement storage areas.</p>	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/3
FW5	<p>Control practices must be in place to minimize access to poisonous plants and unsuitable feedstuffs.</p>	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/3

Water

<p>FW6</p>	<p>Access to Water</p> <ul style="list-style-type: none"> <input type="checkbox"/> All cattle, including calves older than 1 day and cows in confinement, must be provided with continuous access to an adequate supply of clean, fresh drinking water each day, except when otherwise required by the attending veterinarian. <input type="checkbox"/> The availability of water, which includes the flow rate of the water delivery systems, must meet the demands of the herd: <ul style="list-style-type: none"> <input type="checkbox"/> at least 10% of the herd must be able to drink at any one time; <input type="checkbox"/> no more than 3 cows may be standing in line waiting to drink at water stations; and <input type="checkbox"/> water tanks, troughs, etc. must be full when not being used, and must not completely drain when cows are drinking. <input type="checkbox"/> Waterers must be placed at a height appropriate to the size and age of the cows. <p><i>Note: it is recommended that there be a minimum of 2 ½ to 3 ½ feet of trough waterers for every 10 cows, or a minimum of 2 feet of tank perimeter for every 10-20 cows. These requirements must be increased in hot weather or at any time when the number of waterers is unable to keep pace with the demands of the herd, as noted above.</i></p>	<p><input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A</p>	<p>/50</p>
<p>FW7</p>	<p>For indoor housing:</p> <ul style="list-style-type: none"> <input type="checkbox"/> All waterers must be thoroughly clean: watering equipment must be designed, constructed, placed, and maintained so that contamination of the animals' water is minimized. <input type="checkbox"/> Water troughs must not leak resulting in wetting/fouling of the bedded areas. <p><i>The area surrounding water tanks, troughs, etc. should be on concrete where possible.</i></p>	<p><input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A</p>	<p>/3</p>
<p>FW8</p>	<p>When cattle are kept primarily on pasture:</p> <ul style="list-style-type: none"> <input type="checkbox"/> Clean, fresh water must always be available, and must meet the requirements for 'Access to Water' noted above. <input type="checkbox"/> During winter, the water supply must be kept clear of ice. <input type="checkbox"/> The area around the water troughs must be managed to avoid excessive wetting/ sodden ground and mud. <input type="checkbox"/> Local, state, and federal laws regarding cattle access to running or still water resources must be followed. <p><i>The area around water tanks, troughs, etc. should be placed on concrete aprons to limit mud or sodden ground.</i></p>	<p><input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A</p>	<p>/3</p>
<p>FW9</p>	<p>Emergency Water Supply</p> <p>Provisions must be in place to help ensure an emergency supply of suitable drinking water in case normal supplies fail (e.g., due to freezing, drought, power failure, well malfunction, etc.).</p>	<p><input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A</p>	<p>/10</p>

On-Site/ Environment

The environment must take into account their welfare needs and provide the best husbandry approaches; must meet all industry standards and governmental regulations; must be designed to help protect the cattle from unnecessary physical and thermal discomfort, fear, and distress; and must allow them to perform their natural behaviors. All equipment and fixtures must be selected, installed, and maintained to optimize the well-being of the cattle. The animals must be protected from unnecessary pain, injury, and disease, and their environment must be conducive to good health.

Buildings

E1	A copy of the current American Humane Certified™ Animal Welfare Standards for Dairy Cattle must be available on-site as a reference for all stock-keepers/ workers at the dairy.	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/3
E2	Emergency Contact Information Emergency Contact Information, in worker’s native language as necessary, must be posted onsite. This must include: <ul style="list-style-type: none"> <input type="checkbox"/> emergency contact information and numbers, i.e. fire department, local utilities, etc. and site address; <input type="checkbox"/> Primary and alternate contact numbers for the notification of individual(s) responsible for reacting to emergencies, i.e. farm workers/ managers, family members, and/or owner as appropriate. <i>Note: it is recommended to provide contact numbers for at least three responsible farm workers and/or family members when possible, and a “telephone tree” to help ensure that all responsible parties may be contacted if necessary;</i> and <input type="checkbox"/> Procedures to be followed by those discovering an emergency such as fire, floods, storms or other severe weather, interruption of power or water, etc., and contingency plans and precautions to cope with emergencies in order to safeguard the welfare of the animals. 	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/10

