



Zoological Society of Washington
Cougar Mountain Zoological Park

Est.
1972

Dedicated to increasing the understanding and appreciation of the earth's wildlife and the role of humanity in nature through education, research, captive breeding, conservation, recreation and exhibition.



The Zoological Society of Washington is a non-profit, tax-exempt 501(c)3 organization. Your contributions are tax deductible.



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March 16, 2024

Representative Samantha Vang
593 State Office Building
House Agriculture Finance and Policy Committee
100 Rev. Dr. Martin Luther King Jr. Boulevard
St. Paul, MN 55155
RE: HF 4065

Dear Chair Vang and Members of the Committee,

I am Jarod Munzer, Director of Cougar Mountain Zoo in Issaquah, Washington. I am a member of the Zoological Association of America (ZAA) Accreditation Committee and Accreditation Inspector. I currently sit on the ZAA Board of Directors as the liaison between the Accreditation Committee and the Board. Over the last several years, I have been heavily involved with the evolution of ZAA's already high standards to ensure that all animals at Accredited Zoos are receiving the highest level of care. **I am writing in support of Minnesota House File 4065, an amendment to the statute regarding Farmed Cervidae, MN 35.155, subdivision 12(d).**

Cougar Mountain Zoo was established in 1972 with the mission of "Conservation Through Education". We have been accredited with ZAA since 2006 and reinspected every 5 years to ensure compliance with the standards for Accreditation. Cougar Mountain Zoo is incredibly proud of its longstanding Accreditation because through the rigorous Accreditation Process and the highest standards in animal welfare, we have a higher benchmark to exceed.

As one of the few zoos in the United States that has reindeer, let alone is actually breeding them, the importance of genetic diversity is paramount to the responsible management of this and all species. Cougar Mountain Zoo only works with USDA licensed institutions, and only sends animals to AZA or ZAA Accredited Zoos, because we know they are adhering to a higher standard.

It is clear through the original language in this statute, that the Minnesota Legislature recognized the importance of Zoological Accreditation and wanted to make an exemption for Accredited Zoos, however the current language is not inclusive of all Accredited Zoos exceeding USDA minimums.

The proposed amendment ensures that all Accredited Zoos and their respective states can continue to work together to be responsible stewards of wildlife.



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I support the Minnesota HF 4065 amendment as written:

Subd. 12.

(d) This subdivision does not apply to the interstate transfer of animals between two facilities accredited by the Association of Zoos and Aquariums or the Zoological Association of America.

Please do not hesitate to reach out to me if any further information is requested. Thank you for your consideration.

Regards,

Jarod Munzer
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ZOOLOGICAL ASSOCIATION
OF AMERICA

March 18, 2024

Representative Samantha Vang
593 State Office Building
House Agriculture Finance and Policy Committee
100 Rev. Dr. Martin Luther King Jr. Boulevard
St. Paul, MN 55155

RE: HF 4065 - Farmed Cervidae MN 35.155

Dear Chair Vang and Members of the Committee,

My name is Dr. Kelly George, and I am the Executive Director of the Zoological Association of America (ZAA), a non-profit zoological trade organization that represents professionally managed zoos, aquariums, and conservation education-based animal ambassador programs.

We write today in support of Minnesota House File 4065, an amendment to MN 35.155., allowing the importation of live Cervidae to certain accredited facilities. Specifically it would add ZAA accredited facilities to the exemption language of 35.155 Subdivision 12(d) and would provide ZAA accredited facilities with the same special status as those of the Association of Zoos and Aquariums (AZA).

ZAA is the second largest trade association in the zoological sector and represents professionally managed zoos, aquariums, conservation breeding facilities, wildlife conservation ranches, and conservation education-based animal ambassador programs. ZAA has more than sixty accredited facilities in North America, including Hemker Park & Zoo in Freeport, Minnesota.

ZAA's accreditation process establishes a high bar with respect to professional animal standards, best management practices and exemplary animal care and welfare and focuses on staff, animal, and guests' safety; animal care, welfare, and husbandry; state and federal compliance; veterinary care; nutrition; enrichment; security; facility maintenance; recordkeeping; and a review of policies, procedures, and protocols. The accreditation program maintains a benchmark for standards of operation and surpasses the standards of state minimum requirements and the federal Animal Welfare Act.

Further all ZAA accredited zoos are Class C licensed exhibitors regulated by and subject to inspection by the US Department of Agriculture's Animal and Plant Health Inspection Service.

ZAA zoological facilities must and do also comply with applicable state laws and regulations, including in Minnesota.

Notwithstanding the above, subdivision 12 of 35.155 currently provides special status to only AZA facilities. This makes it difficult for zoos like Hemker Park & Zoo to maintain the health and genetic diversity of the reindeer herds they manage. It is also unfair because it denies ZAA zoos equal treatment based merely upon the organization they chose to have their zoo accredited by even though both are subject to the same federal requirements.

Such inequitable treatment is unreasonable and arbitrary since the accreditation standards and requirements of ZAA are comparable to those of AZA. Furthermore, multiple other state laws and regulations already provide equal recognition to ZAA as to AZA. These include the following:

Arkansas - ACA 20-19-603	Illinois - 510 ILCS 68/110-5
Arizona - AAC 12-4-420	Oregon - OAR 635-044-0400
Connecticut - C.G.S. 26-40a	Ohio - 9 ORC 935.03
Florida - FAC 68-5.007	Nebraska - NRS 37-47
Kansas - KRS 32-1308	Nevada - NAC 503.110
Montana - MCA 87-4-801	Texas - 8 OC 801.0

For all these reasons we ask that you support HF 4065 and that this testimony be included in the Committee's public hearing record.

I am attaching a copy of ZAA's current accreditation standards. They can also be found on the ZAA website along with other information about the organization and its membership: ZAA.org.

Thank you again for the opportunity to submit these comments.

Sincerely,



Kelly George, Phd.
Executive Director



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March 16, 2024

Representative Samantha Vang
593 State Office Building
House Agriculture Finance and Policy Committee
100 Rev. Dr. Martin Luther King Jr. Boulevard
St. Paul, MN 55155
RE: HF 4065

Dear Chair Vang and Members of the Committee,

I am Joan Hemker, the founder and owner of Hemker Park & Zoo, and I am here today in support of Minnesota House File 4065, an amendment to the Farmed Cervidae MN 35.155.

Our mission at Hemker Park and Zoo is to promote animal species while advocating for environmental conservation through collaborative partnerships and practical wildlife management strategies. We have cared for reindeer for over 35 years, and we hope that this exemption will allow us to continue safeguarding these animals through genetic diversity while educating our communities on their importance worldwide.

Hemker Park & Zoo has held accreditation from the Zoological Association of America (ZAA) since 2013. Currently, the statute 35.155 significantly impedes the conservation of our reindeer genetic diversity. Furthermore, the current statute is unjust as it results in unequal treatment among ZAA-accredited zoos based solely on their chosen accrediting organization.

Established in 2005, the Zoological Association of America (ZAA) is dedicated to the advocacy of responsible wildlife management, conservation, and education. The association sets a high standard through its rigorous accreditation process, rigorously evaluating various aspects such as staff, animal and guest safety, animal care, welfare, and husbandry, including biosecurity, mitigation and prevention and compliance with state and federal regulations, medical care, nutrition, enrichment, security, facility upkeep, recordkeeping, and the review of policies, procedures, and protocols. This comprehensive approach ensures exemplary animal care and welfare, highlighting the professionalism of ZAA.

In addition, ZAA's accredited institutions serve as a bridge for people to connect with iconic animal species including reindeer and understand the conservation challenges these animals face in the wild.

When comparing the zoological accrediting organizations, ZAA and AZA, notable similarities in their standards emerge. This correlation supports the proposal to include ZAA in subdivision 12 of 35.155 to address an unjust bias in the legislation.

Hemker Park & Zoo fully supports and urges the amendment to MN Statue 35.155.

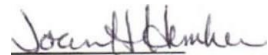
Hemker Park & Zoo supports Minnesota HF 4065 amendment as written:

Subd. 12.

(d) This subdivision does not apply to the interstate transfer of animals between two facilities accredited by the Association of Zoos and Aquariums or the Zoological Association of America.

I am available at any time with any questions regarding this and I thank the authors of HF 4065.

Sincerely,



Joan Hemker
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ZOOLOGICAL ASSOCIATION
OF AMERICA

Advocate. Educate. Conserve.

ZAA Accreditation Standards 2023 Edition

Amended July 31, 2023



ZOOLOGICAL ASSOCIATION
OF AMERICA

Advocate. Educate. Conserve.

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1. Accreditation Standards

1.1 Animal Welfare, Care & Management

Animal care and management is one of the most critical and complex tasks to be performed in zoos and aquariums. ZAA accredited facilities are guided by current professional principles and standards to ensure that the animals in their collection are provided the best possible welfare.

