

# EAZA

## Screening Team Questionnaire




**European Association of Zoos and Aquaria**

Updated to Reflect New Standards August 2017

*This is an official document of the European Association of Zoos and Aquaria and becomes an intrinsic part of the accreditation procedure of the institution. The accreditation procedure is conducted in confidence; only the Screening team, EAZA Membership & Ethics Committee, EAZA Executive Office, chief executive officer of the applicant institution, and chairman of the institution's governing authority shall be provided copies by EAZA.*

Dates of Screening: 5-6 February 2019

Name of Facility	Zoologická zahrada Ústí nad Labem	
Country	Czechia	
Short Name	USTI-NAD-LABEM	
Member Number	0050	
Membership Status	Full Member	

<b>Date of Opening</b>	<b>1914</b>
<b>Physical Size</b>	<b>26 hectares</b>
<b>Ownership Type</b>	<b>Municipal government</b>
<b>Annual Visitation</b>	<b>165.038 in first 10 months of 2018</b> (163.994 in 2017; 161.701 in 2016)
<b>Annual Budget</b>	<b>€ 2.378.500 in 2018</b> (€ 2.319.700 in 2017; € 2.253.900 in 2016)
<b>Number of Staff</b>	<b>94 fte</b>
<b>Number of Species</b>	<b>228 species</b> (1282 animals)

#### **History of Institution:**

[Zoo Ústí nad Labem](#) (ZUNL) was founded as a bird sanctuary in 1908 by Heinrich Lumpe, a local businessman and ornithologist. The 6-hectare park was opened to the public in 1914 and was known as 'Lumpepark'. After WWII, the bird park was taken over by the Czechoslovakian government. At the same time, the park was turning into a zoological garden. It started growing quickly in the 1970s and now covers 26 hectares. Although the zoo holds mainly exotic wildlife, it still supports Heinrich Lumpe's legacy.

In 2018 the zoo celebrated the 110<sup>th</sup> anniversary of the zoo with a special education programme for schools.

Zoo Ústí nad Labem joined EAZA as a Full Member in 1994. They are also a member of WAZA (since 2001), UCSZOO (since 1990) and IZE, and became a member of ISIS/Species360 in 1996.

The zoo is located on the slope of Mariánský hill, less than 2 km from the Ústí nad Labem city centre. The zoo is divided in a lower, middle and upper level, with ±100 m difference between the lowest and highest part.

#### **Future plans:**

The zoo has an ambitious and comprehensive master plan.

The construction of a new enclosure for African penguins has just been completed. Enclosures for Malayan tapirs and small-clawed otters are under construction

Planned projects include:

- Finishing the enclosures for Malayan tapirs and small-clawed otters.
- Reconstruction of the exotarium.
- New exhibit for Southeast Asian birds.
- New enclosures for harbour seals, lemurs, domestic animals.
- Reconstruction of the exhibit for waterfowls and aviary.

Please answer each question with **yes** or **no** and with either **A**, **U**, or **Q**.

If the question is not applicable, mark it **N/A**.

**A :** Acceptable (requires no immediate action: normal within the profession)

**Q :** Questionable (should be improved or changed as soon as possible, but is not a critical matter)

**U :** Unacceptable (must be corrected without delay; does not meet professional standards, may be unsafe or detrimental to the institution, its staff, its animal and plant collection, or its visitors)

1. DETAILS ON THE INSTITUTION					
- Stated Purposes -					
		Yes	No	A/Q/U	N/A
1	Does the facility have a master plan?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
2	Is this master plan realistic and obtainable for the institution's current financial and knowledge capabilities?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Q	<input type="checkbox"/>

**Comments:**

The screening team was shown a presentation of the master plan for the zoo at the start of the screening visit. This plan appeared to be very comprehensive and well thought out. It addresses virtually all of the zoo's weaker points (outdated enclosures, lack of parking space, hilly terrain of the zoo grounds, etc.) and is divided in three periods: short term (2018-2025), middle term (2026-2030) and long term (2031-2035).

Some of the long-term projects are rather ambitious, but in general the master plan looks realistic (with some rather ambitious projects in the long-term part) – with the caveat that everything depends on funding from the Ústí nad Labem City Council.

The first stage of the project is now in the presentation/discussion phase at the City Council, with elections having taken place 4 months before the screening visit.

- Governing Authority -					
		Yes	No	A/Q/U	N/A
3	Do the director and governing authority (municipality, board, parent company) have a good working relationship and is the structure clearly defined?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
4	Do the governing authorities (city, board, etc) recognise the director as the sole official liaison between itself and the staff?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
	Are day to day operation decisions made by the director?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>

**Comments:**

Director Roman Končel was appointed in July 2017. Before that the zoo has seen several changes in management over the last few years. As far as the screening team could establish, Mr Končel has a good working relationship with the Ústí nad Labem municipality.

**- Staff -**

		Yes	No	A/Q/U	N/A
5	Are there clear job descriptions for all levels of staff?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
6	Do staff members have a clear understanding of their jobs?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
7	Do all levels of staff have regular meetings?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
8	Are staff members provided an opportunity and encouraged to seek continuing education and/or training specific to their current or future position (e.g. personal development programme)?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Q	<input type="checkbox"/>
9	Are staff members on all levels experienced and knowledgeable for their position?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	U	<input type="checkbox"/>
10	Is there sufficient staff to properly care for the collection and to conduct the institution's programmes?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
11	Is staff at the facility participating actively in EAZA in the form of committees, hosting of breeding program management, TAG or working group positions (chairs, vice-chairs, advisors)? (EAP)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Q	<input type="checkbox"/>

**Comments:**

Q8: There are some development opportunities, but they focus mainly on staff with lower education. 30% of the keepers have done a special keeper course (3 days a month for 8 months).

Q9: During most of the guided tour through the zoo, the screening team was accompanied by the head of the zoological department. He was joined by the two other 'zoologists' (head keepers; together responsible for the three keeper departments of the zoo) for parts of the second day of the visit.

All three 'zoologists' are young and very inexperienced, basically just out of school. Although there were no signs that these three people are not competent, and the keeping team also has more experienced keepers, it seems like the staff turnover rate has been very high. The screening team was concerned that the inexperience of the head keepers would eventually have a negative effect – not only on the animal care, but also on things like safety, job satisfaction of staff, etc.