Environmental Safety

<p>E3</p>	<p>Environmental Safety There must be no physical features of the external or internal environment that cause recurring injuries to cattle.</p> <p><i>Injury is defined as damage severe enough for the formation of granular scar tissue that is to an extent significantly greater than would be caused by accidental bumps and scratches. Excessive occurrence of the following may be indicators of a poor environment: neck calluses; knee and/or hock swellings/calluses; teat/udder injuries; broken tails; hematomas; chronic scar tissue; soft hooves; inter-digital infections; laminitis; abscesses; and/or bruised soles.</i></p> <ul style="list-style-type: none"> <input type="checkbox"/> The construction of pens and fenced pastures to which livestock have access must be designed, constructed, maintained, and regularly inspected to help ensure that there are no features that are likely to cause injury or distress to the animal. <input type="checkbox"/> The interior of any building, including the floor and all internal fittings/surfaces to which livestock have access, must be designed, constructed, maintained, and regularly inspected to help ensure that there are no sharp edges or protrusions likely to cause injury or distress to the animal. This includes the provisions of adequate and safe holding and handling facilities (whether indoors or outdoors) as well as to transportation vehicles. Particular attention must be paid to handling pens. <input type="checkbox"/> Floors must be made of non-slip material or must be maintained to reduce the risk of slipping (sand, mats, or other materials are applied when necessary). <input type="checkbox"/> Concrete floors must be grooved approximately 1/3"- 1/2" or treated with a non-slip coating/belting. <input type="checkbox"/> Floors must not be so rough as to cause hoof damage. <p><i>Lesions and wounds on animals along with lameness are indicators of building conditions which needs immediate remediation. See also "Lameness/Locomotion Score" below.</i></p> <p><i>Reference: Temple Grandin, PhD. 2007. Recommended Animal Handling Guidelines and Audit Guide, 2007 Edition. North American Meat Institute Foundation. pp. 43-44.</i></p>	<p><input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A</p>	<p>/25</p>
<p>E4</p>	<ul style="list-style-type: none"> <input type="checkbox"/> Except where preservatives with an insecticidal role are used, cattle or calves must not come into contact with toxic fumes from chemicals. <input type="checkbox"/> Creosote-treated wood and lead-based paint must not be used. 	<p><input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A</p>	<p>/3</p>
<p>E5</p>	<p>All electrical installations must be inaccessible to cattle, well-insulated, safeguarded from rodents, properly grounded, and regularly tested for stray voltage.</p>	<p><input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A</p>	<p>/3</p>
<p>E6</p>	<ul style="list-style-type: none"> <input type="checkbox"/> Passages must be of such design and width, and so constructed, to allow animals to pass freely. <input type="checkbox"/> Care must have been taken to minimize, and ideally exclude, the number of blind alleyways in the buildings, in order to avoid the incidences of bullying by dominant animals. 	<p><input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A</p>	<p>/3</p>
<p>E7</p>	<p>Internal surfaces of housing and pens must be made of materials which can readily be cleansed and disinfected or easily be replaced when necessary.</p>	<p><input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A</p>	<p>/3</p>
<p>E8</p>	<p>Where used, euthanasia equipment must show no obvious signs of neglect, i.e. rust, dirt and grime, and must be stored in a secure location protected from the elements.</p>	<p><input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A</p>	<p>/3</p>
<p>E9</p>	<p>Buildings must be a height adequate to allow the normal expression of mounting behavior in estrus.</p>	<p><input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A</p>	<p>/3</p>

Auxiliary Power Supply

E10	<p>Auxiliary Power Supply An auxiliary power supply, such as a standby generator, must be available and functional.</p> <p>➤ <i>Auditor note: a stockperson must demonstrate that the auxiliary power supply is available and functional.</i></p>	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/10
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Thermal Environment & Ventilation

E11	<p>Cattle must be maintained in a thermally comfortable environment for their age according to the species guidelines at all times.</p> <p>➤ <i>Auditor note: cattle must not show signs of being excessively hot or excessively cold.</i></p>	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/3
E12	<p>Ventilation</p> <ul style="list-style-type: none"> <input type="checkbox"/> All structures must have effective ventilation, permitting air movement at low velocity while avoiding drafts and ingress of rain and snow. <input type="checkbox"/> System must provide adequate ventilation to remove the moisture produced by the stock and to reduce the number of airborne pathogens being passed from animal to animal. <input type="checkbox"/> A professional must be consulted as necessary to determine adequacy of design and to rectify ventilation problems, including modifications to the ventilation rates and/or equipment. 	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/10
E13	<p>Where the automatic equipment includes a ventilation system, the system must contain additional equipment or means of ventilation (whether automatic or not) which, in the event of such a failure of the ventilation system, will provide adequate ventilation so as to prevent the livestock from suffering unnecessary distress as a result of the failure.</p>	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/3
E14	<p>Ammonia Levels in Enclosed Environments Ammonia levels in any enclosed environments (such as barns, calf houses, etc.), measured by the auditor at the height of the animals should ideally be less than 10 ppm but must not exceed 25 parts per million.</p> <p>➤ <i>Auditor note: for all enclosed locations, measure ammonia levels at the height of the animals, and <u>list location + result of ammonia test</u> in the "Notes" below.</i></p>	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/25

Lighting

E15	<p>For fully enclosed housing, artificial lighting must be provided as needed to supplement natural light. The daytime light levels must be bright enough to allow facilities and animals to be inspected and workers to perform their duties without additional portable lighting (such as a flashlight, portable lamp, etc.)</p>	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/10
E16	<p>Adequate lighting, whether fixed or portable, must be available to enable the livestock to be thoroughly inspected at any time.</p>	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/3

Lying Area/Space Allowances

<p>E17</p>	<p>Cattle kept in dry lots must have access at all times to a lying area which is well-drained, well-maintained with dry bedding, and of sufficient size to accommodate all cattle lying down together in normal resting posture. In conditions where the temperature/humidity index is above 72 degrees, a shaded area must be accessible.</p> <ul style="list-style-type: none"> <input type="checkbox"/> In semi-arid conditions: minimum loafing space in loose housing is 40-50 sq. ft./adult cow <input type="checkbox"/> Unpaved earthen exercise corrals for groups of 100 cows is 50-60 sq. ft./cow. <input type="checkbox"/> Corral space may be reduced to 100 sq. ft. per cow on paved lots. <input type="checkbox"/> Provisions must have been made for shade and misting or sprinkling systems. <input type="checkbox"/> Shade structures must be designed to accommodate all animals together. Examples of this would be to allow animals back into the buildings or to utilize natural shade. <input type="checkbox"/> In cooler climates: 20-30 sq. ft. of roofed area per head for small breeds or 30-40 sq. ft. for larger breeds must be provided. <input type="checkbox"/> The depth of mud in the exercise space must not be above cows' fetlock joints. 	<p> <input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A </p>	<p>/25</p>
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Freestall Housing

The emphasis of freestall housing design is to maximize the comfort of the animal. Given the wide range of sizes and bodyweights within and between herds and individual breeds, it is difficult to prescribe actual dimensions.