1.1.1 Laws and Regulations

- 1.1.1.1 Facility complies with all laws and/or regulations, for operation where local, state and federal standards are less stringent, ZAA standards apply.

1.1.2 General

- 1.1.2.1 Facility should have or create a Animal Collection Plan (ACP) or Master Plan to guide future acquisitions and dispositions.
- 1.1.2.2 Facility has a written acquisition and disposition policy.
- 1.1.2.3 Facility provides staff access to ZAA standards, professional training and development tools.

1.1.3 Records

- 1.1.3.1 Facility shows on-going and sustained use of a zoological management system for managing animal records, veterinary records and other relevant information. The system should be readily accessible. Electronic or paper records require backup stored in a secure location that will ensure future

access.

- 1.1.3.2 Facility creates an annual animal inventory including; animal acquisitions and dispositions from the facility's collection whether by birth, transfer, death, or introduction to the wild.
- 1.1.3.3 Facility inventory includes all specimens owned by, or on loan.
- 1.1.3.4 Animals are identifiable by corresponding individual or group ID numbers. IDs include, but are not limited to: tattoo, tags, photo, transponder ID, leg band, and/or ear notches. Animals maintained in colonies/groups or other animals not considered readily identifiable; facility provides a statement explaining how record keeping is maintained.
- 1.1.3.5 Facility staff keeps all animal records current.
- 1.1.3.6 Facility ensures consistent data access, entry, and management by providing training for staff (registrars, animal care, veterinarians, etc.).
- 1.1.3.7 Facility provides all available data, including any historical data from the previous holding facility, when a new animal is transferred.
- 1.1.3.8 Facility specimens included in ZAA's Animal Management Plan (AMP); all specimen data is submitted to the AMP Studbook Keeper upon request.
***See Conservation 1.3**

1.1.4 Animal Welfare

- 1.1.4.1 Facility shall maintain all species in safe and sanitary conditions. Facility standards promote welfare, mitigate animal neglect, maltreatment, or potential to pose a threat to public safety.
- 1.1.4.2 Facility has a documented process for assessing animal welfare and wellness.
- 1.1.4.3 Facility animal areas, enclosures and holding areas must be safe and of a size and complexity to provide for the animal's physical, social, and psychological well-being.
- 1.1.4.4 Facility should keep all animals in appropriate groupings which meet their social and welfare needs.
- 1.1.4.5 Facility provides shelters appropriate for the species, for protection from excessive heat, cold, or other conditions clearly known to be detrimental to the animal's health and welfare.

- 1.1.4.6 Facility has a clear and transparent process for identifying, communicating and addressing animal welfare concerns with staff, in a timely manner, and without retribution. (Example: periodic welfare assessment, quality of life assessments etc.)
- 1.1.4.7 Facility has a regular program for monitoring water quality for aquarium fish and marine mammals. Facility records, documents long-term water quality assessments and results.
- 1.1.4.8 Facility's critical life-support system(s) are equipped with a failure warning or emergency backup system.
- 1.1.4.9 Facility's animals housed either long-term or permanently in indoor facilities, are provided with appropriate species-specific UV spectrum.
- 1.1.4.10 Facility provides sufficient shade by natural or artificial means to allow all animals kept outdoors to be protected from direct sunlight.
- 1.1.4.11 Facility provides clean water sources and clean drinking water daily. Reptiles and amphibians are provided water in a manner appropriate to ensure their health and welfare.
- 1.1.4.12 Facility's habitats provide adequate drainage for surface water and runoff.
- 1.1.4.13 Facilities housing elephants meet ZAA standards for elephant care and management.
- 1.1.4.14 Facility animals are well cared for and managed with optimum animal welfare in mind.
- 1.1.4.15 Facility conducts animal transport in a manner that is safe, well-coordinated and implemented: minimizing risk to the animals, staff and public. All applicable federal, state and local laws and regulations are followed.

1.1.5 Contact Areas & Temporary, Seasonal, or Traveling Live Animal Exhibits

- 1.1.5.1 Facility animal contact areas (feeding aviaries, touch tanks, etc.) are supervised by qualified staff.
- 1.1.5.2 Facilities contracting temporary, seasonal and traveling live animal exhibits, programs, or presentations (regardless of ownership/contractual arrangements) are presented and maintained at equivalent level of care as the facility's permanent collection.

1.1.6 Enrichment and Husbandry Training

- 1.1.6.1 Facility has developed, implemented, maintained, documented, species-specific enrichment programs which includes animal history, husbandry, evidence-based practices, that enhance the overall health and well-being. (Example: Enrichment Request, Enrichment schedule, etc.)
- 1.1.6.2 Facility has developed, implemented, maintained, documented, species-specific animal training program which includes animal history, husbandry, evidence-based practices, and veterinary procedures that enhance the overall health and well-being. (Example: Training Request, Training Plans etc.)

1.1.7 Marine Mammal Care – comply with ZAA Housing Guidelines

- 1.1.7.1 Facilities housing marine mammals; including but not limited to cetaceans, pinnipeds, and sirenians must have a veterinarian on site or a contracted veterinarian within a reasonable distance from the facility.
- 1.1.7.2 Facility considers environmental conditions, and the animal needs to promote positive health and welfare for a given species; animals must be protected from extreme conditions that may be unsuitable for them. Adequate lighting and air quality must be provided in indoor exhibits, holding areas, stalls, dens, etc.
- 1.1.7.3 Facility considers species-specific needs which dictate the size and architecture of the habitat required to enhance the animal's physical, psychological, and behavioral well-being.
- 1.1.7.4 Facility pool sizes satisfy the need of aquatic mammals for physical exercise, opportunity to engage in natural behaviors and constructive social interaction.
- 1.1.7.5 Facility pool surface areas, volume and depth meet or exceed minimum requirements.
- 1.1.7.6 Facility provides separate accommodation for pregnant and parent/offspring marine mammals and cetaceans.
- 1.1.7.7 Facility only isolates marine mammals, gregarious social species (such as cetaceans), when necessary, providing appropriate accommodation and enrichment while temporarily separated from a group.
- 1.1.7.8 Facility's primary pools have a dry working area for conducting training and/or veterinary procedures.

- 1.1.7.9 Facilities should have at least one lifting platform, or alternate way to approach a sick, newborn, or young cetacean.
- 1.1.7.10 Facility's pinnipeds always have access to both water and land at will, unless under treatment or observation approved by a veterinarian.
- 1.1.7.11 Facility enclosures housing multiple mature male pinnipeds have separate areas with sufficient visual barriers (such as fences, gates, and/or rock work) to provide relief from aggression.
- 1.1.7.12 Facility water quality is monitored and managed in keeping with USDA Regulations.

1.1.8 Commercial Collectors

- 1.1.8.1 Facilities engaging with commercial collectors make a good faith effort to determine collectors are properly permitted to conduct legal collections of animals (including aquatic animals) and collection is done in a sustainable manner.

1.1.9 Public Contact Animals

- 1.1.9.1 Facility animals in contact with the public are evaluated by the facility for appropriateness to ensure compatibility with program/encounter. Animals are exhibited in a manner that prevents injuries to the public and the animals. Class I Animals shall only be permitted to come into physical contact with the public in accordance with ZAA Standards for Public Contact with Class I Wildlife.
- 1.1.9.2 Facility takes reasonable sanitary precautions to minimize the likelihood of disease or parasite transmission.

1.2 Veterinary Care

ZAA-accredited facilities ensure the health and welfare of all animals in their care. Qualified veterinary staff and access to modern veterinary facilities is required.

Concerns regarding animal health should be addressed, assessed, treated, and corrected promptly, utilizing the veterinary staff and American Association of Zoo Veterinarians (AAZV) resources.

1.2.1 Veterinary Care Program

- 1.2.1.1 Facility refers to the Guidelines for Zoo and Aquarium Veterinary Medical Programs and Veterinary Hospitals, and the policies developed or supported by the American Association of Zoo Veterinarians (AAZV). Available at [the AAZV website](#), under “Publications.”
- 1.2.1.2 Facility’s program of veterinary care is a written document that includes the preventative medicine schedule, including vaccines, parasite exam, routine exams, etc. (Example: USDA program of Veterinary Care)
- 1.2.1.3 Facility is alert to and responds to periodic disease outbreaks. Plans are instituted if/when an incident is identified. (Ex: Avian influenza, Eastern Equine Encephalitis Virus, etc.)
- 1.2.1.4 Facility maintains complete medical records on animals in the collection, including all preventative care, veterinary consults and treatment. Animal treatment(s) are easily searchable and retrievable. (Ex: Treatment log, drug log etc.)
- 1.2.1.5 Facility maintains a written Program of Psychological Wellbeing for any singly housed primate and/or behaviorally compromised primates. (Example: as provided to USDA).