These concerns were exacerbated by the fact that the head zoologist did not have keys to several of the animal enclosures, depending on keepers (who might have already gone home for the day) to access the buildings.

This is a potential safety risk – what if there is an emergency?

A complicating factor was that none of the zoologists speaks English very well. This did not only make it difficult to get all questions answered, but also raises concerns for the ability of ZUnL to cooperate with other zoos on an international level.

**- Support Organisation -**

(only when applicable)		Yes	No	A/Q/U	N/A
12	Is there a good working relationship between the support organisation and the institution?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
13	Does the support organisation raise funds for the institution?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
14	Are activities sponsored by the support organisation appropriate and meeting the goals of both it and the institution?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>

**Comments:**

Two organisations could be considered support organisations for ZUnL:

- [Folifora](#), an endowment fund that was founded to support the zoo and its projects;
- The [Zoo Ústí nad Labem Zoologický Klub](#), an association of ±30 supporters of the zoo. It organises activities, publishes collections of scientific papers and provides financial support to *in situ* conservation projects.

- Physical Facilities -		Yes	No	A/Q/U	N/A
15	Does the institution have amusement rides/playground areas near or on the institution grounds?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
16	Is the institution easy to reach by car and/or public transport?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Q	<input type="checkbox"/>
17	Is there adequate provision for disabled visitors?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
18	Does the facility appropriately manage its sewage, toxic materials and waste?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
19	Is the facility recycling when appropriate?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
20	Are public food service facilities clean and provide a nice guest experience?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
21	Are the grounds clean and neat?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
22	Are paths and roads in good repair?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
23	Are the buildings in good repair?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
24	Are plants and trees well-maintained throughout the institution?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
25	If off-premises facilities are operated, did the team visit the site?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	-	<input type="checkbox"/>
26	Are the conditions at the off-premises facility acceptable?	<input type="checkbox"/>	<input type="checkbox"/>	-	<input checked="" type="checkbox"/>

**Comments:**

Q16: The zoo is easy to reach and conveniently close to the Ústí nad Labem city centre. But parking facilities are very limited, with space for only a few cars. Plans for a new, larger car park near the upper entrance of the zoo are included in the master plan.

Q17: The zoo has disabled toilets and there are no barriers for disabled visitors other than its hilly terrain. A zoo train can take visitors from the lower to the upper part of the zoo and back. Plans for a cable car system are included in the master plan.

Q23: Some of the buildings show cracks in the walls, caused by earthquakes that are the result of work in a nearby stone quarry. This has been taken into account in the construction of the buildings, and the screening team was assured that this is not causing dangerous situations.

Q25: The zoo also runs an [animal shelter](#) in a different location. The screening team did not visit this site.

2. FINANCIAL MATTERS		Yes	No	A/Q/U	N/A
27	Does the institution appear to be financially stable?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
28	Is there a separate budget available for capital improvements and are adequate funds available?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
29	Is the facility able to reinvest into new exhibits, infrastructure and repair on a regular basis?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Q	<input type="checkbox"/>

**Comments:**

ZUnL runs largely on funding by the municipal government. The Ústí nad Labem region was struck hard by the financial crisis, and budgets have been tight. The zoo has several outworn and outdated enclosures (for example the orangutan building and monkey house), and it is clear that investments into reconstructions or the construction of new enclosures have been postponed.

But as mentioned earlier (under Q2), there is now a detailed master plan for the zoo, which deals with all of these areas and should make the zoo ready for the future.

At the moment of the screening visit, however, it was not yet clear if the Ústí nad Labem City Council would approve the master plan of the zoo and provide the required funding for it. This is a major concern, as the future of the institution as a progressive and continually improving zoo depends on it.

3. ANIMAL CARE		Yes	No	A/Q/U	N/A
- General Animal Welfare -					
30	Does the institution have a proactive animal welfare policy?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	-	<input type="checkbox"/>
	- If yes, is it clear that the policy is adhered to?	<input type="checkbox"/>	<input type="checkbox"/>	-	<input checked="" type="checkbox"/>
	- If not, is it clear that the zoo has a proactive approach promoting physical, behavioural and emotional welfare?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>

**Comments:**

ZUnL does not have a clear, written animal welfare policy. Nevertheless, the screening team felt that the

physical, behavioural and social well-being of animals in the collection was actively promoted by the zoo staff.

- Veterinary Care -		Yes	No	A/Q/U	N/A
31	Has a programme of veterinary care been established, and is it maintained under the supervision of a veterinary surgeon or practitioner?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
32	Does the veterinary care provided to the animal collection appear sufficient?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
33	Does the animal collection appear to be in good health?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
34	Does the veterinary staff keep up to date with trends and development in the field of wildlife veterinary medicine? (Member of EAZWV, conferences additional training, Continuing Education Credits, etc.)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
35	Does the institution maintain up-to-date records on the health of the collection?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
	Does the institution utilize ZIMS Medical?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	A	<input type="checkbox"/>
36	If veterinary facilities are provided, are they adequate to meet the needs of the collection (including quarantine, isolation, surgery, and holding facilities)?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
37	Are there separation facilities available for sick, pregnant, injured or recovering animals?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
	Are these adequate for the collection?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
38	Does the institution utilise controlled animal drugs?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
	- If yes, are there written protocols for the use of such animal drugs and antidotes (e.g. procedures established in the event the veterinarian is not present to administer the drugs)?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	A	<input type="checkbox"/>
39	Are controlled animal drugs safely kept under lock and key with limited access by authorised persons only?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
40	Is their adequate capture equipment (nets, etc) available for the collection at the institution and are staff members trained in its use?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
41	Is there a sufficient number of staff members trained in the use of chemical capture equipment (within national law)?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
42	Is there a safe and effective programme for the control of pests and, where necessary, predators?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
43	Does the institution normally perform necropsies?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
	Are these results analysed by a veterinary professional (either internal or external personnel) to evaluate trends?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
44	Are deceased animals disposed of properly?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
45	Are deceased animals stored away from food?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>

46	Is animal waste managed in a manner that minimizes contamination and potential environmental hazards?	<input checked="" type="checkbox"/> <input type="checkbox"/> - <input type="checkbox"/>

**Comments:**

Q31: The zoo has a contract with a veterinary practice with three vets, who visit the zoo daily (see also Q9). The veterinary clinic is located on a ±5-minute distance from the zoo (by car). At the zoo the vets only have an office in the main building, with a fridge/freezer for storing samples.