<p>E18</p>	<ul style="list-style-type: none"> <input type="checkbox"/> In freestalls, stocking densities must be 1 cow per available freestall. <input type="checkbox"/> A “loafing” area must be provided. <input type="checkbox"/> Unbedded areas must be slatted or of solid concrete, and slats must not result in injury to feet. <input type="checkbox"/> Unbedded areas must be scraped at least daily. <input type="checkbox"/> Cows must be able to lie down in a normal position without risk of being walked on, stepped on, or kicked by other cows. <ul style="list-style-type: none"> <input type="checkbox"/> The stall must be constructed so that it prevents the animal from standing so far forward that it consistently soils the back of the stall. <input type="checkbox"/> Cows must be able to change position from standing to lying and vice versa in a normal manner without difficulty or injury, and with adequate space to allow the normal forward lunging motion during this maneuver. <input type="checkbox"/> When lying, all of the cow’s body must be on the bed including the hocks and the udder. <input type="checkbox"/> Freestalls must be designed to align a cow properly, and must prevent interference with, or injury to, her neighbor or herself. <input type="checkbox"/> The step between the freestall bed and the dung passage must avoid slurry being pushed into the bed during scraping and must encourage cows to enter the cubicle head first. The height of the step must not be such that it results in an increased incidence of concussion injuries to the hooves. <input type="checkbox"/> Where problems do exist with free-stalls, through animals rejecting, becoming stuck in, or lying half-in and half-out of them, or with recurring injury as a result of poor design, professional advice must be sought for remedies, and records must be kept on file. <input type="checkbox"/> Freestall housing must provide a clean, dry and comfortable bed, free from contamination with feces or urine. <ul style="list-style-type: none"> <input type="checkbox"/> The slope from rear to front must be approximately 4%. <input type="checkbox"/> Stalls must be bedded to a minimum depth of 3 inches. <input type="checkbox"/> Adequate clean bedding must be provided. <input type="checkbox"/> Cow mattresses (not the solid type) must be used with an adequate layer of bedding to prevent damage and swelling of the cows’ legs. 	<p> <input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A </p>	<p>/25</p>
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Access to Turnout Lots/ Pasture

E19	<p>When cattle are provided voluntary access to pasture or turnout/exercise lots, if weather and climatic conditions are suitable:</p> <ul style="list-style-type: none"> <input type="checkbox"/> The turnout/exercise lots are of the most benefit if they are not concrete; <input type="checkbox"/> The turnout/exercise lots are of the most benefit if they are shaded; <input type="checkbox"/> Lots must be mounded, drained and otherwise maintained to control mud. <p>➤ Auditor's note: Access to pasture or turnout/exercise lots is not required. If cattle are not provided access to pasture or turnout/exercise lots, check N/A.</p>	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/10
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Additional Housing Requirements

E20	Loose-housed, growing cattle (calves to heifers) must be grouped according to size and age.	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/3
E21	The space allowance for cattle housed in groups must be calculated in relation to the whole environment, the age, sex, live weight, and behavioral needs of the stock, taking account of the presence or absence of horns and the size of the group.	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/3
E22	All cattle at all times must have sufficient freedom of sideways movement to be able to groom themselves without difficulty, and sufficient room to lie down, freely stretch their limbs, and to rise again.	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/3

Calving Environment

E23	<p>When calving cows are kept confined in a building, the following applies:</p> <ul style="list-style-type: none"> <input type="checkbox"/> Cows must be provided a clean, dry, fully bedded maternity area; <input type="checkbox"/> Cows must have free access to water; and <input type="checkbox"/> Cows that are ready to give birth must be kept separate from the rest of the herd and from other species of livestock. 	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/10
E24	<p>The maternity area:</p> <ul style="list-style-type: none"> <input type="checkbox"/> must be constructed of materials that are smooth and impervious to water and are easily cleaned; <input type="checkbox"/> must be equipped with a means of humanely restraining the cows (e.g. a stanchion or holding gate) to permit a person to safely attend to the cows and their calves if necessary; and <input type="checkbox"/> must have effective insulation, heating, and ventilation to help ensure that air quality, temperature, and ventilation are kept within limits which are not harmful to the cows or their calves. This must be confirmed by: <ul style="list-style-type: none"> <input type="checkbox"/> no evidence of condensation, no odor issues, and no visible dust; and <input type="checkbox"/> the recording and monitoring of temperatures. 	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/3

