

EAZA

## Screening Team Questionnaire



**European Association of Zoos and Aquaria**

*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.*

*60. 2021 10*  
*[Signature]*



Name of Facility	Nikolaev Zoo
Country	Ukraine
Short Name	NIKOLAEV
Member Number	<u>0129</u>
Membership Status	Full Member

#### Screening Team and Representative

International Screener	Dag Encke, Tiergarten Nürnberg, Germany
International Screener	Douglas Richardson, Highland Wildlife Park, RZSS, Scotland
EAZA Rapporteur	April Adams
Facility Representative	Vladimir Topchy Director



<b>Date of Opening</b>	1901
<b>Physical Size</b>	18,4 Hectares
<b>Ownership Type</b>	City/Municipality
<b>Annual Visitation</b>	207 351; (145146 paid visits)
<b>Annual Budget</b>	€ 1 061 447.30 (664,000 subsidy)
<b>Number of Staff</b>	235 FTE
<b>Number of Species</b>	457

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

Nikolaev zoo is one of the oldest zoos in Europe, it celebrates 115th anniversary in 2016. Now it is nominated as a zoo of the state importance. The institution is subordinated to the Nikolaev city council and the Ministry of Culture of Ukraine.

The zoo was founded by the city mayor Nikolai P. Leontovich in 1901. Initially it was his private collection. In 1978 the zoo was shifted to the new, much more spacious territory of 18.4 hectares. The zoo director Vladimir Topchy is an Honored Worker of Culture. He is working in the zoo during 36 years already, 15 of them he is at the head of the zoo. V. Topchy is an EAZA Council member and also a member of CBSG under IUCN.

In 1993 Nikolaev zoo was admitted to EAZA. It is also a Euro-Asiatic Association of Zoos and Aquariums (EARAZA) member. The institution cooperates with ISIS and participates in 56 EEPs. Since 2003 the zoo represents Ukrainian zoos in WAZA.

On the 110th anniversary day the zoo was decorated with the Medal for Merit.

Every year Nikolaev zoo opens new expositions. In 2003 Grandpa's Hut was open. It demonstrates ethnographic peculiarities of the Ukrainian South. Children can watch domestic animals there; it is a rare and happy chance for urban dwellers. Now a giraffe enclosure and a new enclosure for the elephants are under construction.

In 2006 in front of the zoo entrance a unique Commemorative Stone was erected. The Stone stands on the flower bed made of soil sent from 50 zoos situated all over the world.

The flowers flourishing there symbolically express Nikolaev zoo motto: "Just our Common Efforts Can Save the Wild".

Last year the zoo submitted its main Directive Document for adoption by the Ministry of Ecology of Ukraine. It is "The Territory Forming Project". This document can be considered as a "Collection Plan". During a year the institution is attended by more than 300 thousand visitors.

In the zoo great attention is paid to ecological education of local population. For that purpose free of charge excursions, festivals and other events are regularly conducted. Nikolaev zoo is visited not only by local dwellers, but by visitors from other regions of Ukraine: Odessa, Kirovograd, Kherson, etc.

In Nikolaev zoo a practical research work is constantly conducted. The scientific workers and specialists make notes on breeding, feeding and medical treatment of the animals. During the past years Nikolaev zoo published a number of collected articles. They are popular among Ukrainian zoos and also at the former Soviet countries. There are some of them: "Zoo Veterinary Rules" (2005), "Animals' Diets" (2007) "Directive documents collection" (2008), "Mowgly's Trails", "Animals Cure". The last one describes how animals help to the children with autism, Down syndrome, infantile paralysis. Such therapeutic sessions



are conducted together with the doctors from the Rehabilitation Center at the zoo premises during 6 years already.

Since 1937 a Young Naturalist Circle functions in the zoo. More than 2000 young citizens of Nikolaev studied there during all those years.

