



**NCVMB**

North Carolina Veterinary Medical Board

# **Facility Standards Self-Evaluation Checklist**

## **June 2025**



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# Introduction

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## **Authority and Requirement to Inspect**

### **G.S. 90-186. Special powers of the Board.**

(2) Inspect any boarding kennels, hospitals, clinics, mobile units, or other facilities used by any practicing veterinarian, either by a member of the Board or its authorized representatives, for the purpose of reporting the results of the inspection to the Board on a form prescribed by the Board and seeking disciplinary action for violations of health, sanitary, and medical waste disposal rules of the Board that affect the practice of veterinary medicine or the operation of a boarding kennel, or violations of rules of any county, state, or federal department or agency having jurisdiction in these areas of health, sanitation, and medical waste disposal that relate to or affect the practice of veterinary medicine or the operation of a boarding kennel.

## **The Inspection Program**

**The Board has three types of inspections: routine, serious and complaint-initiated.**

**Routine inspections** are conducted every two years and for the following reasons:

- **New practice facility:** Inspection is conducted prior to seeing clients with a one-year follow-up inspection. After the one-year follow-up, the facility is placed on a two-year routine inspection schedule.
- **Renovation:** The Board must be notified on Form FP-05 prior to the renovations being started to determine if an inspection is needed prior to the utilization of the renovated area. The facility will continue on a two-year inspection schedule.
- **Moving:** The Board must be notified on Form FP-05 prior to the move, and an inspection must be conducted at the new location prior to seeing clients. After the one-year follow-up, the facility is placed on a two-year routine inspection schedule.
- **Transfer of ownership:** The Board must be notified on Form FP-02 at least 20 days prior to the ownership change. An announced inspection is conducted within 90 days after the change of ownership with a one-year follow-up inspection before the facility is placed on a two-year routine inspection schedule.

Any violations cited during a routine inspection must be corrected and proof of the corrections must be submitted to the Board within 4 weeks. Some violations cited may require correction prior to seeing clients.

**Serious inspections** are a result of serious violations being cited during a routine inspection. Serious violations are to be addressed immediately; proof that the violations have been corrected, or are in the process of being corrected, must be submitted to the Board within two weeks of the serious violation letter being sent. Proof of the violation corrections must include written assurances and/or photos. A follow-up inspection will be conducted shortly thereafter to ensure the serious violations have been corrected.

**Complaint-initiated inspections** are a result of the Board receiving credible evidence that necessitates an immediate inspection. Requirements for the correction on this type of inspection will vary depending on the results of the inspection.

# Objective

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This self-evaluation checklist is designed to help prepare practice owners, administrators, and staff for the inspection of their facility. It is based on the template used by our inspectors during their visit and includes some of the more common violations encountered.

**If you wish to review the complete statute or rule, in each section heading, we have listed the applicable information (General Statutes of North Carolina, Chapter 90, Article 11 and North Carolina Administrative Code, Title 21, Chapter 66) from the North Carolina Veterinary Practice Act which can be found on our Board's website at: [www.ncvmb.org](http://www.ncvmb.org)**

# Facility Inspections

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## **General**

**Are only Registered Veterinary Technicians being referred to/listed as Technicians?**

**Use of the term “Veterinary Technician”:**

G.S. 90-181(11)(a) reserves the term Veterinary Technician, Registered Veterinary Technician or Technician for a person who has successfully completed a post-high school course in the care and treatment of animals that conforms to the standards required for accreditation by the American Veterinary Medical Association (AVMA), is registered with this Board, and maintains that registration. In the State of North Carolina, if a person is not registered as a veterinary technician, to directly or indirectly imply such is a misrepresentation to the public and is a violation of the Veterinary Practice Act.

**If using incorrect terminology, facilities will be cited pursuant to the paragraph above.**

## **Mobile Units**

Depending on the scope of practice, mobile units will be inspected on the following items, as well as on any other sections that apply from the inspection form.

*Inspection Items:*

- Vehicle exterior appearance/condition.
- Interior clean and orderly.
- Vehicle has working locks for security.
- Emergency light source is available.
- Instruments and drugs are stored in an orderly manner.
- Tethered or affixed lockbox for controlled substances (if applicable).
- Cooler for biologicals (if applicable).

*Common Violations:*

Cluttered or unclean vehicle. Interior/exterior damage that poses a safety hazard. Broken door locks. Instruments not cleaned between procedures. Instruments and drugs not stored properly. No tethered or affixed lockbox for controlled substances.

**Field Surgery .0207(b)(9)**

*Inspection Items:*

- Steam pressure/gas/autoclave is used to sterilize instruments for appropriate invasive surgery.
- Cold sterilization is used for minor surgery.
- Emergency drugs are available and within expiration date limit.

*Common Violations:*

Expired or missing emergency drugs. Expired catheters, syringes, and IV lines in crash cart. Surgical and gown packs autoclaved longer than 3 months ago. Unclean instruments.

**Laboratory .0207(b)(10)**

*Inspection Items:*

- Clean, orderly, and dust-free.
- Refrigeration (as needed) for drugs and biologicals.
- Thermometer, weight scales, otoscope, stethoscope, and ophthalmoscope.
- Reference laboratory available.

*Common Violations:*

Unclean or deteriorated spaces or surfaces. Human food in the refrigerator with drugs and biologicals. Broken or unavailable equipment (thermometer, weight scales, otoscope, stethoscope, and ophthalmoscope).

**Pharmacy .0207(b)(11)**

*Inspection Items:*

- Controlled substances in a substantially constructed and securely locked cabinet at all times. When applicable, keys must be secured in an affixed lockbox or on



someone's person. (Lockbox or safe must be affixed to the facility. Highly recommend tethered or affixed lockbox for mobile practices.)

- Controlled drug logs with date acquisition/quantity purchased/date dispensed/name of client and patient.
- Schedule 2 Drug Log is separated from Schedule 3-5 Drug Log.
- STOP Act Compliant.
- Drugs dispensed with labels must have:
  - Name of Practice
  - Practice Address
  - Phone Number
  - Name of Doctor
  - Animal Identification
  - Owner's Name
  - Date
  - Drug I.D. and Strength
  - Directions (*For Veterinary Use Only*) (*Keep Out of the Reach of Children*)
- Drugs are dispensed in safety containers. (FDA)
- Biologicals are stored (as needed) in a refrigerator (or cooler for a mobile practice)
- Tablets, pills, and capsules are stored in closed containers. (FDA)
- Of ten (10) drugs randomly selected, how many are out-of-date? (FDA)

#### *Common Violations:*

Incomplete or missing items on prescription labels. Route of administration not indicated on label. Expired medications. Medications dispensed in non-child proof containers. Unsecured controlled substance in facility or refrigerator. Unsecured drug box key. Leaving key lock box open with keys in it. Incomplete or inaccurate controlled drug logs. Not recording unopened controlled drugs into log when received into facility. Controlled drugs not secured in a substantial lockbox or safe. Expired materials used for euthanasia.