Calf Houses

<p>E25</p>	<p>Where individual calf houses are used:</p> <ul style="list-style-type: none"> <input type="checkbox"/> Individual calf houses must be sized appropriately for the age, size and breed of the animal. The size of the house must allow the calves space to be able to stand up, turn around, lie down, rest and groom themselves without hindrance or injury. <input type="checkbox"/> The house must be ventilated to remove excess humidity, ammonia and condensation while at the same time eliminating drafts but retaining constant air circulation. <input type="checkbox"/> Houses must be placed on a free draining base and affixed to the ground to prevent movement in high winds, when necessary. <input type="checkbox"/> Houses must be sited at a sheltered location, away from prevailing weather, and provided with shade from direct sunlight. <input type="checkbox"/> There must be enough bedding in the house to exclude any drafts, and allow the calf to nest down during cold weather. <input type="checkbox"/> Calves must have access to a dry bed at all times which is changed as needed cleanliness (i.e. for maintaining calf hygiene standards). <input type="checkbox"/> Houses must be arranged so that calves may see and hear other calves in neighboring houses. <input type="checkbox"/> Houses must be constructed of materials which facilitate cleaning and disinfection. <input type="checkbox"/> Houses must be constructed of materials that minimize heat stress and wide temperature fluctuations. <p>➤ <i>Auditor note: provide dimensions and general description of calf houses in the "Notes" below (for example "38 X 60" wood frame house with shade")</i></p>	<p><input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A</p>	<p>/25</p>
<p>E26</p>	<p>When calves are kept in group pens, devices must be available to reduce inappropriate sucking behavior of the calves:</p> <ul style="list-style-type: none"> <input type="checkbox"/> Calves must not be muzzled or physically altered to prevent suckling. <input type="checkbox"/> Alternative devices such as artificial nipples and plastic nose clips are acceptable for use if they are designed in such a manner that there are no sores or signs of irritation of the calves' nostrils. 	<p><input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A</p>	<p>/3</p>
<p>E27</p>	<p>Calves may be kept in individual stalls for health reasons. The location or placement of individual calf pens used for quarantine must be such that each calf has an opportunity to see and hear other calves but with no physical contact.</p>	<p><input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A</p>	<p>/3</p>
<p>E28</p>	<p>Waste feed and water must be disposed and stored at a site away from the calves.</p>	<p><input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A</p>	<p>/3</p>

Bull Pens

<p>E29</p>	<ul style="list-style-type: none"> <input type="checkbox"/> Bull pens must be sited to allow the bull sight, sound, and odor of other cattle and general farm activity. <input type="checkbox"/> Individual accommodations for an adult bull of average size must include a bedded sleeping area of not less than 144 sq. ft. (e.g., 12 ft. by 12 ft.). <input type="checkbox"/> For very large bulls, the sleeping area must not be less than 9 sq. ft. for each 132 lbs. live weight. <input type="checkbox"/> Bull pens must be safe for the stockmen tending them. Adequate restraining facilities and an escape route must be provided. <input type="checkbox"/> Exercise and service areas must be provided to the bulls. <input type="checkbox"/> The service area must have a non-slip surface. 	<p><input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A</p>	<p>/10</p>
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Handling & Treatment Facilities

E30	<input type="checkbox"/> All handling facilities such as veterinary facilities, loading ramps and milking parlor must have non-slip flooring and must be constructed of materials which are easily cleaned. <input type="checkbox"/> Internal walls of hospital boxes must be smooth and impervious to water and must be made of materials which are easily cleaned.	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/3
E31	<p>Alleyways and gates must be designed and operated so as not to impede the movement of cows.</p> <input type="checkbox"/> Alleyways and gates must be free from protrusions or other hazards which have the potential to injure the animals. <input type="checkbox"/> When operating gates and catches, effort must be made to reduce excessive noise which may cause distress to the animals, and if necessary, noise reduction mechanisms must be fitted to gates. <input type="checkbox"/> Gates must open and swing smoothly, and close securely.	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/3
E32	<input type="checkbox"/> Loading facilities must provide a ramp of no more than 20% incline. <input type="checkbox"/> Loading ramps and tail boards must be fitted with fences or rails to prevent the cows from slipping and falling off. <input type="checkbox"/> Ramps may be of concrete or earth and, where concrete, must be fitted with appropriately designed and spaced foot cleats/ battens, stair-steps, or other flooring surface that prevents slipping. <input type="checkbox"/> A loading bay and/or ramp must be provided, and must be well lit to enable animals to walk straight into or out of the vehicle on a level or slight gradient. <p><i>Note: It is generally recommended that solid sides are used in races, chutes, crowding pens, and loading ramps to avoid distraction and balking in cattle. Solid sides provided the greatest advantages where there are many distractions, such as vehicles, moving equipment, and people walking by.</i></p>	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/3