1.2.2 Staff and Facilities

- 1.2.2.1 Facility employs or contracts a licensed veterinarian with zoo animal experience or in collaboration with an experienced zoo veterinarian, available as needed to serve as collection veterinarian.
- 1.2.2.2 Facility observes all animals in the collections daily. Animal Care staff is trained to evaluate animal health (not diagnose or prescribe treatment) and to report any abnormal observations to management and the veterinarian.
- 1.2.2.3 Facility has a clear plan for communication with the veterinarian on medical concerns and daily observations.

- 1.2.2.4 Facility has a designated area to conduct minor/major veterinary procedures.
- 1.2.2.5 Facility can safely transport animal(s) to a local veterinary clinic for exam/surgery. When off-site treatment is required.

1.2.3 Pharmaceuticals

- 1.2.3.1 Facility's contracted veterinarian is responsible for prescribing or coordinating the prescription, storage, distribution and use of all animal prescription drugs in a fashion that complies with all applicable state, federal and local laws and regulations.
- 1.2.3.2 Facility's written protocols are available to animal care staff for the use of prescribed animal drugs. Displays appropriate security of drug inventory.
- 1.2.3.3 Facility's controlled drugs are secured in an appropriate locked container.
- 1.2.3.4 Facility's trained, emergency capture personnel have access to appropriate chemical immobilization drugs.

1.2.4 Equipment

- 1.2.4.1 Facility's capture equipment, including remote drug delivery systems (if applicable) are in working order and available to authorized, trained personnel at all times.
- 1.2.4.2 Facility maintains emergency drug doses for all dangerous animals in the collection.
- 1.2.4.3 Facilities have access to diagnostic equipment, monitoring equipment, lab equipment, radiographic equipment and appropriate diagnostic equipment or contract these services.

1.2.5 Preventative Medicine

- 1.2.5.1 Facility preventative medicine program documents the frequency of physical examinations, vaccinations, and parasite prevention. Ensuring there is a plan in place for every species in the collection is paramount to their overall wellbeing of the collection.
- 1.2.5.2 Facility's Animal Care staff is knowledgeable of the animal's natural history and diet, capture and restraint procedures, and training to assess normal and abnormal behavior, and overall welfare.

1.2.6 Nutrition

- 1.2.6.1 Facilities animal food preparation and storage areas meet all applicable state, federal and local laws and/or regulations.
- 1.2.6.2 Facility follows a written nutrition program including quality and quantity that meets the behavioral and nutritional needs for all animals in the collection.
- 1.2.6.3 Facility provides separation between animal food storage and human food storage.
- 1.2.6.4 Facility has identified, researched and reviewed for safety all browse plants prior to use for diet or enrichment.
- 1.2.6.5 Facility records browse plants used/approved for animals in the facility.
- 1.2.6.6 Facility conducts periodic inspection(s) for potential toxic plant risk and exposure near animal habitats. Staff are aware of all such risks to help monitor potential exposure.

1.2.7 Quarantine

- 1.2.7.1 Facility has holding and/or isolation facilities and/or protocols for newly arrived animals as well as the treatment of sick or injured animals.
- 1.2.7.2 Facility staff working with quarantined animals are familiar with written quarantine procedures.
- 1.2.7.3 Facility quarantine, hospital, and isolation areas follow standards in Guidelines for Zoos and Aquarium Veterinary Medical Programs and Veterinary Hospitals developed by the AAZV www.aazv.org

1.2.8 Pest Control

- 1.2.8.1 Facility has a pest control management program to address threats of contamination by and threats of pests to animals, staff and/or visitors. Methods comply with all state, federal and local laws and regulations while not threatening the health and wellbeing of the animals, staff and/or visitors.

1.2.9 Necropsy

- 1.2.9.1 Facility performs necropsy on deceased specimens to determine the cause of death for tracking morbidity and mortality trends in order to strengthen the program of veterinary care and animal care of the collection.

1.2.9.2 Facility performs necropsies in a manner that minimizes risk of disease exposure to animal collection, staff and/or visitors.

1.2.9.3 Facility stores and disposes of animal remains in accordance with all applicable state, federal and local laws and regulations.

1.2.10 Euthanasia Policy

1.2.10.1 Facility follows AVMA or AAZV Guidelines for Euthanasia of Animals unless circumstances warrant alternative protocols to prevent suffering and/or inhumane circumstances.

1.3 Conservation

1.3.1 Conservation Program

- 1.3.1.1 Facility must participate in and contribute to a local, regional or international wildlife conservation program as well as monitor the impact of the effort on that program. Facility should demonstrate conservation action that includes components outlining the facility's conservation practices such as in-situ conservation efforts, natural resource conservation and sustainability/green practices, and conservation education and advocacy programs.

1.3.2 AMP Participation/Support

- 1.3.2.1 Facility participates in each AMP that pertains to an animal belonging to the facility. It is mandatory to participate in the collection of data pertaining to AMP animals, at least at a minimum of records submission. The facility may indicate at what level it desires to participate in each AMP.

1.4 Education and Interpretation

1.4.1 General

- 1.4.1.1 Facility mission and goal are key components of Education and Conservation.
- 1.4.1.2 Facility has a written education plan that includes goals and objectives. This plan should include graphics, signage and AV technology (where possible) to support the educational mission of the facility.
- 1.4.1.3 Facility researches, evaluates, and implements current scientific understanding of the animals in their collection. Facility measures and evaluates the efficacy of graphics and programs for modifications needed to better serve the facility's animals, conservation and/or education messaging.

1.4.2 Ambassador and Education Animals

- 1.4.2.1 Facility has a written Animal Ambassadors policy for on-grounds and off-site programs. Policy includes a written biosecurity protocol regarding Animal Ambassadors and off-site programs, to protect the rest of the animals at the facility from exposure to infectious agents.
- 1.4.2.2 Education, conservation and welfare messages are an integral component of all facility programs/encounters.
- 1.4.2.3 Facility ensures human and Animal Ambassador safety/welfare are always assured. Facility staff assigned to handle Animal Ambassadors during programs/encounters are trained in facility animal handling protocols. (Ex: Staff Animal Handling SOP)
- 1.4.2.4 Facility Animal Ambassadors (whether on-site or off-site) with foremost attention to animal welfare considerations ~~as they~~ are presented, housed, and maintained with the same level of care as the facility's static animal collection.
- 1.4.2.5 Facility Animals Ambassadors are maintained in appropriate housing that meets their physical, social, and psychological needs. Consideration is given to the amount of time that an animal is engaged in programming with respects to its physical, social and psychological needs.

1.4.2.6 Facility's Ambassador & Education Animals Policy includes a limit to the amount of time Animal Ambassadors may be engaged in programs and or encounters.

1.5 Physical Facilities

Accreditation is based on the facilities operations existing at the time of the inspection.

1.5.1 Housekeeping, Improvements, and Maintenance

- 1.5.1.1 Facility maintains regular good housekeeping.
- 1.5.1.2 Facility has a preventative maintenance program, which outlines how the facility identifies and addresses maintenance, and a schedule including corrective maintenance and improvements.

1.5.2 Equipment

- 1.5.2.1 Facility required mechanical equipment is maintained and in working order.
- 1.5.2.2 Facility has a policy for the systems and methods of fire protection and security, including routine maintenance and safety checks.

1.5.3 Animal Enclosures

- 1.5.3.1 Facility provides adequate lighting, sufficient in all indoor night houses and exhibits with means of emergency lighting where needed.
- 1.5.3.2 Facility provides ventilation sufficient in all indoor facilities, including animal holding, to minimize odor, and provide air exchange.
- 1.5.3.3 Facility animal areas, habitats and holding areas are well maintained and of size and complexity to provide for the animal's physical, social, and psychological well-being.
- 1.5.3.4 Facility provides animals protection from excessive heat or cold and availability of sufficient shade and shelter is provided for the welfare and comfort of the animals

1.5.4 Public Areas

- 1.5.4.1 Facility provides adequate lighting in public buildings.
- 1.5.4.2 Facility's public areas are free of debris, well maintained and free of hazards.

1.6 Safety & Security for Staff

1.6.1 Safety & Security

- 1.6.1.1 Facility is in compliance with all applicable laws and regulations regarding employee and volunteer training for safety in the workplace.
- 1.6.1.2 Facility has an appropriate occupational health and safety program.
 - 1.6.1.2.1 Facility has protocols to minimize transference of zoonotic diseases to/from animals and staff or visitors. Facility provides training to the staff in the protocols and provides methods to minimize the risk of zoonotic disease. (Ex: hand washing, ladder safety)
- 1.6.1.3 Facility staff working with toxic/hazardous materials are trained in the proper handling, labeling and storage of those materials per facility, state, federal and local laws and regulations.
- 1.6.1.4 Facility properly labels and stores flammable materials.
- 1.6.1.5 Facility Safety Data Sheets (SDS) are accessible to all staff, on paper or electronically per the facility local and state, and federal and regulations.
- 1.6.1.6 Facility safety procedures are in place for the visitors. (Ex: emergency evacuation sites, first aid stations, sanitation devices or wash sink in animal contact areas, etc.)
- 1.6.1.7 Facility has security protocols applicable for the size and nature of the zoo. (Ex: monitored camera surveillance, live-on property management, security personnel (staff or contracted) all of whom are trained to respond to respective zoological emergencies.