Q35: The vets use a different programme for their record keeping.

Q38: Controlled drugs are administered by the vets only.

Q42: Pest control is managed and recorded by a specialised company that is also responsible for the pest control in the city. Predators and stray/feral cats are also controlled by the zoo's (neutered and vaccinated) own cats, or caught and moved to the zoo's animal shelter.

Q43/44: Deceased animals are stored in a special little building located at the edge of the zoo. This building can be accessed from outside the zoo by the city services as well, creating a very hygienic and efficient way to dispose of deceased animals. The building also has a room that can be used for performing necropsies.

Necropsies are generally carried out at the zoo or sent to a lab in Plzeň or Prague. Results and samples are sent to the state authority.

- Animal Enclosures -		Yes	No	A/Q/U	N/A
47	Is the general impression given by the exhibits acceptable?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Q	<input type="checkbox"/>
48	Are the animal enclosures clean and well maintained?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
49	Are primary enclosures suitably complex to meet the behavioural, physiological and emotional needs of the animals? (primary=most amount of time spent, could be indoor holding in winter or temporary holding)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	U	<input type="checkbox"/>
50	Is the animal provided free choice on the use of the exhibits? (Ex: not locked out beyond what is required for cleaning/maintain/enrichment).	<input type="checkbox"/>	<input checked="" type="checkbox"/>	A	<input type="checkbox"/>
51	Is it apparent that the enclosures are of sufficient size and that the animals are managed in such way that: 1. Undue dominance by individual animals is avoided? 2. Persistent and unresolved animal conflict is avoided? 3. The physical carrying capacity of the enclosures is not overburdened? 4. There is not an overcrowding for resources? (benches, access to food, etc) 5. All animals which are in visibly adjoining enclosures appear to be those which do not interact in an excessively stressful way?	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	Q Q Q - -	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
52	Are animals kept in temporary accommodation? -If yes, is their situation regularly assessed and evaluated?	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>	- -	<input type="checkbox"/> <input type="checkbox"/>
53	Are separation facilities adequate for all species exhibited?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>

54	Do enclosures provide for the well-being of the animals throughout the year?	<input checked="" type="checkbox"/> <input type="checkbox"/> Q <input type="checkbox"/>
55	Do trees within or near animal enclosures appear to be in a safe condition?	<input checked="" type="checkbox"/> <input type="checkbox"/> _ <input type="checkbox"/>
56	Are the aquatic water circulation and life support systems adequate?	<input checked="" type="checkbox"/> <input type="checkbox"/> _ <input type="checkbox"/>
57	Do the water quality methods and controls programme appear to be adequate for the aquatic exhibits?	<input checked="" type="checkbox"/> <input type="checkbox"/> _ <input type="checkbox"/>

**Comments:**

Q47: For most of the zoo, the impression given by the exhibits is acceptable. The differences are quite obvious between the older and more modern exhibits, such as the Exotarium and new penguin outdoor enclosure, which leave a good impression.

Some of the older enclosures clearly do not meet EAZA Standards. The screening team had strong concerns about the welfare of some of the animals in these exhibits. Mainly these include the orangutan building and the monkey house. These exhibits do not meet the social and behavioural needs of the animals (see chapter 1 of the *EAZA Standards for Accommodation and Care of Animals*).

The orangutans are also locked inside when it is cold. The animals in the monkey house are locked inside for three months or more during the winter. The indoor enclosures are overcrowded and barely furnished, causing stress and social conflicts – resulting in fighting and injuries, for example with the mandrills.

There are plans to build new enclosures for (most of) these animals, but funding is still unsure (see Q29). If there will be no changes before next winter, the screening team strongly recommends reducing the number of species, to give the remaining animals more space, and add appropriate and sufficient furnishing (substrate, vegetation, climbing structures, etc.).

Q49: The screening team has serious concerns about the situation all of the orangutans, but in particular the 49-year old hybrid male orangutan, who is kept alone in a very small and bare enclosure. These circumstances are very far from meeting the Orangutan EEP Best Practice Guidelines. He was transferred to ZUnL from Prague Zoo after the flood in 2002 and never returned. The team would like to encourage ZUnL to actively keep looking for a solution, in cooperation with the EEP, to improve the last part of this animal's life.

The screening team understood that the zoo plans to transfer the two female orangutans (mother and daughter) to other zoos, and that other animals will eventually live in the planned new orangutan house. While the females are still at ZUnL, the screening team recommends giving them access to the separation facilities of the orangutan house as well, to increase the size of their living space.

Due to the Czech climate (with average temperatures around 0°C for at least three months in winter), many animals are locked inside for extended periods. In several cases, their indoor enclosures are not suitably complex to meet their needs and encourage natural behaviour.

Some are already described above. Several other animals (sloth, cuscus, alligator, parrots, etc.) are moved to a special 'winter house' above the nutrition centre. The cages in the winter house do not necessarily provide the best circumstances for these various animals.

The conditions of the indoor enclosures in the carnivore house could also be improved. The bears and big cats (currently Malaysian leopard, clouded leopard, amur leopard, snow leopard, tiger, lion) are locked inside for most of the time in winter (see also Q50), but their indoor enclosures are not very spacious and lack complexity. One amur leopard had only a few square metres and was visibly distressed.

A solution could be to reduce the number of large cat species, creating more space for the remaining animals. The zoo is already planning to phase out the Malaysian leopard.

It would also help to make better use of the vertical space of the enclosures.

The screening team also recommends having a critical look at the maned wolf enclosure. It is currently surrounded by visitor paths, leaving these shy wolves no place to hide from the public.

Q50: In the carnivore house, some of the animals (Malaysian leopard, sun bear) share one outside enclosure and need to be rotated. In winter the animals go outside for 3-4 hours a day (with the exception of the snow leopard). In summer they can stay outside during the night. The zoo is already planning to phase out the Malaysian tiger.