Nikolaev zoo publishes popular science books propagating knowledge on the nature and biology, on the history of the zoo and the city it is situated in. The book by Vladimir Topchy, the zoo director "Half a Day to Round the World" was published three times. The last publications are as follows: the book by Nataly Khristova "Under the Canopy of Mowgly and Bagheera", V.Topchy's Photo Album "Our Zoo" and the book "My Leontovich" and also V. Klimov's "We be of One Blood..."

The biggest in the territory of Ukraine and the most interesting collection (475 species, 6029 individuals) of the wild animals is gathered In Nikolaev zoo. Animal collection of the zoo is divided into 7 departments. We keep 253 species, 2689 individuals included in the International Red Book and 27 species 91 individuals from the Red Book of Ukraine. There are also species from the Red Books of Russia, Kazakhstan and other countries.

In the zoo territory, besides the animal collection, there is a big collection of trees, bushes and other plants. So, it is not just zoo but also a botanical garden. The visitors can have a rest in the cozy corners of the park and in two cafes: "Squirrel" and "Bear's Den". Children can ride a pony, llama, enjoy attractions, and participate in the zoo lottery.

Plans for the next five years are as follows:

To constantly improve animals' keeping conditions;

In 2016 to publish a new edition of the Diets for the Zoo Animals; to compile and publish Collected Articles on science-based practical work of the zoo zoologists and other specialists; to organize and conduct Directors' Council Meeting for the zoo CEOs of Ukraine;

to finish enclosures for elephants, giraffes and tapirs constructing and get the animals;

to build modern enclosures for cheetahs and tigers;

to cultivate empty territories of the zoo.

Nikolaev zoo activity is of great social importance. It is directed to the positive international image of Ukraine formation.



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	Is the facility reasonably following the goals included in the master plan?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
2	Does the institution appear to meet its stated purposes (check with accreditation documents)?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>

**Comments:** 1. The zoo does not have a 'master plan'. There is a very large document that has the zoos policies, principles and plans as required by city management. This document also includes 5 years planning, but it is rather vague. Of course, in the case of Nikolaev, the zoo is entirely dependent on the subsidy from the city, and therefore it is very difficult to plan investments.

2. According to AQ: Just our joint efforts can save the world of the wild . The zoo is serving as a recreational and cultural activity for the city, and providing educational opportunities to the citizens.

## - Governing Authority -

		Yes	No	A/Q/U	N/A
3	Are the lines of communication between the director and governing authority clearly defined and is there a good working relationship?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
4	Does the governing authorities recognise the director as the sole official liaison between itself and the staff and are day to day operation decisions	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>



made by the director?	
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**Comments:** The director and the zoo have a very good working relationship with the new mayor who seems to support the zoo and the director. The director of Nikolaev Zoo also seems to have an important role in the city and is a respected member of the community. The 'cultural' department of the city is where the zoo currently sits and they have allocated 25% of the department's budget on the zoo this year, which is reflected in the number of projects the zoo is currently working on.

- Staff -		Yes	No	A/Q/U	N/A
5	Are current job descriptions on file?	<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 staff members meet regularly to discuss work-related problems and possible solutions?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
8	In general are there good working relations in the zoo?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
9	Is staff 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"/>	-	<input type="checkbox"/>
10	Are the chief executive officer and staff members up to date with developments in their field of expertise?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	U	<input type="checkbox"/>
11	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"/>

**Comments:** 9. The animal care staff is divided into 'cleaners' and 'curators/head keepers'. The cleaners do the majority of the daily care (Feeding, shifting, cleaning) but are not encouraged to take initiative at the level that we would expect to see in western zoos. Things like enrichment (daily or environmental) and training are not evident. The curators/head keepers make all decisions related to care, and manage records. They would also be expected to enact things like enrichment or training programmes. While there is some internal training and the curators occasionally travel to other zoos, internal development seems limited. The screening team explained that animal care and keeper education are positively linked, and investment in the daily keeper staff would produce big results in animal welfare and care.

10: The zoo has limited possibilities for travel and the very few English speakers have isolated the zoo from modern zoo technology and development. Fundamentally, 21st century zoo knowledge is inaccessible to the zoo. While the translator is good and hard-working, direct access to online and journal resources will develop the skills and knowledge of the animal department. The screening team strongly recommends English language lessons for staff that will allow for this direct access.