#### **Surgery .0207(b)(9)**

##### *Inspection Items:*

- Surgery performed in a manner compatible with current veterinary medical practice with regard to anesthesia, asepsis, life support and monitoring procedures as well as recovery care.
- Clean, orderly, odor and dust-free.
- Storage is limited to items used for surgery.
- Designated room for surgery only (separate dental and prep areas).
- Well lighted (concentrating light source and emergency lighting).
- Quick access to emergency drugs.
- Emergency drugs within expiration date limits. (FDA)

- Oxygen under positive pressure is available.
- Endotracheal tubes in various sizes.
- Surgical waste receptacle.
- Sharps container is available.
- Means of sanitizing area between procedures.
- Steam pressure/autoclave/gas is used to sterilize instruments.
- Sterilized surgical packs and instruments with indicator tape and date.
- Sterilized drapes, towels, gloves, and gowns used for sterile invasive surgery.
- Recovery area provided where patient can be observed.
- Date of sterilization of most recent gown pack.
- Method of monitoring surgical patients.

#### *Common Violations:*

Unclean or unsanitary surgical suite or table. Dusty surgery lights. Rusted IV poles. Non-surgical items stored in surgery. Emergency drugs expired or missing. Surgical prep and/or dentals performed in surgery. Not using cap, mask, gloves, and sterile gowns during invasive surgery. Not utilizing electronic anesthesia monitoring. Mats in surgery are dusty/difficult to clean (recommend mat of non-porous/easily sanitized material). Non-sterile items (tongue depressors, gauze, cotton-tipped applicators) stored in surgery.

#### *Helpful Checklist:*

- Check/test oxygen. Oxygen must be available for every practice; new practice facilities that provide surgery are required to have oxygen working during opening inspection. Common issues include valve problems, empty tanks, and non-functional equipment.
- Appropriate equipment for sterilizing instruments and gowns such as an autoclave or gas sterilizer. Facilities should not utilize sterilization equipment designed by the practice. Sterilization equipment is encouraged to be located outside of the surgical suites.
- Wrap material for sterilized packs and gowns needs to be surgical pack wrap quality. All sterilized packs must be dated with the full month, day, and year the pack was sterilized.
- Remove all items in surgery that cannot be cleaned such as cardboard, porous materials (wood), and absorbent materials such as laundry, towels, and cushioned chairs.
- Open shelves are discouraged in surgical suites due to the difficulty in keeping them clean and dust/clutter free.
- Sinks are discouraged in the surgical suite due to their ability to harbor bacteria and difficulty in keeping them sanitary. If a sink is present in the surgical suite, it should only be used for DVM hand cleaning prior to surgery.
- Focused surgical lights must be available, working, and clean.
- Surgery table (including drip tray where applicable), equipment, and shelves should be clean and rust free.

- Intubation and inhalant anesthesia/oxygen should be provided for small animal procedures but not limited to orthopedic procedures, abdominal procedures, dentals and anticipated long or painful procedures.
- Electronic anesthesia monitoring, such as a pulse oximeter, should be utilized for anesthesia procedures.

### **Radiology .0207(b)(13) and NCDHHS Radiation Protection Section**

#### *Inspection Items:*

- Posted Radiation Area sign.
- Posted Notice to Employees prominently displayed near machine.
- Copy of current Dosimetry Report.
- Lead aprons/gloves in good repair.
- Films are permanently marked with animal identification and date.
- Insert One: Digital DR Digital CR Hand Processed.

#### *Common Violations:*

Missing signage or notices. Personal Protective Equipment (PPE) not in good repair. Current dosimetry report unavailable or incomplete. Films not permanently and/or adequately marked.

#### *Helpful Checklist:*

- Recommend posting dosimetry report in radiology and having employees sign report.
- Radiology badges and PPE are required for new opening inspections.
- It is highly recommended that thyroid shields and enough PPE be available for all employees while performing radiographs.
- Per NCDHHS Radiology Compliance Branch: "Only the professional staff and ancillary personnel required for the medical procedure or for training shall be in the room during the radiographic exposure. Professional staff and ancillary personnel shall be protected from the direct scatter radiation by protective aprons or whole body protective barriers of not less than 0.25 mm lead equivalent."

### **Record Keeping .0207(b)(12) (Based on a sample extensive medical case record)**

#### *Inspection Items:*

- Records maintained individually or per client (herd/flock).
- Clinical information includes:
  - Date of Service
  - Examination Results

Laboratory Test Results  
Diagnosis/Prognosis/Treatments  
Vaccinations  
Surgical  
Radiographic  
Pathology

Record of all drugs and doses dispensed/administered

- Legible and sufficient information to comply with .0207(b)(12a)
- Do the records provide sufficient information for the Board to adequately investigate potential complaints?

*Common Violations:*

Inadequate or incomplete information in medical records. Not recording drug concentrations, amount administered or dispensed and route given. Illegible handwritten medical records. Missing medical records. No documentation of client communication or lab work interpretation. Incomplete surgical records, which should include all information regarding pre-medication, induction, intubation/gas anesthesia and oxygen, endotracheal tube size, surgical approach/details, suture type and size, closing pattern, recovery and post-operative medications administered or dispensed. Route administered should be included in records for all drugs. Absence of pre-surgical exam notes beyond vitals/TPR.

**Examination Rooms .0207(b)(8)**

*Inspection Items:*

- Clean, orderly, odor and dust-free.
- Access to sink and disposable towels (in room or reasonably convenient).
- Table with impervious surface.
- Lighting.
- Waste receptacle lined with disposable plastic bags.
- Storage.
- Exam table is sanitized between patients.

*Common Violations:*

Unclean or cluttered exam rooms. Deteriorated exam tables that cannot be thoroughly sanitized between patients. Damage in exam rooms (holes in walls or doors; damaged furniture) that cannot be appropriately cleaned. Porous toys and cat trees that cannot be sanitized. Sinks that are not in close proximity to exam rooms to facilitate hand washing by employees and cleaning of patient accidents that may occur in the exam rooms. Sinks are recommended to be in each exam room.