1.6.2 Emergency Procedures

- 1.6.2.1 Facility works with local law enforcement and other emergency agencies with planning, drills, and training, as appropriate (Example: Fire extinguisher, CPR, AED etc.)
- 1.6.2.2 Facility emergency drills/training conducted, recorded, and evaluated on a regular basis.
 - * fire
 - * environmental emergency appropriate to the region

- * injury to visitor or staff
- * animal escape (at least annually)
- * animal evacuation
- * venomous animal bite
- * emergency evacuation of guests
- * diver extraction drill (at least annually)

1.6.2.3 Facility has appropriate emergency supplies, written protocols and staff training for emergency situations.

1.6.2.3.1 Facility has appropriate alarms and fire extinguishers readily available, and training is provided to all staff.

1.6.2.3.2 Facility has a written plan for first aid and other various health emergencies.

1.6.2.4 Facility has a communication system that can be quickly accessed in case of an emergency. (Ex: 2-way radios, public address system, cell phones etc.)

1.6.3 Facilities/Animal Exhibits

1.6.3.1 Facility's animal habitats and holding areas are secured to prevent unintentional animal egress. (Ex: Shifts, secondary areas, locks)

1.6.3.1.1 Facility shift doors, gates, personnel doors, double-door safe entry systems, habitat barrier dimensions, construction, and locking/latching mechanisms are present and in apparent good condition.

1.6.3.2 Facility's animal service areas are safely lit, free of debris/hazards, and provide space to allow for safe servicing by personnel.

1.6.3.3 Facility animals maintained in a free-ranging setting, where they will be in contact with personnel/public are carefully monitored, and welfare assessed.

1.6.3.4 Facility's electrical service in all wet environments, aquatic exhibits, and associated service areas are equipped with ground fault circuit interrupters (GFI).

1.6.3.5 Facility's public access areas, gates/doors are unobstructed and meet all applicable laws and regulations.

- 1.6.3.6 Facility barriers are of sufficient strength and design to deter public entry into animal habitats or holding areas, to prevent public contact with animals.
- 1.6.3.7 Facility's animal habitats are sufficiently strong and structurally designed to prevent egress and to protect the animal, personnel and public from injury.
- 1.6.3.8 Facility's sanitation, water and waste disposal are in accordance with all applicable laws and regulations.
- 1.6.3.9 Facility observes safe electric delivery practices (Example: circuits are not overloaded; electric is hardwired instead of permanent use of extension cord.)

1.6.4 Risk Management

- 1.6.4.1 Facility has a written protocol for the review of and response to potential risks, as appropriate to the size and location. (Example: Emergency protocol)
- 1.6.4.2 Facility has written policy/protocols for staff contact with Class I animals.

1.6.5 Potentially Dangerous and Venomous Animals

- 1.6.5.1 Facilities maintaining venomous animals must have an appropriate anti-venom plan that includes availability, location and administration information.
- 1.6.5.2 Facility's antivenin location is known by all staff members working in those areas. An assigned staff member is responsible for inventory, disposal/replacement, and storage of antivenin.
 - 1.6.5.2.1 It is the responsibility of the facility to ensure that appropriate antivenins are available locally for all venomous species maintained at the facility, and for which antivenins are produced. Facilities may rely on the antivenin supply of local hospitals and treatment facilities, but it is also the facility's responsibility to guarantee that these inventories are maintained adequately. MOU must be formally documented.
- 1.6.5.3 Facility has appropriate policies and protocols in place to prevent an unintentional encounter resulting in injury to a human.
 - 1.6.5.3.1 Facility has appropriate emergency protocols in place to respond to an unintentional encounter resulting in injury to a human.

- 1.6.5.3.2 Facility documents incident, evaluates incident and documents actions taken to avoid similar incidents in future.
- 1.6.5.4 Facilities housing venomous animals or other animals that pose a serious threat or catastrophic injury/or death, are equipped with appropriate alarm systems or have protocols and procedures in place to notify staff in case of accidental egress or injury.

1.6.6 Security/Firearms

- 1.6.6.1 Facility has adequate security protocol(s) in place.
- 1.6.6.2 Facility stores firearms in a locked cabinet of sufficient construction and design to impede unauthorized entry and is in a secure area, accessible to trained firearms team at all times.
- 1.6.6.3 Facility should have a recapture and immobilization protocol for escaped animals. The Protocol should be reviewed by a veterinarian and if firearms are being used, a firearms instructor or expert.
 - 1.6.6.3.1 Facility has drugs and equipment to deliver said drugs, should be specified for the species at the facility and must be available as recommended by a veterinarian. If the veterinarian uses vet techs or directs others to assist in the delivery of immobilization drugs, they should be identified in writing and practiced at least once a year or as recommended by the veterinarian.
 - 1.6.6.3.2 Facility personnel trained and authorized to immobilize/capture animals, other than a veterinarian, have documented training as recommended by the veterinarian. Facility personnel trained and authorized to utilize firearms have documented training as recommended by a firearms expert or instructor. Proper caliber ammunition should be specified for each species at the facility as recommended by the firearms expert or instructor. If a firearm team exists at a facility, they should train as recommended by the firearms instructor or expert. Facilities may use local law enforcement as their firearm team or in conjunction with their firearms team if local law enforcement is willing and will train with zoo staff.
 - 1.6.6.3.3 Facility Firearms Team are documented and known to Animal Collection management.

- 1.6.6.4 Facility's Director or their designate should review the recapture in mobilization plan and ensure that it follows all local, state and federal laws. Veterinarians should confirm that the plan meets AVMA standards.

1.6.7 Diving

- 1.6.7.1 Facilities which utilize underwater diving with compressed air (SCUBA or surface supplied) as a part of regular operations and/or maintenance shall meet minimal operational safety standards for diving. Facility complies with the applicable laws for their location and size of facility and must follow the standards mandated by the Occupational Safety and Health Administration (OSHA) or equivalent organization.
- 1.6.7.2 Facilities which utilize underwater diving as part of regular operations and/or maintenance have appointed a dive safety officer with the credentials, responsibilities and authority to fulfill that role.
- 1.6.7.2.1 At minimum, a dive safety officer must be a certified recreational dive instructor, or an equivalent, to meet the credentialing requirement.
- 1.6.7.3 Facilities which utilize underwater diving as a part of regular operations and/or maintenance follow a dive manual which has, as one of its components, a section on dive safety. The section must have a dive emergency extraction plan for each habitat into which divers enter. All Facility divers are trained in the procedures associated with emergency plans associated with tanks in which they dive.
- 1.6.7.4 Facilities which utilize underwater diving as a part of regular operations and/or maintenance conduct at least one documented live action emergency dive safety drill annually.
- 1.6.7.5 Facility has a written emergency plan for diving-related emergencies. Risk assessment, training, and drills must be conducted regularly, and should be updated and documented accordingly.

1.6.8 Perimeter Fence

- 1.6.8.1 Facility is enclosed by a perimeter fence or barrier. The fence or barrier must be constructed so that its primary function is to protect the animals in the facility by restricting animals from outside the facility and unauthorized persons from going through or under it and having contact with the animals in the facility.

- 1.6.8.2 Facility's perimeter fence is separate from all animal habitats or other animal areas by at least three (3) feet and is of sound quality and construction.
- 1.6.8.2.1 Facilities that may have sections of the perimeter fence that are also the containment fence, must have written exemptions from USDA.
 - 1.6.8.2.2 Facilities that house only Class II & III animals, a fence of no less than six (6) feet in height with two (2) foot overhangs.
 - 1.6.8.2.3 Facilities that house Class I animals, require a fence of no less than eight (8) feet in height and constructed of not less than 11 ½ gauge chain link or equivalent material.
 - 1.6.8.2.4 There are rare instances where the terrain surrounding the facility provides a viable barrier with written exemptions from the USDA and local government agencies and upon approval by ZAA.
 - 1.6.8.2.5 Facilities which are entirely enclosed within a building, may be exempt from the perimeter fence requirements.