Q51: These questions are marked 'questionable' because of the situation in the monkey house (see Q47).

Q52: The porcupines were temporarily kept in an inside enclosure, as their outside enclosure needed to be repaired. This meant that they did not have the opportunity to dig, but this should hopefully be resolved soon.

Q54: As described above, the enclosures are generally acceptable for most of the year, but several of the winter enclosures are not.

**- Enrichment and Equipment -**

		Yes	No	A/Q/U	N/A
58	Is species appropriate enrichment built into the day to day animal care and is there evidence that it is taking place? (schedules, daily records etc.)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
59	Is enrichment evaluated for success?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Q	<input type="checkbox"/>
60	Is there a standardized procedure for approval of enrichment?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Q	<input type="checkbox"/>
61	Do enrichment programmes include a range of enrichment categories e.g. physical habitat, sensory, novelty, feeding behaviours, cognitive and social?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Q	<input type="checkbox"/>
62	Is there a specific budget for enrichment?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	A	<input type="checkbox"/>
63	Are staff provided and allocated time for the production implementation and evaluation of enrichment?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
64	Are enclosure substrates, design features and furniture sufficient to provide shelter for and meet the behavioural needs of all specimens displayed, especially those kept in multi-species exhibits?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Q	<input type="checkbox"/>

**Comments:**

Q58-61: Some environmental/behavioural enrichment is provided, but not throughout the whole zoo, and without a clear strategy or programme.

The behaviour of the animals is being tracked, and action taken when there are problems, but this does not necessarily include enrichment. Enrichment is not tracked or evaluated, and there is no standardised procedure for approval of new ideas.

The idea of providing the orangutan with a T-shirt is an example of a form of enrichment that should not have been approved, as this is not in line with the *EAZA Standards for Accommodation and Care of Animals* (5.1).

Q64: In general, the enclosures feature sufficient furnishing etc., but again, with some exceptions, such as the monkey house and winter house.

**- Training -**

		Yes	No	A/Q/U	N/A
65	Is there an animal training programme at the facility? If yes, are the training sessions tracked for progress?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
66	Is it evident that only positive reinforcement techniques are employed?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
67	Does the animal training promote positive animal welfare through e.g. cognitive stimulation, positive social interaction, aid in husbandry or health checks?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
68	When training is conducted in front of the public, is it conducted in a manner deemed to provide an educational and conservation message in line with the ethics of EAZA's 'Demonstrations' document? - Is there a protocol to ensure the animals well-being and safety during the training session? - Do formal animal training programmes provide for the well-being and overall health of those participating? - Do holding/off show facilities for animals in demonstrations meet EAZA standards? - Do animals in demonstrations participate in breeding programmes? (as recommended for the species and individual)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
		<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
		<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
		<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
		<input type="checkbox"/>	<input type="checkbox"/>	-	<input checked="" type="checkbox"/>

**Comments:**

Q65: Training is done with harbour seals and elephants. The screening team watched a training session with the seals.

- Nutrition -					
		Yes	No	A/Q/U	N/A
69	Does the quantity and quality of food and drink provided for the animals appear satisfactory?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
70	Are diets formulated with the advice of veterinarians, species experts or nutritionists?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
71	Are supplies of food and drink kept and prepared under hygienic conditions?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
72	Is it apparent that food and drink are placed to be accessible to every animal within an enclosure?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
73	Are animal diet sheets available for all species and accessible to staff? Are they utilized in the nutrition center? Are diets evaluated, updated and approved in a standardized manner?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
		<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
		<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
74	Is food and drink provided in such a way that: (1) It meets the biological needs of the animal (e.g. time and frequency of feeding)? (2) It meets the behavioural needs (e.g. placement)? (3) Contamination is minimised?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
		<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
		<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>

**Comments:**

Most of the food is stored and prepared in the nutrition centre in the upper East corner of the zoo. Some of the larger animal houses have small satellite kitchens. Conditions are good, with separate storages and preparation rooms for meat/fish, fruit/veg and dry food, and a special room for processing larger carcasses. The zoo breeds its own feed animals (rabbits, rats, mice), which are kept in appropriate conditions and killed humanely before feeding. Diet sheets are available and easily accessible in the nutrition centre.

Plans for the future include changing the infrastructure of the zoo, to separate routes for visitors and staff, making it easier for staff to service and deliver food to the enclosures.

- Visitors & contact with animals -		Yes	No	A/Q/U	N/A
75	Is it apparent that the animals are not provoked for the benefit of the viewing public?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
76	Are animals used directly as part of a visitor contact /educational programme in line with EAZA Demonstrations Guidelines? If yes: 1. Are they housed in a designated education area? 2. Is the animal given choice regarding their participation? E.g. Do they have the opportunity to choose to abstain from participation without negative consequences? 3. Are all animals engaged in the contact sessions through positive reinforcement techniques? 4. Whilst not actively participating in the educational programme, are the animals' enclosures/situation meeting all other EAZA standards? 5. Are guest interactions tracked and recorded?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
	1. Are they housed in a designated education area?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
	2. Is the animal given choice regarding their participation? E.g. Do they have the opportunity to choose to abstain from participation without negative consequences?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
	3. Are all animals engaged in the contact sessions through positive reinforcement techniques?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
	4. Whilst not actively participating in the educational programme, are the animals' enclosures/situation meeting all other EAZA standards?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
	5. Are guest interactions tracked and recorded?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	A	<input type="checkbox"/>
77	Does the facility have walkthrough, drive-through or direct contact animal exhibits? (petting zoo, lemur walkthrough, touch pools, etc) If yes: 1. Do these animals have an area away from public access which they can access at all times? 2. Does this 'away from public' area, provide for all the animals' needs e.g. appropriate resting areas, food and water, provision of behavioural opportunities? 3. Is the contact area supervised by a member of staff at all times? 4. Is biosecurity managed? (hand washing, shoe cleaning, etc.)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
	1. Do these animals have an area away from public access which they can access at all times?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Q	<input type="checkbox"/>
	2. Does this 'away from public' area, provide for all the animals' needs e.g. appropriate resting areas, food and water, provision of behavioural opportunities?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Q	<input type="checkbox"/>
	3. Is the contact area supervised by a member of staff at all times?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	A	<input type="checkbox"/>
	4. Is biosecurity managed? (hand washing, shoe cleaning, etc.)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	A	<input type="checkbox"/>
78	Is feeding by visitors permitted? If yes, is this on a selective basis only, with suitable food sold, provided or approved by the management?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
		<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
79	Does the institution utilise wildlife in off-premises situations (i.e. shopping malls, sporting/events, school programmes/visits, theatrical productions)? If yes: 1. Does the institution make certain that the off-premises programmes cause no undue stress for the animals? 2. Is sufficient care provided while the animals are off the premises? 3. Are animals kept separate from the collection, especially following an appearance off the institutions grounds?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	-	<input type="checkbox"/>
	1. Does the institution make certain that the off-premises programmes cause no undue stress for the animals?	<input type="checkbox"/>	<input type="checkbox"/>	-	<input checked="" type="checkbox"/>
	2. Is sufficient care provided while the animals are off the premises?	<input type="checkbox"/>	<input type="checkbox"/>	-	<input checked="" type="checkbox"/>
	3. Are animals kept separate from the collection, especially following an appearance off the institutions grounds?	<input type="checkbox"/>	<input type="checkbox"/>	-	<input checked="" type="checkbox"/>