## **Animal Holding Area .0207(b)(14)**

### *Inspection Items:*

- Cages, runs and stalls are kept sanitary and are in good repair to prevent injury.
- Climate control.
- Lighting.
- Litter pans, bowls and racks are clean and sanitized between uses.
- Program to control insects and vermin.
- Food is stored in closed containers and refrigerated as necessary.
- Isolation Ward is separate from the general traffic in the practice and has door, ventilation fan, disinfectant foot bath or disposable booties, rubber gloves, anti-microbial soap, and designated isolation apparel.
- Exterior Holding Area(s):
  - Maintenance of good hygiene.
  - Drainage to promote good hygiene.
  - Shade and shelter to ensure physical comfort.
  - Enclosed to prevent animal escape.
  - At least one person constantly supervising each 10 dogs housed or confined within each primary enclosure. (02 NCAC 52J. 0204(k))

### *Common Violations:*

Sanitation problems. Animal waste. Odor. Damaged flooring. Damaged or rusted chain-link. Conditions that could result in injury or escape. Porous materials that cannot be sanitized. Escape risks due to inadequate fencing. Drainage issues in exterior holding areas. Failure to remove feces from runs or common areas. Soiled carpets or rugs. Food in unclosed containers. Food containers and other items stored on top of cages. Rust on chain-link fencing. No shade in exterior holding areas.

## **Building .0207(b)(1,2,3,4,5,6,7)**

### *Inspection Items:*

- Exterior:
  - Clean, orderly and in good repair
  - Hospital sign is easily visible from street/road
- Interior:
  - Clean, orderly and in good repair
  - Lighting
  - Ventilation/Climate Control
  - Hot/cold running water
  - Waste receptacles
  - Restrooms for staff and clients are clean and free of clutter

Storage area

Procedure in place for the prompt and sanitary disposal of deceased animals

Deceased animals are held under 24 hours or refrigerated/frozen

*Common Violations:*

Deterioration or damage in facility such as missing or damaged ceiling tile or presence of mold. Damaged, uneven, or slippery floors. Worn exterior trim, entry doors or signage due to deterioration, damage, or need of paint. Worn or damaged furniture, countertops, or walls. Excessive clutter and/or inadequate storage. Hair/dust accumulation on air vents. Unsealed concrete floors.

**Posted Notices for the Public .0207(b)(19) and .0208(c)(d)**

*Inspection Items:*

- Name of practice is posted.
- Current veterinary license(s), certificate of inspection and veterinary facility permit are posted.
- Posted notice of a hospital that has agreed to provide overnight care (if monitored overnight hospitalization is not available at this facility).
- Posted notice of services not provided (for limited-service facilities).
- After-hours emergency information posted for the public (on front door/website/answering machine):
  - Takes own emergencies
  - Rotates with other area veterinary practices
  - Member of an after-hours emergency practice
  - 24-hour emergency practice which is open to the public
  - After-hours emergency practice which is open to the public

*Common Violations:*

Emergency information not posted or incomplete at public entrances (emergency information posted at public entrances and on voicemail shall consist of name of facility, street address and telephone number). When applicable, it is recommended to include complete emergency facility information on a practice's website. No notice of services not provided. Posted notice for services not provided must be provided for hospitalization, radiology, and emergencies. Posted notices shall include name of facility, street address and telephone number of referral facility. Has not obtained veterinary facility permit.

**Written Agreement Required (if service is not available at hospital)**  
**.0208(a)(c)(d)(f)**

*Inspection Items:*

- After Hours Emergency Service
- Monitored Overnight Hospitalization Services
- Radiology Services
- Written agreements are current and available for review

*Common Violations:*

No Letter of Agreement for services not provided when applicable. If practice is referring to a 24-hour or after-hours facility, a written agreement is not required.

# Boarding Kennels

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Effective January 1, 2025, facilities that offering boarding/daycare services to the public can either be inspected by our Board or by the Animal Welfare Section (AWS) of the N.C. Department of Agriculture & Consumer Services. Please note that our Board's inspections will be as stringent as the boarding kennel inspections conducted by AWS.

## Definitions 21 NCAC 66.1003

- **“Accessories”** means any objects used in cleaning and sanitizing primary enclosures, exercise areas, or objects to which an animal may have access, including, but not limited to toys, blankets, food and water utensils, and bedding.
- **“Adequate”** means a condition which, when met, does not jeopardize an animal's comfort, safety, or health. Adequate veterinary care means provision of veterinary care sufficient to address the relief of pain and/or suffering experienced by the animal and sufficient to address the medical condition.
- **“Behavioral-control device”** means any apparatus used to control a pet animal's behavior
- **“Boarding Kennel”** as defined in G.S. 90-181.1(b)(1a).
- **“Cage”** means a primary enclosure which is enclosed on all sides including the top and bottom.
- **“Compatible group”** means all animals in the group comingle peacefully without the presence of aggressive, harassing, and/or agitating behaviors toward any other member(s) of the group.
- **“Common area(s)”** means areas of the facility in which multiple animals may have access such as walkways(s), facility lobby(ies), hallway(s), area(s) around primary enclosures and exercise areas, and other such similar areas.
- **“Disposition”** means the death, euthanasia, release, or transfer from a facility.
- **“Enrichment”** means providing objects or activities, appropriate to the needs of the species as well as the age, size, and condition of the animal, that stimulates the pet and promotes the pet's well-being.
- **“Exercise area”** means an enclosed space in which an animal(s) is confined, and which is large enough for species-appropriate activity such as walking, running, climbing, jumping, socialization and/or play to occur.
- **“Husbandry”** means the practice of daily care administered to animals.
- **“Impervious to moisture”** means a surface that prevents the absorption of fluids and that can be thoroughly and repeatedly sanitized, will not retain odors, and from which fluids bead up and run off or can be removed without being absorbed into the surface material.
- **“Infirm”** means not physically or mentally strong, especially through age or illness.
- **“Isolation”** means the separation, for the period of communicability, of infected animals from others in such a place and under such conditions to prevent the



direct or indirect transmission of the infectious agent from those infected to those that are susceptible or that may spread the agent to others.

