

Sanctions in the case of a violation of the EAZA Code of Ethics, EAZA Standards, or EEP Procedures



Approved by EAZA Annual General Meeting
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In the case of a violation of the EAZA Code of Ethics, EAZA Standards, or the EEP procedures as laid down in the EAZA Population Management Manual, three levels of sanction can be imposed by the responsible bodies of EAZA:

- I. **Warning**
- II. **Restricted status**
- III. **Termination**

I. Warning

A warning can be given to an EAZA Member institution by the EEP Committee, Membership and Ethics Committee, or Conservation Committee for one or more of the following reasons:

1. Not following recommendations from EEP coordinators for animal transfer between officially approved EEP participants, also including non-EAZA EEP participants;
2. Claiming for money for an EEP or ESB animal;
3. Transferring, importing or releasing an animal from the EEP population without the knowledge and approval of the EEP Coordinator;
4. Repeatedly not responding to relevant requests from the EEP coordinator within a time period of six months;
5. Categorically and/or repeatedly not following EEP breeding recommendations, EEP non-breeding recommendations or EEP husbandry recommendations;
6. Other violations of EEP rules;
7. Not keeping appropriate records as designated in the EAZA Standards for the Accommodation and Care of Animals in Zoos and Aquaria; non-participation in ZIMS (and/or Species360 membership) or not updating ZIMS data in the preceding six months;
8. Non-fulfilment of the role and duties as the responsible EEP Coordinator;
9. Violations of the Code of Ethics or EAZA Standards e.g. issues which harm the community's common interests regarding animal care, EEPs, or conservation activities and reporting, or animal exchanges, or harm other Members or their image or the image of EAZA.

Warnings are registered by the EAZA Executive Office (EEO) and Council is notified about each warning. The warning comes into effect on the date indicated in the communication from the EEO to the Member. Furthermore, warnings are subsequently communicated to the whole Membership i.e. via mailing to Coordinators and in the next eNews.

If possible, the problem(s) that led to the warning shall be rectified or settled with the respective committees by the Member institution within six months of the warning being issued. The respective Committee liaisons will follow up with the Member prior to the six-month requirement and bring the response to the next meeting of the Committee. The respective Committee will then discuss whether a new warning should be imposed due to the problem(s) not being rectified or settled.

Warnings are automatically purged five years after they have been issued. The exception to this is if Restricted status is imposed on a Member; in which case the warnings are purged at the end of the Restricted status period.

II. Restricted status

Restricted status can be imposed on an EAZA Member institution by the Executive Committee for the following reasons:

1. Following three official warnings from the EEP and/or the Membership and Ethics Committee;
2. Severe violations of the EAZA Code of Ethics, or EEP rules (examples of severe violations are actions which are not in line with animal welfare or nature conservation regulations or irresponsible dealing with "surplus" animals).

Restricted status lasts for two years and is registered by the EEO and communicated to the EAZA membership as well as to Coordinators. Relevant partner organisations are also notified. Members with Restricted status cannot be Council members and cannot have any other functional roles in EAZA (e.g. members of EAZA committees, EEP Species Committees, TAGs, etc.). Members with Restricted status cannot attend any EAZA meetings with the exception of the Annual General Meeting, and do not have access to the Member Area of the EAZA website. Members with Restricted status are still required to follow all EEP/ESB rules for the EEP/ESB animals they have already but, cannot acquire new EEP species and lose recommendations for any new EEP species that might have been made prior to the Restricted status that have not yet been transferred.

Restricted status will be lifted after two years if the Member cooperates fully with the EEP(s) and does not receive any new warnings. In order for the restricted status to be lifted:

- The Member provides written confirmation that they commit to following EAZA Codes and Standards and are not aware of any incidences where these may be in violation;
- Both the EEP and Membership and Ethics Committee need to recommend to the Executive Committee that the Member should be brought back to Full Member status and confirm they have no other warnings or ongoing complaints against them;
- If either Committee does not support the reinstatement of the Restricted Member to Full Member, the Committee Chair will submit a detailed report on why this is the case. The final decision to change the membership status stays with the Executive Committee;
- The Executive Committee considers the recommendations in the meeting prior to the deadline of Restricted status ending and in principal decides if the Restricted status can be lifted as per the two-year deadline date;
- If there is a complaint against the Member under investigation, then the Executive Committee can decide to extend the Restricted status for an appropriate time until the complaint is resolved;
- A letter will be sent to the Member with Restricted status to say that they will be reinstated by date X provided no new concerns arise by that date;
- The Executive Director monitors the situation and if no further concerns are raised between the meeting and the deadline then a letter is written from the EAZA Chair to the Member to confirm that the Restricted status is lifted and the Member is returned to Full

Member status.

- After the Member has been informed, the EAZA Executive Office leads on communicating with Coordinators, the EAZA membership and any relevant partner organisations who were previously notified of the change in status.

If the Member continues to violate EEP rules or receives further warnings the Executive Committee will recommend the Member to Council for termination of membership.

II. Termination

The Executive Committee can propose termination of membership to Council in the following cases:

1. Cancellation: When the Member has ceased to comply with the requirements for membership set out in the articles of the association, if they fail to fulfil their obligations towards the association or if the association cannot reasonably be required to allow the membership to continue;
2. Disqualification: When the Member acts in violation of the articles of association, bylaws or resolutions of the association or unreasonably disadvantages the association;

Specific examples would be (but are not limited to):

- Members with Restricted status who have not fully cooperated with EAZA committees, or have not abided by the EAZA Code of Ethics, EAZA Standards, or EEP procedures in the preceding two years;
- Very severe violations of the EAZA Code of Ethics or EEP procedures.

A termination is communicated to the whole membership and Coordinators. EAZA also informs the relevant EAZA Associate Member national zoo federation and requests that the federation informs the relevant national authorities. In case there is no EAZA Associate Member national federation, or no national federation, in the country concerned, EAZA shall request the relevant EAZA Council member(s) to inform the relevant national authorities. Terminated Members can apply for new membership after five years and must go through the full accreditation procedure.

Appeal

Members have the opportunity to appeal decisions. Please see the relevant section(s) in the EAZA Membership and Accreditation Manual for further detail. Filing an appeal does not delay the imposition of the sanction, nor does it delay the communication of the sanction.