**Comments:**

Q77-78: ZUNL has a lemur walkthrough exhibit and small petting zoo with domestic animals. The lemur walkthrough is only open in summer and permanently supervised by staff. The lemurs have access to an area away from the public.

The petting zoo is not permanently supervised, but rules for visitors are clearly signposted. There are no instructions for hygiene, however. There is a water fountain nearby that could potentially be used for this, but it is not indicated as such, and there is no soap.

Feeding by visitors is permitted, but only with special pellets.

The sheep do not have the option to hide from the public if they want to. This should be provided to them, in order to meet the *EAZA Standards for Accommodation and Care of Animals* (1.10).

#### 4. ZOOLOGICAL COLLECTION

##### - Animal Records -

		Yes	No	A/Q/U	N/A
80	Is the institution using ZIMS for animal record keeping? If yes: Are records of all animals (either at individual, group or colony level) entered into ZIMS? Are all EEP and ESB species maintained by the institution registered in ZIMS? Does the institution regularly enter/update animal records in ZIMS?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
		<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
		<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
		<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
81	Do the records provide adequate information to allow for behavioural notes, tracking health trends and breeding success?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
82	Is there a designated registrar/record-keeping staff member?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
83	Are duplicate records (including permits etc.) stored in an appropriate separate location? (back-up server, off site hard drive, trusted cloud storage, etc.)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
84	Are animal identification methods (microchip, leg bands) appropriate and implemented?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>

#### Comments:

Unfortunately Czech zoos have to provide the authorities with animal records in a compulsory format that cannot be produced by ZIMS. This means that they need to keep animal records in different systems. As a result, all essential data are in registered in ZIMS, but not much more than that.

Q83: Duplicate records are stored by the local authorities.

##### - Acquisition, Exchange & Transport -

		Yes	No	A/Q/U	N/A
85	Does the institution have a written animal acquisition/disposition policy and is it apparent that this policy is adhered to?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
86	Do the institution's animal acquisitions and dispositions fully comply with EAZA Standards?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>

87	Can animals be safely and efficiently moved into/out of the collection?	<input checked="" type="checkbox"/> <input type="checkbox"/> - <input type="checkbox"/>
88	Do options for transportation take the wellbeing of the animals into consideration?	<input checked="" type="checkbox"/> <input type="checkbox"/> - <input type="checkbox"/>

**Comments:**

Q85-86: A written animal acquisition/disposition policy was submitted shortly before the screening visit, and it meets EAZA requirements.

The screening team liked the idea of the whiteboard showing information about all planned animal transports for the (head) keeping staff.

Q87: An example of how moving animals has been taking into consideration in the building plans for exhibits is the cheetah enclosure, which has a built-in squeeze box.

- Collection Plan -		Yes	No	A/Q/U	N/A
89	Does the institution have an animal collection plan reflecting their current collection, institutional mission and future ambitions?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	A	<input type="checkbox"/>
90	Does the decision process regarding the development of the (plant/animal) collection show a conscious effort to take one or more of the following aspects into consideration?	<input type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
	EAZA Regional Collection Plans	<input type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
	EAZA Breeding Programmes needs and requirements (programmes looking for new holders, providing space for non-breeding groups or additional housing for males for social species, etc.)	<input type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
	Experience of the institution with (similar) species	<input type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>

**Comments:**

ZUNL currently does not have a written animal collection plan. As this is a requirement for EAZA membership (see chapter 3.1 of the *EAZA Population Management Manual*), it would be recommended to develop one, linked to the zoo's master plan. But it was clear to the screening team that the zoo does have a clear collection plan, albeit not on paper.

For many species there is a Species Committee on regional (Czech & Slovak) level, with a regional collection plan.

5. SAFETY & SECURITY		
- Enclosures, Barriers & Exits -		
		Yes No A/Q/U N/A
91	Are the enclosure barriers designed and well maintained in order to contain animals within their enclosures?	<input checked="" type="checkbox"/> <input type="checkbox"/> - <input type="checkbox"/>

92	Are the enclosures free from vegetation or other elements which would allow for the escape of animals?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
93	Are warning signs displayed on enclosures containing hazardous animals or on electrified barriers?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
94	Are stand-off barriers successful in preventing direct contact between visitors and hazardous animals?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Q	<input type="checkbox"/>
95	Are barriers designed and maintained in a way that they are safe and effective for the public, particularly children?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
96	Are gates and/or doors to enclosures containing (hazardous) animals securely locked?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
97	Are gates and/or doors as effective in containing the animals as the rest of the enclosure barrier?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
98	Is the perimeter boundary of the institution clearly defined? If no, have appropriate safety measures been taken to protect these animals from public nuisance or to address escape concerns?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
		<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input checked="" type="checkbox"/>

**Comments:**

In general, the enclosure barriers are well designed and maintained.

Q94: Two small exceptions where people could stick their hands in the enclosures are a gate in the fence around the maned wolf enclosure and the windows of the outdoor snow leopard enclosure. These issues should be easy to fix.