- **“Isolation area”** means a location where animals infected with disease may be placed to contain, control, and limit the spread of disease.
- **“Long term care”** means the housing of an animal for a period of more than 30 consecutive days.
- **“Permit period”** means January 1 through December 31.
- **“Potable”** means suitable for drinking.
- **“Properly cleaned”** means the removal of carcasses, debris, food waste, excrement, urine, dirty or soiled accessories and other organic material with adequate frequency.
- **“Social interaction”** means friendly physical contact or play between animals of the same species or with a person. Physical contact or play with the caretaker during cage cleaning and/or sanitation is not considered social interaction.
- **“Special provisions”** means additional procedures, protocols, and/or equipment used when caring for, housing, and/or transporting animals with special needs. Examples of animals with “special needs” include, but are not limited to, brachycephalic breeds, very young or old animals, animals with a medical condition, infirm animals, and/or animals that are compromised or debilitated.
- **“Suitable method of drainage”** means drainage that allows for the elimination of water and waste products, prevents contamination of animals, allows animals to remain dry, and complies with applicable building codes and local ordinances.
- **“Supervision”** means at least one person (at least 16 years of age) present, at all times, who is able to constantly and directly view all animals within the entirety of each enclosure or exercise area.

## **Records 21 NCAC 66.1001**

### *Inspection Items:*

Operators of a boarding kennel, as defined in G.S. 90-181.1(b)(1a), shall maintain records as part of the medical record, of all dogs and cats. Records must include the following information:

- Name and address of owner or person responsible for animal, the date of entry and signature of the person leaving the animal; the date of release; and signature and address of individual to whom animal is released.
- Description of animal, including breed or breed type, sex, age, and color markings.
- Veterinary care provided while boarded, which shall include date, times of administration, description of medication and initials of person administering the medication or procedure. The description of the medication shall include the name, strength or concentration, dosage, and dosing regimen. The dosage regimen shall include the frequency and duration, to include the number of

dosages or days to be given the medication and the reason for the administration.

- All records shall be created and/or updated at the time of occurrence, such as intake, medication, treatment administration, and/or release. The record shall be accurate; creation of a misleading record, or deliberate or non-incidental falsification of a record, including medication administration during or after an investigation or inspection, shall be considered a violation of this regulation.
- An incident file shall be kept within each facility for animals sustaining injury or illness requesting veterinary care; animal death; and/or any animal escape. Each report shall include the date of the incident, the pet's name, breed or breed type/species, age, owner's name, and contact information, description of incident and course of action taken.
- In the event of either an animal death or escape, while boarding not incidental to the practice of veterinary medicine, the licensee shall notify the North Carolina Veterinary Medical Board within 48 hours.

*Common Violations:*

Not recording name/address/signature (if different from owner) of individual picking up the animal. Date of release not on form. Reason for medication administration not listed. Not recording time medication given nor the initials of person administering it. Illegible handwriting.

**Inspection of Records 21 NCAC 66.1002**

*Inspection Item:*

- Boarding kennels shall make all medical records available to the North Carolina Veterinary Medical Board or its authorized representative, on request, during business hours, during an inspection of the facility, and during an investigation. The operator must be able to match each animal to its records upon request. Records shall be maintained for a period of three years after the animal is released from a boarding kennel.

*Common Violations:*

Poor organization of medical records. Failing to follow the three-year rule for maintaining medical records.

## **Permits and Registrations 21 NCAC 66.1004**

All operators of boarding kennels, as defined in G.S. 90-181(b)(1a) shall have a valid veterinary facility permit and a valid boarding kennel permit. Boarding kennel permits shall be submitted with veterinary facility permit applications.

### *Inspection Items:*

- The name, physical address, phone number, email address and mailing address for the veterinary facility permit.
- The name, address, phone number, and e-mail address for the owner of the facility.
- The hours and days the facility is open to the public.
- The cleaning hours of the facility.
- The number of enclosures and the maximum number of animals on site.
- The description of the facility's program of veterinary care ("PVC") including the disinfection protocols; vaccination protocols, including rabies vaccination; the isolation of ill or injured animals; the sale/adoption/transfer of animals; and the provision of routine, emergency, and after hours veterinary care.
- Statement of presence of an emergency disaster plan for the facility.
- Statement of agreement by the owner or authorized agent of the accuracy of the information contained in the application; of the willingness to comply with the rules of this section and to cooperate as required by law with the Board inspections and investigations; acknowledgement of authority to execute the application; and agreement to notify the Board of any significant change in the operation of the facility.

### *Common Violations:*

Failure to maintain either a physical or electronic copy of PVC onsite. Lack of information in PVC. Failure to obtain a veterinary facility permit including boarding kennel permit. Outdated or incomplete emergency disaster protocol.

## **General 21 NCAC 66.1101**

### *Inspection Items:*

- Housing facilities for dogs and cats shall be structurally sound and maintained to protect the animals from injury, contain the animals, and restrict the entrance of other animals and people.
- All light fixtures and electrical outlets in animal areas shall be in compliance with the State Building Code. Electrical appliances, light fixtures, electrical outlets, and electrical cords shall be located or protected in such a way that animals do not have access to them.
- Facilities shall have adequate electric power.

- Food and bedding shall be stored in cabinets and/or sealed containers which adequately protect such supplies against infestation or contamination by vermin and insects.
- All open bags of food and edible treats shall be stored in airtight containers with lids.
- Refrigeration shall be provided for supplies of perishable food including open cans of food.
- Clean bedding and laundry shall be: stored in cabinets and/or sealed containers; stored separately from soiled laundry and materials; and stored separately from general housing areas for animals.
- In areas housing animals being observed or treated for contagious disease, bedding shall only be stored in sealed cabinets if that clean laundry is dedicated solely for the use of those specific animals.
- The facility shall provide for the daily removal and disposal of animal and food waste, soiled bedding, and debris from the facility, in accordance with local ordinances, to assure the facility will be maintained in a clean and sanitary manner.
- Hot and cold running, potable water must be available. Facilities such as a washroom, basin, or sink shall be provided to maintain cleanliness among animal caretakers, animals, and animal food and water receptacles.
- Each facility shall have the ability to confirm ambient temperature. A functional room thermometer shall be present in each separate area of indoor enclosures, common areas, and exercise areas.
- A separate five-foot tall perimeter fence is required if any animal(s) has/have unsupervised access to an outdoor primary enclosure, common area, and/or exercise area. Supervision of animals is required for any animal(s) within any outdoor enclosure, common area, or exercise area without a separate five-foot tall perimeter fence.
- A suitable method of drainage must be installed for the facility.
- All areas of a facility are subject to review or inspection by the Board or its authorized representative during normal business hours (8:00 a.m. through 5:30 p.m. Monday through Friday).
- All animals in a facility are subject to the requirements of this section, regardless of ownership.
- A facility shall comply with all federal, state, and local laws, rules and ordinances relating to or affecting the welfare of dogs and cats in its facility.
- All persons of the facility shall be truthful with the Board during all phases of inspections or investigations.