1.7 Governing Authority

1.7.1 General

- 1.7.1.1 Facilities that are privately-owned have a written contingency and/or succession plan, for both management and financing of the facility. The plan is shared with the leadership team in the event of death or incapacitation of the owner(s).
- 1.7.1.2 Facility's governing body is supportive and in agreement with ZAA goals and objectives.
- 1.7.1.3 Facility's governing body is supportive and in compliance with ZAA Accreditation Standards and professional ethics and bylaws.
- 1.7.1.4 Facility's governing authority consists of a professional(s) who are trained and dedicated to managing the facility's animals, staff, programs and day to day operations on a full-time basis. Facility is managed by groups of individuals (Boards of Directors) calling upon a paid CEO/Director to accomplish these tasks for them must include that individual in their governing decisions that pertain to day-to-day operations with clear protocols regarding who will make decisions and be responsible for animal welfare, animal acquisition and euthanasia, staffing and programs. Facility has defined and makes available their governing authority's chain of command and responsibilities.

1.8 Support Organization

1.8.1 General

- 1.8.1.1 Facility organization(s) share the facility's goals and objectives.
- 1.8.1.2 Facility maintains a formal, up-to-date agreement that delineates the roles and responsibilities of the support organization, including authority over animals, exhibits, paid and unpaid staff, programs, long-range plans and other matters affecting the facility. (Example: other animal facilities owned).

1.9 Finance

1.9.1 General

- 1.9.1.1 Facility follows best practices in fiscal sustainability.
- 1.9.1.2 Facility has general comprehensive liability insurance, either by independent carrier or internal means with sufficient coverage to cover any incident.
- 1.9.1.3 Facility provides a financial support plan that defines a current and future operating ability that supports the existing and proposed animal collection and facility.
- 1.9.1.4 Facility complies with all state and federal wage laws while striving to compensate staff within the relative zoological trade norms in their geographic areas.
- 1.9.1.5 Facility has in place a financial plan for ongoing capital improvements and maintenance.

1.10 Staff

1.10.1 General

- 1.10.1.1 Facility appears to have an appropriate number of qualified staff in place to care for the collection.
- 1.10.1.2 Facility staff have opportunities for training and professional development.
- 1.10.1.3 Facility staff has and maintains professional attitudes and behaviors when representing a ZAA accredited facility.
- 1.10.1.4 Facility staff have access to current ZAA accreditation standards and policies.
- 1.10.1.5 Facility adheres to all state, federal and local equal opportunity laws, regulations, and guidelines for all staff. Protocols must be in place for staff to bring concerns regarding equalities of any kind to the attention of management in a confidential manner.
- 1.10.1.6 Facility encourages staff members to participate in ZAA committees, programs and/or projects that further the goals and efforts of the organization. All should be afforded avenues to participate in zoological webinars/conferences/etc. and share statistics, information, and concerns on different platforms to advance animal enrichment, and welfare as well as education and conservation efforts.

1.11 Guest Services

1.11.1 General

- 1.11.1.1 Facility complies with the Americans with Disabilities Act, and/or comply with all applicable laws and regulations.
- 1.11.1.2 Facility provides accessibility and appropriate public amenities for all visitors (children and adults).
- 1.11.1.3 Facility has appropriate directional signage.
- 1.11.1.4 Facility presents to the visiting public a professional, clean and aesthetically pleasing environment.
- 1.11.1.5 Facility's website and social media are professional in appearance, in compliance with ZAA's standards, and content should provide up-to-date information such as hours of operation, admission information, location, programs, and ZAA affiliation.

1.12 Master and Strategic Plans

1.12.1 General

- 1.12.1.1 ZAA recommends facilities have a written master plan and strategic plan that address short, medium and long-term goals regarding development, renovation and construction of new habitats.
- 1.12.1.2 ZAA recommends a master plan and strategic plans be guided by the facility mission and values and focus on best practices in animal welfare.



2. Taxa Management and Care

2.1 Elephants

The Elephant Standards for Management & Care are to be used as guidelines to ensure that facilities that care for elephants meet or exceed standards for ZAA accreditation. Each program will be evaluated on an individual basis to assure that each elephant receives optimal care. ZAA believes that the decision regarding management of the facility's elephants should be determined by the management team based on the elephants, their facilities, and their staff expertise.

Facilities and their associated elephant programs should provide a complex physical and social environment, which stimulates natural behaviors, social interactions and activity levels that facilitate management practices that result in healthy, well-adapted elephants.

2.1.1 Facilities

- 2.1.1.1 Facilities must have a method to separate elephants either through individual stalling or the use of tethering. Indoor housing for both males and females must be designed so that all ceilings, wire, pipes, etc. are out of reach or adequately protected. Minimum stall size 400 sq. ft. per each cow, 600 sq. ft. per each bull.
- 2.1.1.2 Facility's indoor housing must provide enough fresh air to meet the needs of elephants and circulate the air to reduce airborne organisms.
- 2.1.1.3 Facility's outdoor housing must have sufficient space and environmental complexity to meet the needs of all elephants.
- 2.1.1.4 Facility's outdoor areas must encourage locomotion for exercise, natural foot-wear and behavioral enrichment. The minimum space required for one elephant is 1800 sq. ft. with an additional 1000 sq. ft. for each additional elephant.
- 2.1.1.5 Facilities must be designed and constructed in such a way to ensure safe containment of animals, incorporating best practices.

- 2.1.1.6 ZAA recommended that larger interior common spaces be developed for facilities in climates that require elephants to be indoors for extended periods of time.

2.1.2 Environmental Parameters

- 2.1.2.1 Facility's outdoors areas must allow all elephants access to shade, either natural or artificial, and natural substrates for dusting must be provided.
- 2.1.2.2 Facility's indoors areas must be capable of providing adequate shelter and temperature for the elephant's health and comfort. Facilities should be able to maintain an indoor temperature of at least 55° F during cold weather. For the very young, sick, and/or debilitated animals, at least one room of the indoor facility should be able to maintain 70° F.

2.1.3 Indoor and Outdoor Surfaces/Substrates

- 2.1.3.1 Facility's indoor surfaces must be cleaned daily and dry quickly.
- 2.1.3.2 Facility's outdoor habitat surfaces must consist primarily of natural substrates (i.e. soil, sand, grass) that provide good drainage.

2.1.4 Barriers

- 2.1.4.1 Facility's elephant containment barriers must be structurally sound and capable of containing any elephant in the collection.
- 2.1.4.2 ZAA does not recommend dry moats as primary containment. If a moat cannot be avoided an extraction protocol must be in place.
- 2.1.4.3 Facility's doors and gates must be in good operating condition. If hydraulic or electrically powered drives are used to operate doors or gates, there must be a manual override, battery backup or generator in place.

2.1.5 Safety

- 2.1.5.1 Facility shall have an established method of regularly evaluating its elephant facility and program safety. Facilities shall document and be able to demonstrate how this established program assesses safety on a regular and consistent basis and how safety issues are resolved. Facilities shall conduct safety evaluations at least semi-annually or when there are facility, staff or animal changes. Evaluations shall be recorded.

- 2.1.5.2 ZAA recommends at least two trained elephant care staff are present during physical contact with an elephant.
- 2.1.5.3 ZAA recommends any human injury involving an elephant be reported to the appropriate governmental agencies as legally required, as well as notify the ZAA Executive Director, as soon as appropriate.
- 2.1.5.4 Elephant enclosures are designed to prevent any physical contact between visitors and elephants when not directly supervised by an elephant care staff member.

2.1.6 Water and Food Sources

- 2.1.6.1 Water suitable for drinking must be made available daily.
- 2.1.6.2 Written feeding protocols must be maintained. Elephant weights and/or body condition scores must be recorded bi-annually. Diet and exercise programs must be in place for elephants.
- 2.1.6.3 Elephants must be offered a balanced diet composed of a variety of food items provided in quantities that are sufficient for each elephant to maintain an appropriate body condition.
- 2.1.6.4 Food and bedding must be stored in such a way that they are protected from contamination. Refrigeration must be provided for perishable food.

2.1.7 Behavior

- 2.1.7.1 Facility must have a documented plan for and records of enrichment.
- 2.1.7.2 Facility must have a behavioral profile maintained for each individual elephant and updated annually.

2.1.8 Group Composition and Socialization

- 2.1.8.1 ZAA encourages facilities to maintain a minimum of two elephants. However, ZAA recognizes that maintaining a program with one animal may be necessary for the health and welfare of that elephant.
- 2.1.8.2 Facility must be able to demonstrate and/or describe how they would successfully separate individuals or groups as needed for elephant management.

2.1.9 Management & Training

- 2.1.9.1 Facility elephant staff maintain records of any unusual behavior, physical irregularity and/or administration of medication.
- 2.1.9.2 Facility has a written protocol for foot care and a trained person to provide proper foot care. Each elephant should be trained to accept that care.
- 2.1.9.3 Facility documents and actively addresses disease or foot injury.
- 2.1.9.4 Facility staff is trained to provide the necessary care and management for animals including but not limited to regular skin care for elephants, including bathing, soaking, wallowing, etc.
- 2.1.9.5 Facility elephant staff demonstrates a method of restraint that allows any husbandry and/or veterinary procedures to be conducted in a safe manner.
- 2.1.9.6 Facility elephants receive adequate exercise.
- 2.1.9.7 Facility has a written management and treatment plan for each elephant requiring specialized care.
- 2.1.9.8 Facility has a written protocol for neonatal exams, hand rearing and training calves for Elephant Endotheliotropic Herpesvirus (EEHV) monitoring.