**- Drive-through Enclosures -**

		Yes	No	A/Q/U	N/A
99	Is a system of double-gates provided for enclosures containing lions, tigers, bears or primates?	<input type="checkbox"/>	<input type="checkbox"/>	-	<input checked="" type="checkbox"/>
100	Is the type of gate or grid system used for other animals satisfactory?	<input type="checkbox"/>	<input type="checkbox"/>	-	<input checked="" type="checkbox"/>
101	Is tunnel fencing adequate for enclosures holding jumping, fast moving, or hazardous animals?	<input type="checkbox"/>	<input type="checkbox"/>	-	<input checked="" type="checkbox"/>
102	Are access points between enclosures monitored where needed?	<input type="checkbox"/>	<input type="checkbox"/>	-	<input checked="" type="checkbox"/>
103	Is there an alternative method of opening or closing mechanically-operated gates in the event of power failure or other emergency?	<input type="checkbox"/>	<input type="checkbox"/>	-	<input checked="" type="checkbox"/>
104	Do operators of mechanically-operated gates have a clear, unobstructed view of the gates under their control and of the area within the vicinity of those gates?	<input type="checkbox"/>	<input type="checkbox"/>	-	<input checked="" type="checkbox"/>
105	Is drive-through enclosure traffic one-way only?	<input type="checkbox"/>	<input type="checkbox"/>	-	<input checked="" type="checkbox"/>
106	Is stopping permitted only at places where the road is at least 6 metres wide?	<input type="checkbox"/>	<input type="checkbox"/>	-	<input checked="" type="checkbox"/>
107	Are the safety precautions and procedures adequate for the hazardous	<input type="checkbox"/>	<input type="checkbox"/>	-	<input checked="" type="checkbox"/>

	species exhibited?	
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Comments: n/a

- Emergencies -		Yes	No	A/Q/U	N/A
108	Is first-aid available to the staff and the public?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
109	Is there an appropriate number of staff trained in first-aid?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
110	Are emergency procedures (including communications) for a major injury or death by a hazardous or venomous animal?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
111	Is the written procedure adequate in the event of an animal escape?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
112	Are staff members trained for emergency situations?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Q	<input type="checkbox"/>
113	Are animal related emergency drills conducted regularly? (animal escape, keeper down, fire etc.)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	U	<input type="checkbox"/>
114	Are fire extinguishers available and appropriately placed?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
115	Is the staff sufficiently trained in the use of fire extinguishers?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
116	Are there alarms, cameras and extra security around sensitive species? (rare birds, primates, dolphins, rhinos etc.)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	A	<input type="checkbox"/>
117	Are fire, police and ambulance services available?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
118	Are emergency exits available and sign posted?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>

**Comments:**

Q112-113: The emergency preparedness of the zoo staff is questionable. Staff is expected to be aware of the emergency protocols, but they are only trained for some situations. It would be strongly recommended to carry out regular emergency drills, to increase staff confidence in emergency situations, prevent confusion, find potential gaps in the emergency protocols, be better prepared for media attention after a potential emergency, etc.

Q114-115: There are fire emergency plans for every building/department, prepared with the help of a specialised company and checked by the government.

Q116: There are no security cameras in the rhino enclosure, based on the reasoning that this will not stop poachers anyway. Security guards patrol the zoo during the night.

ZUnL's rhino is 48 years old; plan is to phase out.

- Health & Safety -		Yes	No	A/Q/U	N/A
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119	Are staff members/volunteers who handle animals adequately trained in common zoonosis and prevention?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
120	Can staff safely service all exhibits?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
121	Does the institution have written procedures for working with hazardous animals?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
122	Are service areas sufficiently protected from visitor access?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
123	If 24-hour security staff members are not provided, does the institution have adequate security in place during the off hours?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
124	Is the security programme providing sufficient protection?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
125	Are firearms kept in a secured area?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
126	Is the staff adequately trained in the use of firearms?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Q	<input type="checkbox"/>

**Comments:**

Q126: Only the vets (3 people in total) are licensed and trained in the use of firearms. One rifle and a dart gun are kept on-site.

One of the vets was present at the zoo during the screening visit. Questions from the screening team made clear that she is not aware of the type of firearms at the zoo.

It would be recommended to make sure that it is clear to all contracted vets and at least the zoo management which firearms would be required in which situations, and which types of firearms are present at the zoo.

But the zoo also has a contract with a special police team and local hunters for emergency situations. Response time is ±20 minutes.

6.	CONSERVATION	Yes	No	A/Q/U	N/A
127	Does the institution engage in and/or support conservation endeavours that aim to contribute to the long-term survival of species in natural ecosystems and habitats, and allocate appropriate resources to such endeavours (refer to the 'EAZA Guidelines on the definition of a direct contribution to conservation (2015);	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
	If yes, please specify if the institution is involved in (by providing staff, funding or other in-kind support):				
	- <i>Maintaining, restoring or creating habitats</i>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
	- <i>Conservation of Species and populations (in situ or ex situ)</i>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
	- <i>Conservation research</i>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
	- <i>Conservation education and capacity building</i>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
	- <i>Advocacy</i>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
	- <i>Fundraising/direct grants</i>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>