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*Neither an applicant for a permit or any agent of a facility may abuse, harass, delay, or obstruct any inspector or State official while inspectors or officials are attempting to discharge their official duties. The following definitions apply:*

- "Abuse" means:
  - (A) Communicating a threat as defined by G.S. 14-277.1;

(B) Using profane, indecent, or threatening language to any person over the telephone, annoying or harassing by repeated telephoning or making false statements over the telephone as defined by G.S. 14-196;

(C) Cyberstalking as defined by G.S. 14-196.3;

(D) Stalking as defined by G.S. 14-277.3A; and/or

(E) Disorderly conduct as defined by G.S. 14-288.4

- "Harass" means knowingly conduct, including oral, written, or printed communication or transmission, telephone, cellular, or other wireless telephonic communication, facsimile transmission, page messages or transmissions, answering machine or voice mail messages or transmissions, electronic mail messages, or other computerized or electronic transmissions directed at a specific person that torments, terrorizes or terrifies that person and that serves no legitimate purpose.
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- No dog or cat shall be in a window display, except during business hours, and then only in compliance with standards set forth in this section.
- Battery operated or electrical behavioral control devices, such as shock collars, shock prods, or electrical fences, as well as pinch-collars and prong-collars, may only be used on an animal in a boarding kennel with the specific written consent of the owner of that animal.
- All facilities shall be equipped with an operational smoke alarm and carbon monoxide alarm and shall have a means of fire suppression, such as functional fire extinguishers or a sprinkler system on the premises.
- All licensed and registered facilities must develop and maintain a plan of action for the continuity of care and/or evacuation of animals in the event of a natural or manmade disaster.

#### *Common Violations:*

Not enough or no carbon monoxide detectors, fire extinguishers and/or thermometers. No thermometer in refrigerator. Food and treats not stored in airtight containers with lids. Open bags of food stored on ground. Clean bedding and laundry stored in open shelving, stored in the general housing area for animals and/or stored on top of cages. Soiled bedding mixed in with clean bedding. Electrical cords accessible to animals. Lack of thermometers in exercise areas. Lack of a second 5 foot perimeter or interior fence for unsupervised boarders. Torn, damaged or rusted chain link fence. No emergency action plan.

## **Indoor Facilities – Heating and Cooling 21 NCAC 66.1102**

### *Inspection Items:*

- Indoor facilities for dogs and cats shall be adequately heated and cooled to protect the dogs and cats from cold and heat and provide for their health and comfort.
- The ambient temperature shall not be allowed to fall below 50 degrees F or exceed 85 degrees F.
- Special provisions shall be provided to any animal that cannot maintain its normal body temperature. These special provisions shall be sufficient for the animal to maintain its normal body temperature and shall be documented in the animal's record.

### *Common Violations:*

Unsealed concrete floors. No thermometers to record ambient temperature. Not documenting special provisions in an animal's record.

## **Indoor Facilities – Ventilation 21 NCAC 66.1102**

### *Inspection Items:*

- Indoor housing facilities for dogs and cats shall be adequately ventilated to provide for the health and comfort of the animals at all times; the facilities shall be provided with fresh air by means of windows, doors, vents, and/or air conditioning and shall be ventilated as to minimize drafts.
- Air vents and/or air filters shall be cleaned and/or changed as often as necessary to minimize buildup of debris, dust, and biological material to prevent inhibition or restriction of air flow.
- Air flow shall be adequate to minimize odors and moisture condensation.

### *Common Violations:*

Dusty air vents. Air filters not being changed on a regular basis.

## **Indoor Facilities – General 21 NCAC 66.1102**

### *Inspection Items:*

- Indoor housing facilities for dogs and cats shall have sufficient illumination to enable routine inspections, maintenance, cleaning and housekeeping of the facility and observation of the animals. Illumination shall provide regular diurnal

lighting cycles of either natural or artificial light, uniformly diffused throughout the animal facilities.

- Interior building surfaces of indoor facilities with which animals come in contact shall be constructed and maintained so that they are impervious to moisture and can be readily sanitized.

*Common Violations:*

Porous interior surfaces. Insufficient illumination -- areas that are too dark or too bright.

**Indoor Facilities – Drainage 21 NCAC 66.1102**

*Inspection Items:*

- A suitable method of drainage shall be installed to rapidly eliminate excess water from an indoor housing facility.
- If closed drain systems are used, they shall be equipped with traps and installed to prevent odors and backup of sewage.
- The drainage system shall be constructed with barriers adequate to protect the animals from cross contamination with urine and fecal material from animals housed in adjacent and/or nearby enclosures and/or exercise areas.

*Common Violations:*

Indoor runs with drains at the back with no barriers (this poses potential injury risk to boarders and ability of cross-contamination of urine and feces).

**Outdoor Facilities – Groundcover 21 NCAC 66.1103**

*Inspection Items:*

- Shall have groundcover constructed of sealed concrete or other surfaces so long as it is impervious to moisture.
- May use gravel for groundcover so long as it is maintained at a minimum depth of six inches and maintained in a sanitary manner.

*Common Violations:*

Scant amount of gravel present in outdoor walkway to runs (this allows for exposure to dirt and standing water). Unsealed concrete.

## **Outdoor Facilities – Exercise Areas 21 NCAC 66.1103**

### *Inspection Items:*

- Shall have flooring or groundcover constructed of sealed concrete or other surfaces so long as it is impervious to moisture.
- May use gravel for groundcover so long as it is maintained at a minimum depth of six inches and kept in a sanitary manner.
- Artificial turf may be allowed so long as it is adequately maintained in good repair, is replaced when damaged, and is cleaned and sanitized.
- May contain established grass so long as the animal(s) does not have access to bare dirt and the grass covered area(s) must be kept properly cleaned and sanitized. In the event of a contagious disease outbreak, the sanitation, management, and use of the grass area shall be documented in the veterinarian's written protocol required.
- Sand and organic materials such as mulch, pine straw, or other similar non-impervious materials shall not be used as ground cover in primary enclosures, common areas, exercise areas and/or walkways.

### *Common Violations:*

Unsealed concrete. Damaged turf. Layer of gravel is too thin. No established grass and/or bare spots and weeds in grass. Bare dirt/sand. Standing water or lack of drainage in outside play or elimination yards.