2.1.10 Veterinary Care

- 2.1.10.1 Facility has a veterinarian with elephant experience to always call on to deal with health evaluations, treatment and medical emergencies.
- 2.1.10.2 Facility elephants are given a thorough annual physical examination.
- 2.1.10.3 Facility has and maintains a record of annual medical exams and other treatment.
- 2.1.10.4 Facility has protocols established and maintained for elephant immobilization and it is always accessible to staff.
- 2.1.10.5 Facility has protocols for on-going monitoring and maintaining the health of the herd and treatment of sick animals.
- 2.1.10.6 Facility has protocols for quality of life (QOL) evaluations and methods of euthanasia.

2.1.11 Transport

- 2.1.11.1 All aspects of elephant transportation must meet all applicable laws and regulations.
- 2.1.11.2 Elephants must be transported in a trailer or crate appropriate for elephants.
- 2.1.11.3 The crate or trailer compartment used for shipping must be sized so that the elephant can stand up comfortably, but not turn around. The crate or trailer must be appropriate for the size of the animal and be equipped with tethering options.
- 2.1.11.4 Elephants must be provided with food and water at regular intervals during the transport.

Additional husbandry and management information may be found in the Elephant Husbandry Resources Guides used by the Elephant Managers Association and the International Elephant Foundation.

2.2 Polar Bears

The Polar Bear Standards for Management & Care are to ensure that facilities that care for polar bears meet or exceed the standards for ZAA accreditation. Each program will be evaluated to assure that each polar bear receives optimal care.

Facilities and their associated polar bear programs must provide a complex physical environment, which stimulates natural behaviors, social interactions and activity levels that facilitate management practices to insure and promote healthy, well-adapted polar bears.

2.2.1 Outdoor Habitats

- 2.2.1.1 At least two habitats, each not less than 16,000 ft² is required for a breeding pair. A total of three habitats is ideal, but not necessary if the layout of the two habitats is done properly.
- 2.2.1.2 Non-breeding polar bears (i.e. single animals or same sex pair) require at least one habitat measuring not less than 16,000 ft².
- 2.2.1.3 The dry land area in each habitat should be 75% of the enclosure and should be covered with a range of natural substrates, e.g. grass, woodchips, smooth small pebbles, and sand. Concrete areas recommended to be kept to a minimum.
- 2.2.1.4 The terrain must be varied to create run-around areas and viewpoints for the bears and be furnished, e.g. live trees, logs, large rocks and raised platforms.
- 2.2.1.5 The main pool in each habitat must occupy about 25% of the area.
- 2.2.1.6 The pool must be at least 6' deep. Pools must have two, gently sloping access points that are 3' deep.
- 2.2.1.7 The main pool is a filtered saltwater system, as there is growing evidence that access to saltwater stops a range of skin and coat conditions.
- 2.2.1.8 A separate source of drinking water is available in each habitat.
- 2.2.1.9 Where dry moats are part of the habitat barrier, the animal side of the moat must be sloped and/or ramp(s) provided to allow for easy access into and out of the moat for the bears.
- 2.2.1.10 The outdoor habitats must allow visibility well beyond the perimeter of their habitat and allow for adequate flow of air.

- 2.2.1.11 Multiple areas of shade must be provided.
- 2.2.1.12 Depending on the local climate, other cooling features must be incorporated, e.g. fans, misters, snow/ice machines. If these features are not available, access to temperature regulated (air-conditioned) indoor holding areas are required.
- 2.2.1.13 Arctic scenes do not stimulate the environmental and climatic parameters and therefore are inappropriate and not recommended.

2.2.2 Holding and Management Areas

- 2.2.2.1 Each individual outdoor habitat must have a separate associated indoor/management area of at least three holding areas.
- 2.2.2.2 Each indoor holding area shall not be less than 13'x13'x and 10' high.
- 2.2.2.3 Each indoor holding stall must have skylights with grated protection.
- 2.2.2.4 Additional indoor lighting must be in place for animal keepers or a veterinary team to work safely.
- 2.2.2.5 Cub rearing areas must consist of one dark den (no skylights) measuring 16 ft. and 4 ft. high as the cubbing den and a second adjacent holding stall for water and food.
- 2.2.2.6 A built-in video camera and microphone must be in place for monitoring of the cubbing den.
- 2.2.2.7 An off-exhibit outdoor area measuring 800 sq. ft. that links to one or two of the indoor holding areas and to at least one of the main habitats is required.
- 2.2.2.8 The off-exhibit outdoor area must have at least one mesh wall that looks onto a keeper area for appropriate staff/animal contact, and a second mesh wall to act as a partition with a main outdoor habitat.
- 2.2.2.9 Each off-exhibit outdoor area must have a small pool of roughly 100 ft² by 6' deep with stepped access.
- 2.2.2.10 Each off-exhibit outdoor area must contain structural features such as shade, a resting platform, logs and a substrate pit.
- 2.2.2.11 Hotwire fences should not be part of the containment for primary containment areas.

2.2.3 Temperature and Humidity

- 2.2.3.1 Polar bears must have free access to cooler areas when maintained in habitats where the temperature exceeds 50°F, such as free access to air-conditioned spaces, chilled water, ice piles, artificial shade structures, sprinklers and misters, and wind generating fans.
- 2.2.3.2 Polar bears must have access to shade throughout the day. Berms, trees, shrubs, branches, rocks, and stumps are good examples of habitat furniture that can be used to provide shade throughout the day.

2.2.4 Sounds and Vibrations

- 2.2.4.1 Mechanical noise from filtration systems, and excessive external noise is minimized as this can be a significant source of stress for bears that have just arrived, are being introduced to the habitat and each other, for pregnant females and/or when rearing very young cubs.

2.2.5 Olfactory Considerations

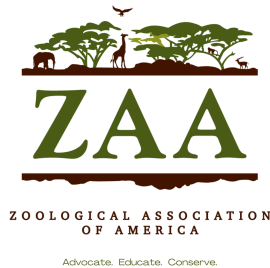
- 2.2.5.1 Food for the polar bears must not be prepared or stored in or around their housing.
- 2.2.5.2 Visitor catering outlets, including mobile units, and trash receptacles must not be situated near the polar bear housing, or at least not upwind.

2.2.6 Behavioral Enrichment

- 2.2.6.1 Enrichment must be provided daily and recorded in either an enrichment logbook or in the Animal Data Record System.

2.2.7 Animal Welfare

- 2.2.7.1 Polar bears should have indoor and outdoor access 24/7, all year around.
- 2.2.7.2 Polar bears should be managed by the same team of keepers.
- 2.2.7.3 Adult male polar bears, when separated from the female, should be managed with another adult male as they are far more sociable than females.



3. Related Policies

3.1 Ambassador Animal Policy

ZAA encourages the use of ambassador animals as an opportunity to engage, inform and educate the public about conservation and the natural world.

3.1.1 Ambassador Animal Policy

3.1.1.1 Facility must maintain a written Ambassador Animal Policy.

3.1.1.1.1 Facility policy should address animal welfare, conservation and educational messaging, rest periods and time intervals, safe housing, and transportation of ambassador animals.

3.1.2 Policy on the Presentation of Animal Ambassadors

3.1.2.1 Animals Ambassador programs should be appropriate for each facility.

3.1.2.2 Facility's animal selection, scripts and messaging should be reviewed and updated annually to ensure best practices.

3.1.2.3 Facility Animals Ambassador must be cared for in the same manner as the rest of the collection, including, but not limited to, diet, veterinary care, enrichment, welfare, protection from predators, and shelter.

3.2 Public Contact Policy

3.2.1 General

- 3.2.1.1 All wildlife that will be used for contact with the public shall have been evaluated by the exhibitor to insure compatibility with the uses intended. All wildlife shall be exhibited in a manner that prevents injuries to the public and the wildlife. The exhibitor shall take reasonable sanitary precautions to minimize the possibility of disease or parasite transmission which could adversely affect the health or welfare of citizens or wildlife.
- 3.2.1.2 Class I carnivores and Class I and II primates shall not be permitted to come into contact with the public.
- 3.2.1.3 Contact with Class I wildlife is authorized only as follows:
 - 3.2.1.3.1 Elephants and rhinos under direct control of handlers.
 - 3.2.1.3.2 Reptilia other than Class I Crocodylia: Large constrictors (see page 33) more than ten (10) feet in length or sixty (60) pounds in weight must have two trained handlers plus an additional handler for every additional five (5) feet in length.
- 3.2.1.4 Public contact or handling intervals for Class I wildlife shall be limited as to frequency, intensity, and duration so that such handling will not adversely affect the health, welfare, or safety of the animals, nor expose the public to injury.
- 3.2.1.5 **SEE ANIMAL CLASS LIST PAGES 46-48 OF THIS DOCUMENT.*

3.3 The Use of Apes in Commercial Media and Performance

Apes (chimpanzees, gorillas, bonobos, orangutans, and gibbons) are intelligent, long-lived, highly social animals with complex social structures. It is prohibited to use apes in commercial media and performance.

