

Sanctions in the case of a violation of the EAZA Code of Ethics 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 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. **Exclusion**
- III. **Termination**

I. Warning

A warning can be given to an EAZA Member institution by the EEP Committee or the Membership and Ethics 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. Other violations of EEP rules;
6. 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;
7. Non-fulfilment of the role and duties as the responsible EEP Coordinator;
8. Smaller violations of the Code of Ethics (e.g. issues which harm the community's common interests regarding EEPs, image, or animal exchanges, or harm other Members or their image).

Warnings are registered by the EEO (EAZA Executive Office) and Council is notified about each warning. Furthermore, warnings are communicated to the whole EAZA membership. The problem(s) shall be rectified or settled with the respective committees by the Member institution within six months of the warning being issued; if not, a further warning will automatically be due. Warnings are purged five years after they have been issued.

II. Exclusion

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

1. Following three 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).

The 'Excluded' 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 'Excluded' 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 'Excluded' 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 'Excluded' status are still required to follow all EEP/ESB rules for the EEP/ESB animals they have already but, cannot acquire new EEP species. Exclusion status will be lifted after two years if the Member cooperates fully with the EEP(s) and does not receive any new warnings. 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.

III. 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 Excluded status who have not fully cooperated with EAZA committees, or have not abided by the EAZA Code of Ethics 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. 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.