## **Outdoor Facilities – Primary Enclosures 21 NCAC 66.1103**

### *Inspection Items:*

- Housing shall be constructed of material which is impervious to moisture and which can be cleaned and sanitized.
- One house shall be available for each animal within each primary enclosure. The house(s) shall be of adequate size for the animal housed in the enclosure. In the case of a mother and her unweaned offspring, one house of adequate size to comfortably house the mother and all the offspring together must be provided.
- Housing structures in outdoor facilities must contain clean, dry bedding or a heat source when the temperature falls below 32 degrees F.
- Special provisions shall be provided to any animal that cannot maintain its normal body temperature when housed outside. These special provisions shall be adequate for the animal to maintain its normal body temperature and shall be documented in the animal's record. If the animal cannot maintain its normal body temperature even with special provisions, then that animal shall not be housed outdoors. No infirm animal may be housed outdoors.
- In addition to housing, the enclosure shall provide protection from excessive sun and inclement weather.



- Dogs and cats in outdoor areas shall be provided adequate protection from inclement weather and the sun. This protection shall be sufficient to protect all animals simultaneously in the exercise area. If an animal cannot maintain its normal body temperature in an outdoor exercise area, the animal shall not be placed in an outside exercise area.
- Outdoor common areas used for play, enrichment and elimination shall be maintained in adequate repair and be properly cleaned and sanitized to protect the animals from injury and/or illness.
- Animal owners shall be advised at the time of reservation and admission at a boarding kennel if the animal will be kept in outside facilities. This shall be documented in the animal's record.
- A suitable method of drainage shall be provided so that water is adequately drained from the primary enclosures, common areas, exercise areas and walkways and so that the animal(s) does/do not have access to standing water.

*Common Violations:*

Not enough shade in outdoor yards (can be corrected by adding a shade structure).  
Housing is too small to properly contain the animal. Failing to notify animal owner that the animal will be kept in an outside facility. Poor drainage.

**Primary Enclosures 21 NCAC 66.1104**

*Inspection Items:*

- Primary enclosures and exercise areas shall be constructed so as to prevent contamination from waste and wastewater from animals in other enclosures. All surfaces where an animal comes into contact shall be impervious to moisture, excluding the ground cover options of gravel and grass.
- For primary enclosures and exercise areas placed into service on or after January 1, 2005, no wood shall be within the animal's reach. For primary enclosures and exercise areas in use in a licensed or registered facility prior to January 1, 2005, any damaged wood shall be replaced in a manner that does not permit contact with wood by the animal.
- Primary enclosures and exercise areas for dogs and cats shall be structurally sound and maintained in a manner to prevent injury to animals and keep other animals out.
- Primary enclosures shall be constructed so as to provide space to allow each dog or cat to walk, turn about freely, stand with their tails erect, and sit or lie in a natural position with their limbs extended without touching other animals within the enclosure, or the sides or top covering of the enclosure.
- Exercise areas shall be constructed to provide adequate space to allow each dog or cat to run and express natural play behaviors typical of the species.
- The height of a primary enclosure or an exercise area other than a cage shall be no less than five feet tall.

- All primary enclosures and exercise areas shall be constructed to prevent the escape of animals.
- Each primary enclosure and exercise area shall be provided with a solid resting surface or surfaces adequate to comfortably hold all occupants of the primary enclosure and exercise area at the same time. All resting surfaces shall be of a non-porous or easily sanitized material, such as a solid floor, towel, or a disposable material such as a newspaper. The resting surface or surfaces shall be elevated in primary enclosures housing two or more cats.
- In addition, each dog shall be provided a minimum square footage of floor space equal to the mathematical square of the sum of the length of the dog in inches, as measured from the tip of its nose to the base of its tail, plus six inches, then divide the product by 144. The calculation is:  $(\text{length of dog in inches} + 6) \times (\text{length of dog in inches} + 6) = \text{required floor space in square inches}$ .  $\text{Required floor space in square inches} \div 144 = \text{required floor space in square feet}$ . The calculation shall be expressed in square feet.
- Not more than four adult dogs shall be housed or confined in the same primary enclosure or exercise area without supervision. Dogs younger than six months of age shall not be housed, confined, or comingled with adult dogs other than their dams without supervision; this includes any animals owned by the staff or operator of the facility.
- If more than four dogs, including animals owned by the staff or operator of the facility, are housed or confined in an exercise area or primary enclosure, then there shall be at least one person constantly supervising each 10 dogs housed or confined within each primary enclosure or exercise area. This supervision shall be conducted from within the exercise area or primary enclosure such that the person(s) has/have immediate access to the animals in the event of an emergency, aggression, or fight between animals.
- Pregnant dogs and cats shall be housed singly in a primary enclosure. Nursing dogs and cats shall be housed only with their litter in a primary enclosure until the litter has been weaned. The primary enclosure shall be of sufficient size to allow the dam and all animals in the litter to walk, turn about freely, nurse, to easily stand with their tails erect, and sit or lie in a natural position with their limbs extended without touching other animals within the enclosure, the sides, or top covering of the enclosure, and to leave the whelping/queening area for open exercise.
- In addition, each feline older than six months housed in any primary enclosure or exercise area shall be provided a minimum of four-square feet of floor space which may include elevated resting surfaces. Each feline younger than six months shall be provided 1.5 square feet of floor space.
- Not more than 12 cats shall be housed or confined in the same primary enclosure or exercise area.
- In all cat primary enclosures and exercise areas, a clean receptacle containing clean litter shall be provided for waste. A minimum of one receptacle per three cats is required for each primary enclosure and exercise area.

### *Common Violations:*

Animals coming into contact with sand, unsealed concrete and wood (for example, cat condos and wood fences). Rust in areas of a chain link fence. Weeds. Not all surfaces impervious to moisture. Using sections of railroad ties or wood as steps on walkway to exercise area.

## **Pools (in Primary Enclosures and/or Exercise Areas) 21 NCAC 66.1104**

### *Inspection Items:*

- Shall have an ingress-egress area whenever water in a pool is deeper than the height of the shoulder of the shortest dog in the pool.
- No dog shall have access to the pool or pool area other than a typical kiddie wading pool without supervision.
- Facilities shall be constructed, maintained, and managed to protect animals from illness, injury, and death resulting from access to pools or pool areas.
- Pools with a capacity of less than 100 gallons shall have the water changed and be cleaned and sanitized daily. Pools with a capacity of 100 gallons or more shall have commercially manufactured filtration and cleaning systems installed and the manufacturer recommendations followed for cleaning, sanitation, and water quality.
- Typical kiddie wading pools are to be considered accessories for the purposes of cleaning, sanitation, repair, and maintenance.