3.3.1 Rationale

- 3.3.1.1 An ape infant normally remains with its mother for several years in a group environment, learning social skills essential for development of normal adult behaviors.
- 3.3.1.2 Apes raised by humans in the absence of other members of their species will not normally acquire the skills to be socially and sexually competent as juveniles and adults. While there may be a medical necessity to human-rear an infant ape, every effort should be made to acclimate the infant to other members of their species as soon as feasible for development of normal behaviors.
- 3.3.1.3 Apes generally become physically powerful and unpredictable as they near adulthood.
- 3.3.1.4 Dressing apes in human clothing or training them to engage in unnatural behavior severely undermines communications vital to achieving conservation and is strictly prohibited.
- 3.3.1.5 Apes are susceptible to many of the same communicable diseases as humans.

3.4 Policy on Responsible Population Management

The stringent requirements for ZAA accreditation, and high ethical standards of professional conduct, far surpass the United States Department of Agriculture's (USDA) Animal and Plant Health Inspection Service's (APHIS) requirements for licensed animal exhibitors. Every ZAA member shall abide by The ZAA Code of Conduct.

ZAA accredited facilities cannot fulfill their important missions of conservation, education, and science without live animals. Responsible management and the long-term sustainability of living animal populations necessitates that some individuals be acquired and transferred, reintroduced or even humanely euthanized at certain times. ZAA member facilities that acquire animals from the wild, directly or through commercial vendors, should perform due diligence to ensure that such activities do not have a negative impact on species in the wild. Animals should only be acquired from entities that are known to operate legally and conduct their business in a manner that reflects and/or supports the intent of this policy.

3.4.1 Introduction

ZAA Policy on Responsible Population Management provides guidance to members to:

- 3.4.1.1 Ensure that animals from ZAA accredited facilities are not transferred to individuals, organizations, or facilities that lack the appropriate expertise or facilities to care for them.
- 3.4.1.2 Ensure that the health and conservation of wild populations and ecosystems are carefully considered.
- 3.4.1.3 Maintain a proper standard of conduct for ZAA members during acquisition and transfer/reintroduction activities, including adherence to all applicable laws and regulations,
- 3.4.1.4 Ensure that the health and welfare of individual animals is a priority during acquisition and disposition activities.
- 3.4.1.5 Support the goals of ZAA's cooperatively managed Animal Management Programs.

3.4.2 Laws, Authority, Record-Keeping, Identification & Documentation

ZAA members/accredited facilities must consider the following in regard to the acquisition or transfer, disposition of all living animals and specimens (their living and nonliving parts, materials, and/or products):

- 3.4.2.1 Any acquisitions, transfers, euthanasia and translocations must meet the requirements of all applicable local laws and federal regulations.

- 3.4.2.2 Ownership and any applicable chain-of-custody must be documented. If such information does not exist, an explanation should be provided regarding such animals and specimens. Any acquisition of free-ranging animals must be done in accordance with all applicable laws and regulations and must not be detrimental to the long-term viability of the species in the wild.
- 3.4.2.3 Facility Director/Chief Executive Officer or designee of the has final authority for all acquisitions, transfers, dispositions and euthanasia.
- 3.4.2.4 Acquisitions or transfers/euthanasia/translocations must be documented through the facility's record keeping systems. The record-keeping system must include animal identification and transfer information. Any existing documentation must accompany all transfers.
- 3.4.2.5 For some colonial, group-living, or prolific species, it may be impossible or highly impractical to identify individual animals when these individuals are maintained in a group. These species can be maintained, acquired, transferred, and managed as a group or colony, or as part of a group or colony.
- 3.4.2.6 In the case of animals (living or nonliving) and their parts, materials, or products (living or nonliving) held on loan, the owner's written permission should be obtained prior to any transfer and documented in the facility records.
- 3.4.2.7 ZAA's Animal Management Program necropsy recommendations and protocols should be accommodated.
- 3.4.2.8 Some governments maintain ownership of the species naturally found within their borders. It is incumbent on ZAA members and accredited facilities to determine whether animals they are acquiring or transferring are owned by a government entity, foreign or domestic, and follow laws/rules accordingly.

3.4.3 Acquisition Requirements

- 3.4.3.1 General Acquisitions
 - 3.4.3.1.1 ZAA members and accredited facilities animal acquisitions should be consistent with the mission of the facility, as reflected in its Facility Collection Plan (FCP), by addressing its exhibition/education, conservation, and/or scientific goals regarding the individual or species.

- 3.4.3.1.2 ZAA members and accredited facilities may temporarily hold wild animals for the purpose of assisting governmental agencies or other facilities, rescue and/or rehabilitation, research, propagation or head-starting for translocation, or special exhibits.
- 3.4.3.1.3 ZAA members and accredited facilities receiving specimens must have the necessary expertise and resources to support and provide for the professional care and management of the species including physical, psychological, and social needs of individual animals and the species.
- 3.4.3.1.4 ZAA members and accredited facilities may acquire animals through public donations when it is in the best interest of the animal and/or species.

3.4.3.2 Acquisitions From The Wild

Maintaining wild animal populations for exhibition, education and wildlife conservation purposes is a core function of ZAA member facilities. ZAA member facilities have saving species and conservation of wildlife and wildlands as a basic part of their public mission. As such, the ZAA recognizes that there are circumstances where acquisitions from the wild are needed in order to maintain healthy, diverse animal populations.

Acquiring animals from nature can result in socioeconomic benefit and environmental protection and therefore the ZAA supports environmentally sustainable/beneficial acquisition from nature when conservation is a positive outcome.

- 3.4.3.2.1 ZAA members and accredited facilities are encouraged to examine alternative sources, before acquiring animals from nature.
- 3.4.3.2.2 ZAA members and accredited facilities acquiring animals from nature, consider both the long-term health and welfare impacts on the wild population as well as on individual animals. In crisis situations, when the survival of a population is at risk, rescue decisions will be made on a case-by-case basis by the appropriate agencies and facility.
- 3.4.3.2.3 ZAA member facilities may assist wildlife agencies by providing homes for animals born in nature if they are incapable of surviving on their own (e.g., in case of orphaned or injured animals) or by euthanizing the animals because they pose a risk to humans or for humane reasons.
- 3.4.3.2.4 ZAA members and accredited facilities should only accept animals from the wild after a risk assessment determines the

facility can mitigate any potential adverse impacts on the health, care and maintenance of the existing animals already being housed at the zoo or aquarium, and the new animals being acquired.

3.4.3 Transfer, Euthanasia and Reintroduction Requirements

3.4.3.1 Living Animals

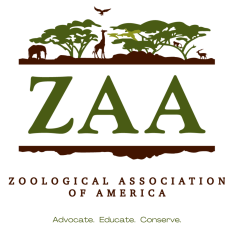
- 3.4.3.1.1 ZAA members and accredited facilities should consult the Animal Management Programs (AMP) Coordinators when making transfer decisions.
- 3.4.3.1.2 ZAA members and accredited facilities transferring animals, or their specimens (parts, materials, and products) communicate with the species coordinator of the managed ZAA AMP program.
- 3.4.3.1.3 ZAA does not consider animals acquired solely as a food source for animals in the facility's care, necessary to accession. Welfare and humane handling of these animals until they are fed to animal collection should be priority.
- 3.4.3.1.4 ZAA members and accredited facilities transferring animals to non-ZAA entities, should perform due diligence and should have documented validation, including one or more letters of reference. For example, a trusted reference source with expertise in animal care and welfare, who is familiar with the proposed recipient and their current practices and can verify that the recipient has the expertise and resources required to properly care for and maintain the animals.
- 3.4.3.1.5 ZAA members and accredited facilities loaning animals to another facility should annually monitor and document the conditions of any loaned specimen(s) and the ability of the recipient(s) to provide proper care.
- 3.4.3.1.6 ZAA members and accredited facilities involved in translocations and release of animals into the wild must meet all applicable laws and regulations. Any reintroduction requires adherence to best health and veterinary practices to ensure that non-native pathogens are not released into the environment exposing naive wild animals to danger.
- 3.4.3.1.7 ZAA members and accredited facilities employed humane euthanasia for medical reasons, quality of life or to prevent the transmission of disease.