Wind Breaks, Sun Shade, & Sprinklers

E33	<p>Cattle kept on pasture/ range grazing conditions must be provided with shelter, shade, and windbreaks to allow them the opportunity to thermo-regulate and to mitigate welfare risks in adverse weather.</p> <p><i>Shelter, shade, and windbreaks can be provided by geographical features such as well-drained hills and canyons, natural vegetation such as shrubs and tree belts, or manmade structures that are strategically placed to block prevailing winds.</i></p>	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/3
E34	<p>All facilities must provide cattle with the opportunity to properly thermo-regulate. Cattle must be provided with adequate space to perform behavioral adjustments important to thermoregulation and have access to facilities or natural shelters or barriers.</p> <p><i>A one- or two-sided structure with a roof can provide shelter to cattle during periods of intense cold. Structures should be built with the open sides facing south or east (depending on prevailing winds) to maximize effects of solar radiation during the winter.</i></p>	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/3
E35	<p>When cattle are kept confined in partially roofed units (open fronted shed, covered feeding areas, etc.) they must be provided with effective protection from the wind and a comfortable, dry lying area.</p>	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/3
E36	<p>Summer/ High Heat and Humidity Conditions For summer/ high heat conditions, a shaded area or water systems must be accessible to the cattle to provide cooling.</p> <ul style="list-style-type: none"> <input type="checkbox"/> Artificial or natural shade must be provided or animals must be allowed access to buildings. <input type="checkbox"/> Sun shades must be provided for open pastures in regions where heat and humidity can be extreme. <input type="checkbox"/> In all circumstances cattle must be monitored for signs of heat stress, especially dark-colored and the heavier animals. <u>When cattle show signs of moderate to severe heat stress, such as head bobbing or open-mouth panting, immediate remedial actions must be taken to provide relief.</u> <p><i>Cattle not conditioned to extreme conditions may suffer heat stress and die. The provisions of shade can make a difference under extreme conditions. In the Southwest U.S., shades should be 12 to 14 ft. high and in the Eastern U.S. 7 to 9 ft. high. The amount of shade provided depends on the size and number of cattle. A rule of thumb for young stock is 7.5 to 13 ft² per animal and for adult cattle 19.4 to 27 ft² per animal. During periods of extreme heat the use of water can assist in preventing heat stress through evaporative cooling. Cattle can also be cooled by water cannon, sprinklers or other appropriate devices.</i></p>	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/25
E37	<p>Winter/ Cold or Wet Conditions For winter/ cold or wet conditions, shelters and windbreaks must be provided to the cattle to mitigate wind chill and hypothermia.</p> <p><i>Windbreaks can consist of natural tree belts, fences, or manmade structures that are strategically placed to block prevailing winds. Natural geographic features such as hills or canyons may be used in pasture range grazing conditions.</i></p>	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/10
E38	<ul style="list-style-type: none"> <input type="checkbox"/> Open dirt lots must be mounded to provide dry resting areas for cattle and must meet EPA Standards for control of dust. <input type="checkbox"/> During periods of prolonged wetness, mud must be managed so the depth of mud in the loafing area is not excessive or cause for difficult travel by cattle to and from feeding and watering areas. <input type="checkbox"/> Mud over depth of the fetlock joint must not be allowed to persist for long periods. 	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/3

Milking Barn/ Parlor

➤ *Note to auditor: The milking parlor must be observed during milking for every audit-day.*

E39	<p>Milking Parlor Hygiene High standards of hygiene must be practiced in the parlor to reduce the risk of infection:</p> <ul style="list-style-type: none"> <input type="checkbox"/> Cows must be clean at milking, with particular attention paid to the udders and teats. <input type="checkbox"/> Udder, teats, and flanks must be clean, dry, and free from sores on entry to the parlor. <input type="checkbox"/> All teats must be treated with an approved teat disinfectant. Emollients must be used when teats are dry, chapped, or cracked. <input type="checkbox"/> Parlor staff must have clean hands when handling teats. <i>The usage of clean rubber or nitrile gloves should also be considered.</i> <input type="checkbox"/> Towels must be cleaned and sanitized between milkings (unless single-use towels are used.) <input type="checkbox"/> Following completion of milking, cows must be encouraged to remain standing for approximately half an hour to allow the teat canal sphincter to close before returning cows to their housing area. <input type="checkbox"/> Crowd gates at milking parlor must have no devices which impart electric shocks to the cattle. <input type="checkbox"/> Protocols must be in place to provide for the rapid exit of the parlor in the case of an emergency. <p><i>Note: it is recommended that there be a smooth, consistent routine surrounding the milking of cows and making the milking process a positive experience for the cows. Medical procedures and any other possibly unpleasant activities should be performed separately so that the cows have no negative association of milking with these activities.</i></p>	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/25
E40	<p>Udder Condition Score</p> <ul style="list-style-type: none"> <input type="checkbox"/> No more than 2% of all cows may have very pendulous udders or broken udder suspension. <p>➤ <i>Auditor note: Record all cows with very pendulous or broken udder suspension in one group or pen and compare to the total number of cows in that group or pen.</i></p> <p>_____ Percentage of cows with very pendulous udders or broken udder suspension.</p>	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/10
E41	<p>Segregated Cows Provisions must have been made to allow the milking of segregated cows.</p>	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/3

State and Federal Milk Requirements

E42	Documentation must be available showing that dairy operations meet governing state and federal ordinances for milk products.	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/25
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Auditor Evaluations of Livestock

