

To: Danny Jacobs, Alice Cupril-Comas,

ORS 192.345(30) OHSU Medical Researcher

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Melanie Erskine and Abby Tibbs

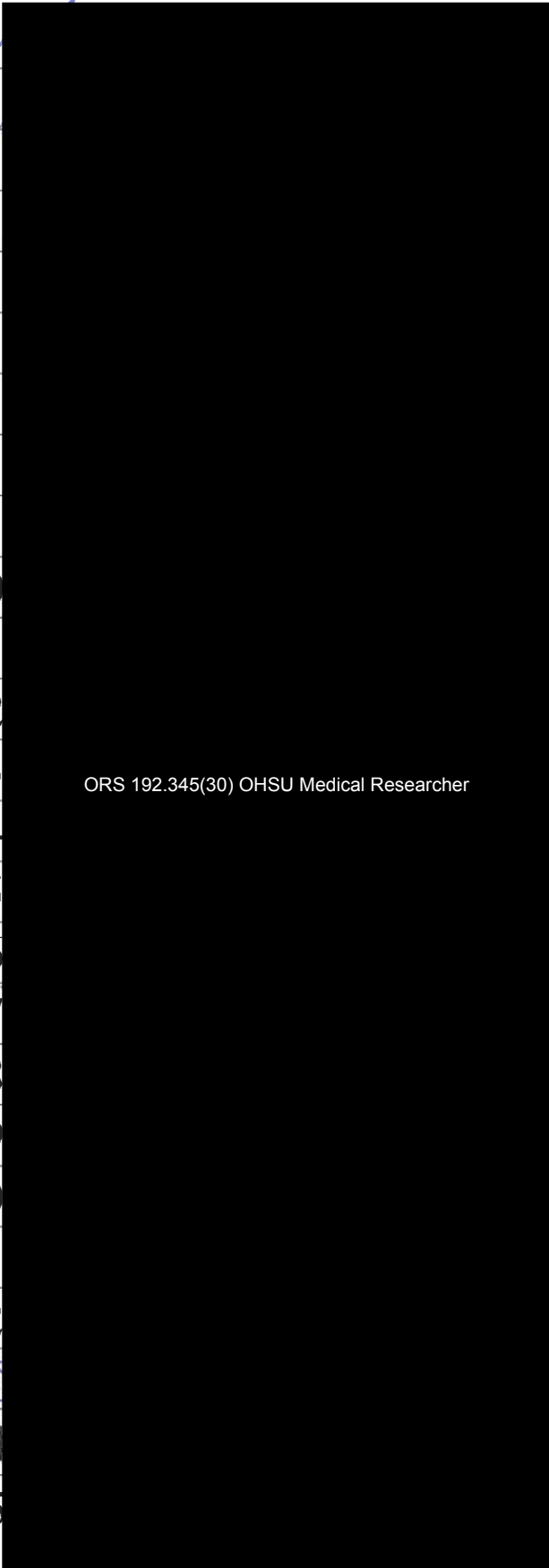
We are extremely troubled by the current culture of cage crew leadership at the ONPRC — a culture known to cut corners, deflect responsibility and lack accountability. The devastating loss of two primates, Earthquake and Whimsy, which occurred on August 13 is the result of this lack of leadership. We are concerned that your ensuing response mistakenly characterizes this as a tragic accident rather than the tragic consequence of poor leadership. This fatal act of gross negligence spotlights the systemic dysfunction — fueled by a toxic culture of intimidation and harassment — that has been present for years within cage crew. We are disappointed that this dangerous culture has continued unchanged post tragedy.

As animal care providers at the ONPRC, we are worried that a single inexperienced and unsupervised employee will be held solely accountable for the widespread dysfunction that contributed to the death of Whimsy and Earthquake. We fear that this will set the stage for similar tragedies to occur in the future. Many of us pursued private appointments to voice and document these concerns with ORS 192.345(30) in the week following the incident. While we understand that the internal and external investigations will take time, we are alarmed by the absence of immediate proactive measures. We question the decision not to take accountability at the all-staff meeting and the release of an OHSU Now statement that fails to demand that we do better. Rewriting SOPs and changing protocol is not enough. If those responsible within cage crew leadership remain in place, so will their dogma. We fear the stage has been set for inaction and corrective measures that ultimately fall short.

We are all left reeling after this heartbreaking loss. We appreciate that you have acknowledged the pain and grief felt by all of the dedicated care staff at the ONPRC. We would like you to know that your response moving forward is equally important. We must answer to family, friends, the general public and ourselves regarding our roles in this tragedy. We cannot continue to ignore the departmental dysfunction that has been previously documented and is now painfully evident. Many of us now grapple with doubts about our purposes here and about our investments in our careers. Our love for these animals leaves us torn between a deep sense of responsibility for stewarding these animals' welfare and a profound uncertainty of the ONPRC's willingness to enact meaningful reform on the animals' behalves. Until the dysfunction is addressed directly, its toxicity will permeate the ONPRC and affect us all. It has been six weeks since the incident. While we remain hopeful for amelioration, remaining idle makes us accomplices to the inaction.

In solidarity,

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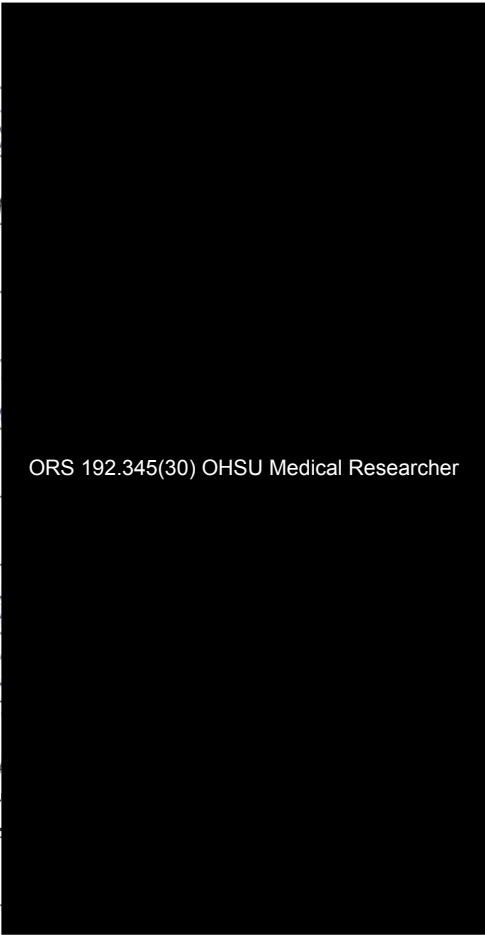
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