3.4.3.2 Non-Living Animals and Specimens

ZAA members and accredited facilities should optimize the recovery and use of animal remains for scientific study and education purposes. All transfers must meet the requirements of all applicable laws and regulations.

ZAA members and accredited facilities prioritize optimal recovery of animal remains may include performing a complete necropsy including, where possible, histologic evaluation of tissues which should take priority over specimens' use in education/exhibits. ZAA Animal Management Programs necropsy protocols should be accommodated. This information should be available to AMP Programs for population management.

- 3.4.3.2.1 ZAA members and accredited facilities incorporate the use of non-living animals, parts, materials, and products in programs. Animal Program sponsored projects and other scientific projects that provide data for species management and/or conservation should be considered a priority.
- 3.4.3.2.2 ZAA members and accredited may consult with ZAA Species Managers prior to transferring or disposing of remains/samples to determine if existing projects or protocols are in place to optimize use.
- 3.4.3.2.3 ZAA accredited member facilities should develop agreements for the transfer or donation of non-living animals, parts, materials, products, and specimens and associated documentation, to other facilities, such as universities and museums. These agreements should be made with entities that have appropriate long-term curation/collections capacity and research protocols or needs for educational programs and/or exhibits.

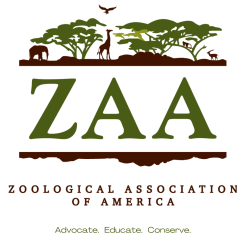


4. ZAA Administrative Policies

- 4.1 ZAA Animal Care & Habitat Standards and Related Policies are minimum standards and ZAA members and accredited facilities should strive to exceed these standards.
- 4.2 ZAA classifies animals as Class I, II and III categories for the purposes of establishing guidelines on perimeter fencing, habitat and other requirements, not for the purposes of establishing whether they are or are not a potential danger to the public.
- 4.3 ZAA does not support the keeping of Class I & Class II wildlife as pets. Class I & Class II wildlife are to be maintained solely in breeding or exhibition facilities. ZAA is against having Class I & Class II animals and non-human primates as pets. Parental care in primates is a learned behavior; therefore, primate neonate offspring should be kept with the parents until naturally weaned and in social groups as much as possible. For this reason, primates shall not be pulled from their dams unless the life of the offspring is at risk.
- 4.4 ZAA does not condone the purposeful breeding of hybrids, it is strongly discouraged. Exotic animals in mixed herds or flocks may hybridize from time to time. However, breeding hybrids is not acceptable.
- 4.5 ZAA members and accredited facilities must comply with all applicable laws and regulations.
- 4.6 ZAA accredited facilities will be required to comply with any changes in ZAA standards for accreditation. If there is an established risk factor, changes in the standards may need to be implemented within a given timeframe.
- 4.7 If an accredited facility, with only Class III animals, wishes to acquire a Class I or II animal or has been approved with only Class III and II animals, and wishes to acquire Class I animals, they must follow ZAA accreditation standards for Class 1 species prior to animal acquisition. The accredited facility should notify the accreditation chair prior to the acquisition.
- 4.8 If the operations, practices, and/or offerings at the currently accredited facility change or grow to such a degree that the facility is now subjected to standards not previously applicable, the facility is obligated to notify the Accreditation Chair in writing of the change and implement compliant status before the change or update is effective. Example: Facilities that undergo major operations changes, i.e., a facility that has been

previously accredited as a breeding or educational facility that was not open to the public, shifts its operations and begins to allow public visitation, must notify the Accreditation Chair prior to these changes to ensure the facility meets the additional requirements for public visitation such as public barriers.

- 4.9 If facility membership dues have lapsed and you are accredited, your accreditation will also lapse, and you will have 30 days upon expiration to reapply for accreditation before you lose your ZAA accreditation. Your dues must be current to maintain your ZAA accreditation.
- 4.10 Facility members are required to have at least one professional member connected with the facility.
- 4.11 Only ZAA accredited facilities and commercial members may use the ZAA logo on their website or display at their facility.
- 4.12 In the case of a change in ownership or the installation of a new director and upper management, the facility must notify ZAA within six months and the accredited status to be reviewed by the board of directors.
- 4.13 Policy on Usage of Class I Carnivores and Class I and II Primates for Public Encounters: No ZAA professional member or accredited facility shall participate in intentionally supplying or acquiring non-domestic baby or juvenile animals to be used in the pet trade or on a temporary basis for brief encounters and/or photos with the public. ZAA professional members and accredited facilities may not be part of a revolving door business of animal encounters or photo opportunities. **(Class I carnivores and Class I and II primates shall not be permitted to come into contact with the public.)**
- 4.14 Facilities that are accredited and move their operations or parts of their operation including collection animals to a new location shall notify the Accreditation Chair in writing, stating the physical address of the new location, prior to the physical move. Existing accreditation, regardless of the term of cycle shall remain effective for 6 months from the date of change of location notification. A new accreditation inspection shall be conducted within that 6-month period of the new location to attain facility accreditation. Where the relocation transitions for periods longer than 6 months the facility would have to maintain membership with facilities at 2 locations both of which would have to be accredited.



5. List of Class I & II Animals

5.1 Class I

5.1.1 Animals

Chimpanzee (genus Pan)
Gorilla (genus Gorilla)
Gibbon (genus Hylobates)
Drill and mandrill (genus Mandrillus)
Orangutan (genus PONGO)
Baboon (genus Papio)
Siamang (genus Symphalangus)
Gelada baboon (genus Theropithecus)
Snow leopard, *Panthera uncia*
Leopard, *Panthera pardus*
Jaguar, *Panthera onca*
Tiger, *Panthera tigris*
Lion, *Panthera leo*
Cougar, *Puma concolor*
Bears (family Ursidae)
Rhinoceros (family Rhinocerotidae)
Elephant (family Elephantidae)
Hippopotamus (family Hippopotamidae)
Cape buffalo, *Syncerus c. caffer*
Crocodile, except dwarf and Congo (family Crocodylidae)
Gavial (family Gavialidae)
Black caiman, *Melanosuchus niger*
Komodo dragon, *Varanus komodoensis*

5.1.2 Aquatic & Marine Wildlife

Cetacea
Orca, *Orcinus orca*
Pinniped
Walrus, *Odobenus rosmarus*
Northern Elephant Seal, *Mirounga angustirostris*
Leopard Seals, *Hydrurga leptonyx*
Eared Seal (Otaridae)
Polar bear, *Ursus maritimus*

5.2 Class II

5.2.1 Animals

Howler monkey (genus *Alouatta*)
Uakari (genus *Cacajao*)
Mangabey (genus *Cercocebus*)
Guenon (genus *Ceropithecus*)
Bearded saki (genus *Chiropotes*)
Guereza monkey (genus *Colobus*)
Celebes black ape (genus *Macaca*)
Indri (genus *Indri*)
Macaque (genus *Macaca*)
Langur (genus *Presbytis*)
Douc langur (genus *Pygathrix*)
Snub-nosed langur (genus *Rhinopithecus*)
Proboscis monkey (genus *Nasalis*)
Serval, *Leptailurus serval*
European and Canadian lynx, *Lynx lynx*
Bobcat, *Lynx rufus*
Cheetah, *Acinonyx jubatus*
Caracal, *Caracal caracal*
African golden cat, *Profelis aurata*
Temminck's golden cat, *Profelis temmincki*
Fishing cat, *Prionailurus viverrina*
Ocelot, *Leopardus pardalis*
Clouded leopard, *Neofelis nebulosa*
Coyote, *Canis latrans*
Gray wolf, *Canis lupus* (including wolf x hybrids which are 25% or less domestic dog)
Red wolf, *Canis niger* (including wolf x hybrids which are 25% or less domestic dog)
Asiatic jackal, *Canis aureus*
Black-backed jackal, *Canis mesomelas*
Side-striped jackal, *Canis adustus*
Indian dhole, *Cuon alpinus*
African hunting dog, *Lycaon pictus*
Wolverine, *Gulo gulo*
Honey badger, *Mellivora capensis*
American badger, *Taxides taxus*
Old World badger, *Meles meles*
Binturong, *Arctictis binturong*
Hyena (all species) (family Hyaenidae)
Dwarf crocodile, *Osteolaemus tetraspis*
Alligator, caiman (except American alligator) (family Alligatoridae), large constrictor (more than 10 feet in length or 60 pounds), and venomous reptiles
Ostrich, *Struthio camelus*

Cassowary (*Casuarius* spp.)

5.2.2 Aquatic & Marine Wildlife

Sharks/Rays (large pelagic (ocean) sharks, sting rays)

Venomous Fish (*Note special section on venomous species*)

Blue Ringed Octopus (Genus *Hapalochlaena*)

Electric eel, *Electrophorus electricus*