<p>E43</p>	<p>Incidence of Slips and Falls Score The incidences of slips and/or falls in traffic areas, handling areas, and especially the milking parlor must be evaluated and scored per the method NAMI "Scoring of Slipping and Falling." <input type="checkbox"/> The incidence of falls (where the animal's body touches the ground) must not exceed 1%. <input type="checkbox"/> The incidence of slips must not exceed 3%. ➤ <i>Auditor note: As a minimum, score all cows in one pen or group while the cows are in locomotion, such as when being moved to the milking parlor or to pasture.</i></p>	<p><input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A</p>	<p>/25</p>
<p>E44</p>	<p>Lameness/Locomotion Score <input type="checkbox"/> As a minimum, 95% of the lactating and dry cows must have a Lameness/Locomotion (L/L) Score 1 or 2 on a 5-point scale:</p> <ol style="list-style-type: none"> 1. Cow walks with a normal gait. 2. Cow walks with normal gait but back is slightly arched. 3. A lame cow is still fully mobile and can keep up with the herd but is walking with obvious limp. 4. The cow is no longer able to keep up with the herd but is still mobile and walking with an obvious limp. 5. The cow walks with great difficulty and is not able to keep up with the herd. <p><i>"Keeping up with the herd" is assessed when the cows are moved as a group from one location to another.</i></p> <p>➤ <i>Auditor note: L/L must be scored for all of the lactating and dry cows. Record all lactating and dry cows with L/L of 3,4, or 5 and compare to the total number of lactating and dry cows.</i></p> <p>_____ Percentage of lactating and dry cows with L/L of 1 or 2.</p> <p>➤ <i>Auditor note: A herd with more than 5% of the lactating and dry cows with unacceptable L/L scores is a severe non-conformance, and results in automatic failure of this audit. See "P/F 3" below also.</i></p> <p><i>Reference: Steven L. Berry, DVM, MPVM; Univ of Davis, CA, and Zinpro® Corporation 1997, in J Hulsen, Cow Signals</i></p>	<p><input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A</p>	<p>/25</p>
<p>E45</p>	<p>Hygiene Score <input type="checkbox"/> 90% or more of the cows must have a hygiene score of 1 - 2 out of 4, scored using the N. B. Cook Hygiene Scoring Card for scoring:</p> <ol style="list-style-type: none"> 1. Clean cow. 2. Legs are soiled but belly and udder are clean. 3. Legs, belly and udder are soiled. 4. Legs, belly, and sides of body are soiled. <p><input type="checkbox"/> 95% or more of the calves must have a hygiene score of 1 - 2 using the same scoring.</p> <p>➤ <i>Auditor note: Hygiene must be scored for all cows and calves. Record all cows and calves that do not have acceptable hygiene scores and compare to the total group size.</i></p> <p>_____ Percentage of cows with hygiene score of 1-2 out of 4. _____ Percentage of calves with hygiene score of 1-2 out of 4.</p> <p><i>Reference: Nigel B. Cook and Douglas J. Reinemann. 2007. A Tool Box for Assessing Cow, Udder, and Teat Hygiene. Proceedings of the 46th Annual NMC Meeting, San Antonio, TX. January 21-24. http://www.vetmed.wisc.edu/dms/fapm/fapmtools/4hygiene/hygiene.pdf</i></p>	<p><input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A</p>	<p>/25</p>

➤ Auditor note: The following evaluations must be performed on all animals as noted. Record all animals that do not meet the criteria and compare to the size of the noted group.

<p>E46</p>	<p>Leg Condition Score</p> <p><input type="checkbox"/> 90% or more of the lactating cows must have a Leg Condition Score (LCS) of 0 or 1:</p> <p>0. No hair loss on hock 1. Hock hair loss only (LCS of 1, 2, or 3 cannot exceed 10% of the lactating cows) 2. Leg swelling but smaller than a baseball (LCS of 2 or 3 cannot exceed 2% of the lactating cows) 3. Severe leg swelling larger than a baseball or open cuts with oozing. (Any cows with LCS of 3 MUST be under the care of the herd veterinarian.)</p> <p>_____ Percentage of lactating cows with LCS of 0 or 1 _____ Percentage of lactating cows with LCS of 2 or less</p> <p><input type="checkbox"/> All cows with leg conditions must be treated under the direction of the farm veterinarian and as documented in the Herd Health Plan.</p> <p><i>Reference: W.K. Fulwider, et al. Influence of Free-Stall Base on Tarsal Joint Lesions and Hygiene in Dairy Cows. Journal of Dairy Science, V.90 pp.3560-6.</i></p>	<p><input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A</p>	<p>/25</p>
<p>E47</p>	<p>Coat Condition</p> <p>98% or more of the cattle must have no bald spots on their coat.</p> <p><i>Bald spots may be indicative of external parasites such as lice and ringworm, and affected animals must be treated.</i></p>	<p><input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A</p>	<p>/25</p>
<p>E48</p>	<p>Tail Condition</p> <p>98% or more of the cattle must have undamaged, unbroken tails.</p> <p><i>Broken tails sometimes result from accidents; however cattle must not have damaged or broken tails that point to the use of excessive force by the handlers.</i></p>	<p><input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A</p>	<p>/25</p>

Transport

Animal transport systems must be designed and managed to help ensure that animals are not caused unnecessary distress or discomfort. The transport of animals must be accomplished in the shortest time possible and handling must be kept to an absolute minimum. Personnel involved in transport, including outside employees, must be thoroughly trained and competent in their duties and use appropriate equipment and vehicles.

Transport SOPs

T1	All individuals involved in the handling and transport of cattle, including outside employees, must be trained and knowledgeable about cattle behavior and animal welfare and in the proper protocols for transport, i.e. the Transport SOPs. This must be demonstrated through Certificates of Conformance (COCs) and documentation of appropriate training.	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/3
T2	Transport SOPs The producer must maintain Standard Operating Procedures (SOPs) for Transport. The Transport SOPs as a minimum must: <ul style="list-style-type: none"> <input type="checkbox"/> address steps that are taken to help protect the animals during periods of inclement weather; and <input type="checkbox"/> outline protocols and contingency plans to be taken in the event of an emergency, such as vehicle break-down, accidents, road closures, etc. 	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/3
T3	<ul style="list-style-type: none"> <input type="checkbox"/> All animals must be examined and shown to be fit and healthy for transport. <input type="checkbox"/> Pregnant cows that are expected to give birth within 21 days may only be transported if consideration is given to length of transport and animal comfort. <input type="checkbox"/> The following animals must not be transported, except in emergencies or for medical treatment: <ul style="list-style-type: none"> ○ Animals which are unable to walk unassisted or stand on all four limbs. ○ Fatigued, sick, or injured animals or animals with a BCS less than 2 unless approved by the veterinarian for movement to a treatment facility. 	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/3
T4	<ul style="list-style-type: none"> <input type="checkbox"/> Cattle must not be kept in holding areas for more than 12 hours prior to loading. <input type="checkbox"/> Feed and water must be available up to 4 hours prior to loading. 	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/3