128	Does the institution assist the wider conservation community including wildlife agencies, conservation organisations, governments and research institutions in maintaining global biodiversity?	<input checked="" type="checkbox"/> <input type="checkbox"/> - <input type="checkbox"/>
129	Do the conservation activities include action towards local native species and/or habitats?	<input checked="" type="checkbox"/> <input type="checkbox"/> Q <input type="checkbox"/>
130	Does the institution inform the relevant zoo and aquarium association(s) when leading conservation activities outside the EAZA region?	<input checked="" type="checkbox"/> <input type="checkbox"/> - <input type="checkbox"/>
131	Are conservation activities routinely evaluated to measure their impact and demonstrate their on-going effectiveness?	<input type="checkbox"/> <input checked="" type="checkbox"/> A <input type="checkbox"/>
132	Do conservation activities take relevant guidelines into account (for example IUCN guidelines) and are they endorsed by the relevant wildlife management agencies?	<input checked="" type="checkbox"/> <input type="checkbox"/> - <input type="checkbox"/>
133	Is conservation included in the message of the institution to the general public?	<input checked="" type="checkbox"/> <input type="checkbox"/> - <input type="checkbox"/>
134	Does the institution regularly participate in EAZA Conservation Campaigns?	<input checked="" type="checkbox"/> <input type="checkbox"/> - <input type="checkbox"/>
135	Is the institution involved in energy and natural resource conservation in an appropriate manner?	<input checked="" type="checkbox"/> <input type="checkbox"/> - <input type="checkbox"/>
136	Please specify if the institution: <ul style="list-style-type: none"> <li>- <i>Has a policy on energy use reduction</i></li> <li>- <i>Recycles/implements wise waste disposal practices</i></li> <li>- <i>Has a policy on wise water use and discharge</i></li> <li>- <i>Avoids the use of harmful pesticides and chemicals in operations</i></li> <li>- <i>Progresses towards a sustainable food system (e.g. seafood procurement policy or other)</i></li> </ul>	<input checked="" type="checkbox"/> <input type="checkbox"/> - <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> - <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> - <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> - <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> Q <input type="checkbox"/>
137	Are the conservation activities of this institution up to EAZA Conservation Standards (2016)?	<input checked="" type="checkbox"/> <input type="checkbox"/> Q <input type="checkbox"/>
138	Does the institution document its conservation efforts through the EAZA Conservation Database? (EAP)	<input type="checkbox"/> <input checked="" type="checkbox"/> U <input type="checkbox"/>

**Comments:**

During the screening visit it became clear that the zoo was a bit too modest about their contributions to conservation in the Accreditation Questionnaire, in reality doing much more than described in the accreditation documents.

ZUnL's most important conservation work (since 2007) is the support of the Pesisir Balikpapan project for the protection of proboscis monkey habitats in Indonesia. One person working on this project (researcher Stanislav Lhota) is employed by the zoo.

ZUnL also supports the Snow Leopard Trust and the Czech Coalition for Biodiversity Conservation.

Q129: The master plan includes a project for the construction of a new centre for wounded/handicapped animals at a location 0,5 km from the zoo, and the vet is actively involved in a project for the monitoring of wolves in the border region.

Q136: Included in the master plan is also a special project for a geothermal heating system, using a 570 meter deep source of hot water which should be sufficient for the coming 55 years. The plan is also to reuse this water and rain water for toilets etc.

The zoo has recently bought a new machine using hot water instead of chemicals for killing weed.

Mr Lhota is an active member of the Czech Coalition Against Palm Oil. Products containing palm oil are banned from the zoo restaurant (although an even better message to the public could be to focus on sustainable (palm oil and other) products).

ZUnL purchases its fish from a non-sustainable source, which is not in line with the *EAZA Standards for Accommodation and Care* (1.12.7). The start of the new EAZA Campaign could be a nice occasion to change this and communicate it to the public.

Q137-138: Unfortunately, ZUnL has not recorded any of their conservation activities in the EAZA Conservation Database. This is not in line with the *EAZA Conservation Standards* (objective 2).

It would really help cooperation and communication on conservation efforts within as well as outside of the zoo community if all EAZA Members would document their efforts in the Conservation Database – especially Members like ZUnL who lead on important projects.

## 7. EDUCATION

### - Organisation -

		Yes	No	A/Q/U	N/A
139	Is the education role of the institution reflected in its written mission statement?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
140	Does the institution have a written education plan that outlines: a) All the zoo's conservation education activities b) How they apply to different types of audiences c) The strategic thinking behind the plan's design?	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	- - -	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
141	Does the facility have at least one member of staff, with the necessary experience and qualifications that are responsible for leading and implementing the zoo's conservation education plan?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
142	The zoo can demonstrate that their education outcomes aim to: a) Raise awareness of biodiversity loss b) Connect people to nature c) Encourage sustainable behaviours	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	- - -	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>

#### Comments:

Education at ZUnL is of a very high level.

### - Staff Development -

		Yes	No	A/Q/U	N/A
143	Can the facility demonstrate its support to staff involved in their conservation education to be actively involved in local, national, regional and international conservation education networks and meetings?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>

144	Can the facility demonstrate its support of staff involved in their conservation education with continuous professional development and training to be able to meet the aims of the zoos conservation education plan?	<input checked="" type="checkbox"/> <input type="checkbox"/> - <input type="checkbox"/>
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**Comments:**

ZUnL's educators participate in annual UCSZOO meetings where education programmes are one of the topics. they also attend EZE events and special conferences about biology education (organised by university faculties) and pedagogy (organised in collaboration with the Centre for the Education of Children in Ústí nad Labem).

- Facilities -		Yes	No	A/Q/U	N/A
145	Does the institution have appropriate facilities to deliver its educational programmes?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
146	Is there evidence that conservation education is an integral part of zoo exhibits through:  a) Collection planning b) Exhibit design c) Interpretation planning	<input type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	A - -	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>

**Comments:**

Q145: ZUnL has an education centre (or 'zoo school'), which includes a multifunctional class room. The construction of a new education building is one of the plans for the future.

Q146: The education department has been involved in the development of the master plan for the zoo. Because there is no written collection plan, however, it is difficult to determine how conservation education is integrated into it.

- Programming and Content -		Yes	No	A/Q/U	N/A
147	Is there evidence that the zoo applies measurable learning outcomes to all aspects of their conservation education programmes?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	A	<input type="checkbox"/>
148	Does the institution use a range of delivery approaches and resources to cater to different audiences and needs?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
149	Are all the zoo's conservation education messages based on scientific facts?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
150	Does the zoo educate their audiences about their own conservation work by demonstrating how their zoo makes direct and indirect contributions to conservation?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>

151	Is the information about the species exhibited in the facility accurate and relevant?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
152	If an institution participates in one or more EEPs, do the signs at the animal enclosures mention that the animal concerned is part of an EAZA Ex Situ Programme (EEP)?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
153	Can the facility provide a range of evidence to demonstrate how it evaluates its conservation education programmes using appropriate methods?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>

**Comments:**

ZUnL's education policy states that "Ústí nad Labem Zoo follows the principles of Conservation Education in all areas of its activity. As a member of international organizations (EAZA, WAZA), the zoo draws on the strategy of these organizations and tries to convey to the public serious information, inspire visitors to protect nature, teach them to understand the laws of nature and the interconnections between living and inanimate organisms."