### *Common Violations:*

Lack of or inadequate supervision in the pool area. Kiddie wading pools not being sanitized on a daily basis; cracks in plastic; water not being changed on a daily basis.

## **Feeding 21 NCAC 66.1105**

### *Inspection Items:*

- Dogs and cats older than six months shall be fed at least once each 24-hour period.
- Dogs and cats less than six months of age shall be fed at least twice in each 24-hour period. An eight-hour interval between feedings is required if only two feedings are offered in a 24-hour period.

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*Should a veterinarian prescribe a feeding regime different from the ones described above for a specific animal, documentation of such veterinary care is required and shall include:*

- The original veterinary directive signed by the veterinarian issuing it;
  - The printed name of the veterinarian;
  - The reason for the restriction;
  - The specific feeding directions;
  - The origination and review dates of the directive;
  - Documentation by the facility of each veterinary review and renewal of the directive, occurring every 30 days until it is no longer required;
  - The date of the cessation of the directive; and
  - Documentation by the facility of each feeding as prescribed by the veterinarian.
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- Food shall be commercially prepared food, which complies with laws applicable to animal feed, or the food shall be provided by the owner.
- The food shall be free from contamination, wholesome, palatable, and of sufficient quality and quantity appropriate of the given size, age, and condition of the animal to meet the daily requirements for nutritional value.
- Food receptacles shall be accessible to all dogs or cats and shall be located so as to minimize contamination by waste.
- For every adult animal, there should be at least one food receptacle offered. When multiple animals are housed together, caretakers shall observe each animal feeding to ensure that each animal receives adequate feed.
- Food receptacles shall be durable and shall be kept clean and sanitized.
- Uneaten food within food receptacles shall be discarded within 24 hours or sooner if spoiled or contaminated.
- Damaged food receptacles shall be replaced. Disposable food receptacles may be used but shall be discarded after each feeding.
- Food and water receptacles in outdoor facilities shall be protected from the elements.

#### *Common Violations:*

Cracks in food receptacles. Food receptacles not being clean and sanitized. Uneaten food not being discarded within 24 hours.

## **Watering 21 NCAC 66.1106**

- Animals, subject to this Subchapter, shall have continuous access to fresh, potable water, except when directed by a veterinarian to limit access.

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*Veterinary care for a specific animal that requires water to be withheld, given in intervals, or any variation other than continuous access by an animal, can only be prescribed by a veterinarian and shall be documented in writing by the facility as follows.*

- The original veterinary directive signed by the veterinarian issuing it;
- The printed name of the veterinarian;
- The reason for the restriction;
- The specific watering directions;
- The origination and review dates of the directive;
- The facility shall have the veterinarian review and renew this directive every 30 days until it is no longer required;
- The date of the cessation of the directive; and
- Documentation by the facility of each watering as prescribed by the veterinarian.

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- Water in receptacles shall be changed daily and whenever visibly soiled.
  - Watering receptacles shall be durable and kept clean and sanitized.
  - Damaged receptacles shall be replaced.

### *Common Violations:*

Lack of water when boarders are left outside. Cracks in water receptacles. Water receptacles not being cleaned and sanitized.

## **Sanitation 21 NCAC 66.1107**

- Waste shall be removed from primary enclosures, exercise areas, and common areas to prevent contamination of the dogs or cats contained therein and to reduce disease hazards and odors. Enclosures and exercise areas for dogs and cats shall be thoroughly cleaned a minimum of two times per day. The animal must be able to walk or lie down without coming in contact with any waste or debris.
- When a hosing or flushing method is used for cleaning an enclosure, dogs or cats contained therein shall be removed during the cleaning process, and adequate measures shall be taken to protect the animals in clean enclosures from being contaminated with water and other wastes.

- Cross contamination barriers shall be installed in primary enclosures and be sufficient to prevent feces, urine, and cleaning waste water from entering another primary enclosure.
- Prior to the introduction of dogs or cats into empty primary enclosures previously occupied, enclosures and accessories shall be sanitized in the following manner:
  - In addition to primary enclosures being properly cleaned a minimum of two times per day, enclosures and accessories shall be sanitized a minimum of once every seven days in the manner described above if the same animal is housed in the same enclosure for seven or more days;
  - Primary enclosures, cages, rooms, hard-surfaced or artificial turf exercise areas, pens, and runs shall be sanitized by: (A) washing them with hot water (180 degrees F.) and soap or detergent as in a mechanical cage washer; or (B) removal of visible organic, precleaning all soiled surfaces with a detergent or degreaser solution, followed by the application, at the correct concentration, of an animal-safe disinfectant labeled to be effective against common pathogens. The disinfectant is to be left on the surface for the time indicated by the manufacturer. After such time, all surfaces shall be thoroughly rinsed to remove all residual chemicals and then the area dried prior to returning the animal(s) to this area; or (C) cleaning all soiled surfaces with live steam. The area is to be cooled and dried prior to the return of the animal(s).
- Common areas, any area accessible to multiple animals, and exercise areas shall also be kept clean and sanitary. These areas are to be properly cleaned a minimum of two times per day. Hard and/or impervious surfaces of these areas shall be sanitized a minimum of once every seven days in the manner provided in above.
- Food and water receptacles shall be sanitized daily with hot water, detergent, and disinfectant. The disinfectant shall be used consistent with the manufacturer's directions.
- Soiled linens and cloth products shall be mechanically washed with detergent and sanitized.
- Any area accessible to multiple animals shall be kept clean and sanitary.
- Fans, including floor fans, ceiling fans, wall fans, and vent fans, shall be kept clean of accumulated debris, dust, and biological material.
- Premises, which include the buildings and grounds, shall be kept clean and in adequate repair in order to protect the animals from injury and to facilitate the prescribed husbandry practices. Premises shall remain free of accumulations of trash, junk, waste products, and discarded matter. Weeds, grasses, and bushes must be controlled so as to facilitate the cleaning of the premises, to improve pest control, and to protect the health and well-being of the animals.
- An effective program for the control of insects, ectoparasites, and avian and mammalian pests shall be established and maintained.

### *Common Violations:*

Lack of barriers for indoor primary enclosure drains. No regular exterminator service contract. Not disinfecting dishes after washing. Not routinely checking boarders for ectoparasites upon intake. Dust on fans and fan vents.