Loading & Transport of Animals

T5	Stock-keepers must know the behavioral characteristics of animals and how to handle animals during loading and unloading, including: <ul style="list-style-type: none"> <input type="checkbox"/> using visual fields (i.e. cattle have a wide field of vision but have a blind spot behind them, which handlers should avoid entering) and flight zones (an imaginary area which if handlers enter will make the animal want to move away. Handlers control an animal's movement by understanding the flight zone). <input type="checkbox"/> lighting (as cattle prefer to move from the dark into the light); and <input type="checkbox"/> when and how to use such things as sticks and other implements. 	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/3
T6	Handlers must use only the minimal amount of force as necessary to maintain control of the animals and help ensure the welfare of the animals and of the handlers. When the welfare of the handler or of the animals is in jeopardy, sticks or electric prods may be used on the hindquarters of animals capable of moving, and only on cattle over the age of six months.	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/3
T7	Noise levels, sudden movements, and flashes of light must be minimized during loading and transport.	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/3
T8	Every effort must be made to help ensure that journeys are completed without unnecessary delays, that drivers are familiar with the route and are aware of any potential traffic problems, and that they plan their journey accordingly.	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/3

T9	Cattle must be loaded and unloaded using suitable and adequately-sized ramps, bridges, gangways, or mechanical lifting gear, operated so as to prevent injury or unnecessary suffering to any animal.	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/3
T10	Ramps, bridges, gangways, and loading platforms must have a fence or rail on each side that is of sufficient strength, length and height to prevent any animal from falling or escaping; and is positioned so that it will not result in injury.	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/3
T11	Loading and transport equipment must be regularly inspected and maintained in good repair. Equipment must be free of projections/ other surfaces that may cause injury and gaps that are of a size whereby the animal could become trapped.	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/3
T12	<input type="checkbox"/> The flooring of the loading and transport equipment must be constructed to prevent slipping. <input type="checkbox"/> The incidences of slips and or falls that occur during the loading and unloading process must be recorded and scored. Where slips or falls occur in excess of 1%, measures must be taken to mitigate the problem.	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/3
T13	Animals which are ambulatory, that is, capable of walking unassisted, must not be suspended by mechanical means, nor lifted or dragged by the head, horns, legs, or tails.	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/3
T14	Non-ambulatory animals: <input type="checkbox"/> may be moved from the farm only if a veterinarian determines that the animal does not have severe, uncontrollable pain and that it can be successfully treated at a medical facility; and <input type="checkbox"/> must be moved or hoisted in containers or slings in which their bodies are fully supported and which cause no pain or distress to the animal.	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/3
T15	The transportation of any animal to a medical facility for treatment must be documented in the health care records maintained in the farm manual.	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/3
T16	<p>Space during Transport During transport:</p> <input type="checkbox"/> Cattle must have sufficient room for all individuals. Space per animal must be provided in conformance with the transportation space guidelines in the latest edition of the FASS Ag Guide . <input type="checkbox"/> Additional space must be provided to allow the cattle to spread apart during hot weather. <input type="checkbox"/> Cattle must have sufficient head clearance to stand comfortably without touching the ceiling of the transport equipment. <input type="checkbox"/> For partial loads, the transport vehicle must be sub-divided to account for the size of the group being transported. <p><i>References:</i> Federation of Animal Science Societies (FASS). 2010. Guide for the Care and Use of Agricultural Animals in Research and Teaching, 3rd Ed. Table 5-2, p. 53. NAMI. 2012. NAMI Recommended Animal Handling Guidelines & Audit Guide.</p>	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/25
T17	Transport vehicles must provide adequate ventilation while avoiding drafts.	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/3
T18	For transport during cold weather, cattle must be protected from drafts and the ingress of rain and snow.	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/3

T19	<p>For transport during hot weather:</p> <ul style="list-style-type: none"> <input type="checkbox"/> Where possible, animals must be transported at night or in the coolest part of the day. <input type="checkbox"/> Animals must be protected from direct sunlight. <input type="checkbox"/> The transport vehicle must be equipped with a means to provide effective ventilation. <input type="checkbox"/> The transport vehicle must have air-conditioning and/or the animals must be regularly sprayed with water to help them keep cool. <input type="checkbox"/> The transport vehicle must not be kept stationary or parked in the sun for long periods. If it is unavoidable for the transport vehicle to be kept stationary, care must be taken to park the vehicle in shade, and inspections of the cattle must be increased as necessary to help ensure the animals are not showing signs of heat stress. 	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/3
T20	Cattle must be inspected immediately after loading and thereafter a minimum of every 4 hours, or more often during inclement weather. If any animal shows signs of distress including cold or heat stress, immediate remedial action must be taken.	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/3
T21	If an animal goes down in transport and cannot be successfully treated, it must be humanely euthanized on the spot or upon arrival at a medical facility per American Humane Certified™ standards.	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/3
T22	<ul style="list-style-type: none"> <input type="checkbox"/> Where mortalities during transport are traceable to a single cause, prompt action must be taken to prevent further deaths, injury, or suffering from occurring. <input type="checkbox"/> Where high levels of transport mortality (in excess of 1%) from any single source in any three-month period occur, a veterinary investigation must be performed, mitigating actions taken as necessary, and the results reported to the American Humane Certified™ program. 	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/3
T23	All loading and transport equipment must be cleaned and disinfected after the completion of transport.	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/3