In reality, this is not entirely true, as the education plan does not mention any (measurable) learning outcomes (see objective 10 of the *EAZA Conservation Education Standards*).

But apart from this, ZUnL has a very comprehensive education plan which is in line with EAZA Standards.

Some highlights: 3 educators; discounted education programmes for school groups in winter, with always at least 1 or 2 groups a day; 17 educational events organised in 2018; special weekly 'kroužek' meetings for kids; interactive panels; active participation in all EAZA Campaigns.

8.	RESEARCH	Yes	No	A/Q/U	N/A
154	Does the institution employ research staff?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
155	Is the institution's participation in research programmes in line with similar-sized institutions?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
156	Does the institution have a research policy?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	A	<input type="checkbox"/>
157	Are research results published and/or shared with relevant staff and other professionals?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
158	Does the institution have cooperative research activities with colleges and universities?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
159	Does the institution have plans for future research projects?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>

**Comments:**

Q154: ZUnL employs a researcher/conservationist (see also Q127-138).

ZUnL actively contributes to research at different levels, not only through the activities and publications of Mr Lhota, but also through the research activities of the Gibbon TAG, dissertations of university students (in the fields of zoology and social studies), cooperation with researchers at other zoos and keepers communicating via articles and presentations to other keepers/groups.

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9. MISCELLANEOUS		Yes	No	A/Q/U	N/A
160	Are the brochures, reports, newsletters and other publications produced by the facility appropriate and adequate?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>

## **Items of Concern**

### **Major Concerns:**

#### 1. Master planning

Zoo Ústí nad Labem has a very comprehensive and well-researched master plan for the future 15+ years of the zoo. This plan essentially addresses all current major weaknesses of the zoo (outdated enclosures, infrastructure, etc.). But at the moment of the screening visit it was not clear yet if the municipal government of Ústí nad Labem would support the plans and provide the required funding. Because so many things depend on this, this is a major concern for the future development of the zoo. (Q2, Q29)

#### 2. Staffing

The staff members responsible for the zoological department are very inexperienced. There is a high risk that this will have a negative effect on the animal care, as well as other aspects of the zoo (safety, international cooperations, etc.). (Q9)

#### 3. Animal care

Some of the older enclosures do not meet EAZA Standards. In the case of the orangutan enclosure and the monkey house, this raises serious concerns for the welfare of the animals. (Q47, Q49, Q64)

### **Minor Concerns:**

1. The indoor enclosures of the carnivore house lack space and complexity. This could be solved by reducing the number of large cat species and using the vertical space better. (Q47, Q49)
2. The maned wolf enclosure is surrounded by visitor paths, leaving the wolves no place to hide from the public. (Q47, Q49)
3. There is no real enrichment programme. (Q58-Q61)
4. The sheep in the petting zoo do not have a place to get away from the public. (Q77)
5. An Institutional Collection Plan should be developed and linked to the zoo's master plan. (Q89)
6. Two small easy-to-fix safety risks: holes in the fence around the maned wolf enclosure and gaps around the windows of the snow leopard enclosure. (Q94)
7. The emergency preparedness of the zoo staff is questionable. Staff is only trained for some emergency situations, and no drills are conducted. (Q112-113)
8. Seafood is purchased from non-sustainable sources. (Q136) The start of the new EAZA Campaign could be a nice occasion to change this and communicate it to the public.
9. ZUNL's conservation activities and projects are not recorded in the EAZA Conservation Database. (Q138)

### **Recommendations:**

1. Put in place personal development plans for all staff. (Q8)
2. Develop and implement a proactive animal welfare policy. (Q30)
3. Add hygiene instructions in the petting zoo and provide visitors with the opportunity to wash their hands. (Q77)
4. Make sure that it is clear to all contracted vets and at least the zoo management which firearms would be required in which situations, and which types of firearms are present at the zoo. (Q126)
5. Define measurable learning outcomes for the zoo's education plan. (145)
6. Become more active within EAZA.
7. Be less modest about the zoo's accomplishments and contributions to education, conservation and research.

## **EAZA Council decision: Temporary Membership – 2 years**

### **Reasoning:**

In general, Zoo Ústí nad Labem gives a good impression, but it is clear that some parts of the zoo have suffered from lack of investments over the past years. Some enclosures are outdated and do not meet EAZA Standards. The zoo is fully aware of these weaker points, however, and the good news is that there is already a realistic and promising master plan for the development and improvement of the zoo. This plan, if realised, will deal with all of these points and make the zoo ready for the future.

But at the time of the screening visit, it was not clear whether the master plan had the support of the municipal government, and if the required funding would be made available. Although the screening team was happy to learn that the relationship between the zoo management and the Ústí nad Labem City Council is good, this uncertainty about the future plans of the zoo is a major concern for EAZA. This screening report refers to the master plan in almost every section, and the future of Zoo Ústí nad Labem as a modern and progressive zoo depends on it.

The EAZA Membership & Ethics Committee has strong concerns about the welfare of the animals in some of the older enclosures. Due to the rather cold Czech winters, many animals need to be locked inside for several months, but the indoor enclosures do not meet the needs of the animals.

The Committee is also strongly concerned about the serious lack of experience of the staff members that are responsible for the zoological department.

Zoo Ústí nad Labem has provided a response to these and other concerns listed in this screening report, showing that some have already been resolved. The approval of the master plan for the zoo has a deadline of mid-2020. For some of the issues a solution is being planned, but the Membership & Ethics Committee feels that several others are still outstanding and/or were not satisfactorily addressed yet.

Zoo Ústí nad Labem is highly active in conservation and research, and the education programme is of a very high level. It has great potential and is in a good position to further develop. Nevertheless the Membership & Ethics Committee feels that, considering the above-mentioned concerns, maintaining full membership can only be recommended when the major concerns regarding the welfare of some of the animals and the zoo's staffing are resolved, and when there is more certainty about the zoo's future.

Until then, the Committee recommends Temporary Membership.

EAZA Council follows the recommendation of the Membership & Ethics Committee and accords Temporary Membership to Zoo Ústí nad Labem.