### **Classification and Separation 21 NCAC 66.1108**

*Animals housed in the same primary enclosure or confined to an exercise area shall be maintained in groups, with the following additional restrictions:*

- Females in season (estrus) shall not be housed in the same primary enclosure or exercise area with intact or neutered males.
- In boarding kennels, animals of different owners shall not have contact with other animals, unless written permission is obtained from the animal's owner. The documentation of this written permission shall be kept as part of the animal's record for one year and must be renewed yearly thereafter.
- Any dog or cat exhibiting an aggressive disposition shall be housed individually in a primary enclosure. Housing of aggressive animals shall be such that the animals are prevented from biting or injuring another animal or human.
- Puppies or kittens less than six months of age shall not be housed in the same primary enclosure with adult dogs or cats other than their dams, except when permanently maintained in breeding colonies, or if requested in writing, by the animals' owner, as in a boarding kennel. Puppies or kittens between 4 and 16 weeks of age shall have daily access to human social interaction in addition to the human interaction during the cleaning and sanitation of the enclosures, excluding animals which pose a danger to humans or other animals.
- Dogs shall not be housed in the same primary enclosure or exercise areas with cats, nor shall dogs or cats be housed in the same primary enclosure or exercise areas with any other species of animals. Exceptions are allowed at boarding kennels, if requested in writing by the animals' owner.
- All facilities shall designate an isolation area for animals being treated or observed for communicable diseases. Dogs or cats, in isolation that are being treated for a communicable disease, shall be separated from other dogs or cats and other susceptible species of animals, in such a manner as to minimize dissemination of such disease. A sign shall be posted at the cage or isolation area when in use, giving notice of a communicable disease, including the identification of the disease. Accessories, cleaning equipment, and supplies used in isolation areas shall not be used in other areas of the facility.
- Animals in long term care must be provided with human interaction for enclosure cleaning, same species social interaction, opportunity for play and exercise, and environmental enrichment daily. The provision of these daily interactions and enrichment shall be adequate for the animal's species, age, size and behavior needs. In addition:

(a) The provision of the daily social interactions and enrichment shall be documented in the animal's records and the records maintained for three years; and

(b) Exemptions from these long-term care provisions are allowed only for safety or health reasons and must be approved by a veterinarian. This exemption must be reviewed and renewed every 30 days if the continuation is necessary.

Documentation of the exemption must include the reason for the exemption, the name and contact information of the veterinarian authorizing the exemption, the original exemption date and the dates of review and renewal and alternative(s) offered, if any.

- All animals shall be confined in primary enclosures or exercise areas. Primary enclosures and exercise areas shall be inspected and in compliance before an animal can be confined in the enclosure or area.

#### *Common Violations:*

Lack of appropriate area for isolation of contagious boarders. Lack of enrichment plans for long term boarders or animals less than 4 months of age. Not documenting daily social interaction for hospital cats.

#### **Veterinary Care 21 NCAC 66.1109**

*A written Program of Veterinary Care (PVC) to include disease control and prevention, vaccination, euthanasia, disposition of diseased, ill, injured, infirm or deformed animals, and provision of adequate routine and emergency veterinary care, shall be established by the owner and supervising veterinarian at each facility. The following is required of each PVC:*

- The PVC for boarding kennels shall be submitted as part of the application and must be approved by the Board;
- The facility shall implement and follow the PVC; and
- Changes to the PVC shall be submitted for approval to the Board within 10 days of the effective date.

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- If there is an infectious disease outbreak that persists for more than seven days at the facility, the facility owner shall consult with a veterinarian for procedures to mitigate the problem. This consultation shall be documented by the facility.
  - If there is a disease problem that persists for more than 30 days at the facility, the facility operator shall obtain and follow a veterinarian's written recommendations for correcting the problem. These recommendations shall include, at a minimum: sanitation of primary enclosures, common areas, exercise areas and accessories, and protocols for animal intake, evaluation, isolation, disease recognition and treatment, and euthanasia.



- Each dog and cat shall be observed daily by the animal caretaker who has been adequately trained, or is experienced in animal care, or is under the direct supervision of a person who has such training or experience. Sick or diseased, injured, lame, or blind dogs or cats shall be provided with veterinary care.
- All animals in a facility shall be in compliance with North Carolina Rabies Law, G.S. 130A, Article 6, Part 6.
- Boarding kennels shall not administer a prescription medication, tranquilizer, sedative, or any pharmaceutical drug designed to calm an animal unless the medication or drug is administered under the direction of or by prescription from the animal's veterinarian, and written permission from the animal's owner. In the event a boarding kennel agrees to administer such medications or substances, the medications shall be in the original container issued by the veterinarian or pharmacy and administered according to label directions. The administration of these medications or substances shall be documented as required.

*Common Violations:*

Missing clause in boarding contract form to satisfy signature requirement in the event a boarder unexpectedly needs sedatives during their stay.



## **CONTACT INFORMATION**

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# Informational Links for NCVMB Practice Facilities

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NCDHHS Controlled Substance reporting requirements:

<https://www.ncdhhs.gov/divisions/mental-health-developmental-disabilities-and-substance-abuse/north-carolina-drug-control-unit/nc-controlled-substances-reporting-system> <http://www.ciclt.net/ul/ncvma/QuickReferenceGuideV2.pdf>

Drug Enforcement Agency (DEA):

<https://www.deadiversion.usdoj.gov/index.html>

[https://www.deadiversion.usdoj.gov/GDP/\(DEA-DC-6\)%20Clarification%20of%20Title%2021%20CFR%20-%20Employee%20Screening%20-%20Non%20Practitioners.pdf](https://www.deadiversion.usdoj.gov/GDP/(DEA-DC-6)%20Clarification%20of%20Title%2021%20CFR%20-%20Employee%20Screening%20-%20Non%20Practitioners.pdf)  
(Employee Screening)

DEA Registered Reverse Distributors in the United States

<https://www.chfs.ky.gov/agencies/os/oig/dai/deppb/Documents/DEARReverseDistributorList.pdf>

NCDHHS Radiation Protection Service

<https://radiation.ncdhhs.gov>

NC Department of Environmental Quality (Medical Waste)

<https://deq.nc.gov/about/divisions/waste-management/medical-waste>

NC Professional Health Program (Substance Abuse Disorder)

<https://www.ncphp.org/veterinarians-and-veterinary-technicians/>

NC Department of Agriculture Animal Welfare Section (Boarding)

<https://ncagr.gov/divisions/veterinary/aws>

Rabies Questions (NCDHHS)

<https://epi.dph.ncdhhs.gov/cd/rabies/vets.html>