Slaughter

T24	<p>The American Humane Certified™ program adheres to the Recommended Animal Handling Guidelines and Audit Guide published by the North American Meat Institute for humane slaughtering and processing practices. <i>Check one of the following:</i></p> <ul style="list-style-type: none"> <input type="checkbox"/> For on-site slaughter, records must be available showing that the company SOPs are in compliance with NAMI humane slaughtering and processing practices. <input type="checkbox"/> For off-site slaughter and/or slaughter by an outside company, a Certificate of Conformance from the outside company must be available confirming that the NAMI humane slaughter and processing practices have been followed. <p><i>The NAMI animal handling guidelines are available at: http://animalhandling.org.</i></p>	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	/25
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Pass/Fail Auditor Evaluations

<p>P/F1</p>	<p>No Instances of Willful Acts of Abuse or Neglect Throughout the course of the audit, the auditor must not have observed any farm personnel committing willful acts of abuse or neglect, which include but are not limited to:</p> <ul style="list-style-type: none"> ○ beating the cattle or breaking tails; ○ slamming gates on the cattle; ○ using any type of prod inappropriately (on sensitive areas of the animal); ○ using the electric prod when neither the welfare of the animal or of the handler is in immediate jeopardy; ○ using electronic immobilization for any reason; ○ driving the animals atop one another; and ○ goading or dragging a downer animal. <p>Auditor note: this item has no point value.</p> <ul style="list-style-type: none"> ● A mark of “Yes” indicates that the auditor <u>did NOT observe</u> willful acts of abuse or neglect committed by farm personnel towards the animals. <p>➤ A mark of “No” indicates that the auditor believes that acts of willful abuse or neglect towards the animals have been committed. The auditor must document the incident observed and s/he must inform management, their audit company, and the American Humane Certified™ program immediately.</p> <p>The presence of willful acts of abuse or neglect is a severe non-conformance, and results in automatic failure of this audit.</p>	<p><input type="checkbox"/> Yes <input type="checkbox"/> No</p>	<p>/-</p>
<p>P/F2</p>	<p>Body Condition Score At a minimum, at least 98% of all lactating cows MUST have a Body Condition Score between 2.0 and 4.5 on a 5-point scale. See FW1: “Body Condition Score” above.</p> <p>Auditor note: this item has no point value.</p> <ul style="list-style-type: none"> ● Mark “Yes” to this item if 98% or more of all lactating cows have a BCS between 2.0 and 4.5 on a 5-point scale. ● Mark “No” to this item if less than 98% of all lactating cows have a BCS between 2.0 and 4.5 on a 5-point scale. The auditor must document the incident observed and s/he must inform management, their audit company, and the American Humane Certified™ program immediately. <p>A herd with more than 2% of all lactating cows having an unacceptable BCS is a severe non-conformance, and results in automatic failure of this audit.</p>	<p><input type="checkbox"/> Yes <input type="checkbox"/> No</p>	<p>/-</p>
<p>P/F3</p>	<p>Lameness/ Locomotion Score At a minimum, at least 95% of the lactating and dry cows MUST have a Lameness/ Locomotion (L/L) Score of 1 or 2 on a 5-point scale. See E44: “Lameness/ Locomotion Score” above.</p> <p><i>Auditor note: this item has no point value.</i></p> <ul style="list-style-type: none"> ○ Mark “Yes” to this item if 95% or more of the lactating and dry cows have an L/L of 1 or 2 on a 5-point scale. ○ Mark “No” to this item if less than 95% of the lactating and dry cows have an L/L of 1 or 2 on a 5-point scale. The auditor must document the incident observed and s/he must inform management, their audit company, and the American Humane Certified™ program immediately. <p>A herd with more than 5% of the lactating and dry cows with unacceptable L/L scores is a severe non-conformance, and results in automatic failure of this audit.</p>	<p><input type="checkbox"/> Yes <input type="checkbox"/> No</p>	<p>/-</p>

Audit Completion

To be signed at the end of the on-site audit:

Information in the completed *Animal Welfare Standards Audit Tool* and attached *Non-Conformance Report* and Farm Manual documentation is complete, correct, and has been verified by the auditor. All corrective actions agreed upon at the exit interview must be corrected even if the farm receives certification.

Farm Owner / Manager

Date

Auditor

Date

American Humane Certified™ Notification of Non-Conformance



Form to be filled out by Auditor and signed at the exit interview. One copy should be left with Producer and one copy should be retained for American Humane.

Auditor: _____

Producer Name:	
Farm Name:	Building ID:
On Farm Contacts: Manager Caregiver Others	
Cell Phone:	Email:

The following non-conformances were found during the American Humane Certified™ audit on _____. Within 10 business days, you must submit a Corrective Action Plan that includes the corrective action to be taken, and the person responsible for the correction, and the date the correction will be completed. After correction, submit a Corrective Action Completion Report with supporting documentation to the American Humane Certified™ program. Documentation may include pictures, copies of daily reports, training records, veterinary health plan adjustments, etc. Producers/ managers are encouraged to submit progress reports as corrective actions are taken. All corrections must be made within 90 days and reports should be submitted electronically.

Notes should include each non-conformance item (for example: FW3, H12) and details of infraction. Attach additional pages as needed.

Auditor signature: _____ Date: _____

I, the undersigned, agree to submit a Corrective Action Plan within 10 business days. All corrections will be made within 90 days. I will submit a Corrective Action Completion Report and agree to additional audits to maintain certification.

Producer signature: _____ Date: _____

Appendix C

References

References

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