EAZA is working with EU funding to produce a zookeeper framework for all countries that do not have national training and licensing for zookeepers. The screening team encourages Nikolaev and the Ukrainian



Zoo Association to use this project the other national training programmes to develop their own keeper programme, which will develop and professionalise animal care, the most fundamental aspect of the zoo.

Looking around the zoo, the feeling is that the staff and director are capable and dedicated, but are out of date on their knowledge. It is necessary for the leadership staff of the zoo to visit more western zoos (particularly municipal ones that deal with the same funding issues, to develop their knowledge of visitor experience, exhibit design and animal care. Additionally, the screening team recommends that the zoo bring in EAZA teachers (perhaps in conjunction with the Ukrainian Zoo Federation and other zoos) to provide translated training and development. The team also encourages Nikolaev zoo to work with their fellow EAZA members, particularly some of the Czech zoos, to explore ways to modernize. The screening team has great respect for the director and the current leadership and have little doubt that they are capable of bringing Nikolaev Zoo to a more modern standard.

- Support Organisation -		Yes	No	A/Q/U	N/A
- Only when applicable -					
12	Is there a good working relationship between the support organisation and the institution?	<input type="checkbox"/>	<input type="checkbox"/>	-	<input checked="" type="checkbox"/>
13	Does the support organisation raise funds for the institution?	<input type="checkbox"/>	<input type="checkbox"/>	-	<input checked="" type="checkbox"/>
14	Does the support organisation participate in the decision-making process on how the funds are utilized?	<input type="checkbox"/>	<input type="checkbox"/>	-	<input checked="" type="checkbox"/>
15	Are activities sponsored by the support organisation appropriate and meeting the goals of both it and the institution?	<input type="checkbox"/>	<input type="checkbox"/>	-	<input checked="" type="checkbox"/>

Comments:

- Physical Facilities -		Yes	No	A/Q/U	N/A
16	Does the institution have amusement rides/playground areas near or on the institution grounds?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
17	Is the institution easy to reach by car and/or public transport?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
18	Is their adequate provision for disabled visitors?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	A	<input type="checkbox"/>
19	Are the rest rooms adequate and maintained in a sanitary condition?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
20	Is the method for disposal of sewage adequate?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
21	Is the method for disposal of toxic/hazardous materials adequate?	<input type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
22	Are there adequate provisions for the proper storage and disposal of garbage and animal waste?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
23	Are public food service facilities adequate?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>



24	If off-premises facilities are operated, did the team visit the site?	<input type="checkbox"/>	<input type="checkbox"/>	-	<input checked="" type="checkbox"/>
25	Are the conditions at the off-site facility acceptable?	<input type="checkbox"/>	<input type="checkbox"/>	-	<input checked="" type="checkbox"/>
26	Are the grounds clean and neat?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
27	Are paths and roads in good repair?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
28	Are the buildings in good repair?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	-	<input type="checkbox"/>
29	Is the general impression given by the exhibits acceptable?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	U	<input type="checkbox"/>
30	Are plants and trees well-maintained throughout the institution?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>

**Comments:**18: many of the exhibits are inaccessible by disabled visitors, but this is common for Eastern European zoos. The zoo does, however, work with disabled students and children to provide zoo therapy and activities.

28: Many of the buildings in the zoo are in a poor state of repair, with peeling paint, exposed wires, broken tiles, rusty metal etc. There have been some upgrades (windows in some buildings for instance) and other slight improvements. They are working on these infrastructure issues which are vital but not 'flashy', but the sheer number of upgrades and replacements that are needed to both improve function and guest experience is quite overwhelming. Many of the buildings are old and not serving the zoo well, but complete destruction and rebuilding is very unlikely due to budgetary issues.

29. There are a number of acceptable enclosures (takins, some of the ground birds (bustards) sloth bear outdoor, tiger outdoor, the large otter exhibits) and the developing giraffe barn and large enclosure are developing well. However, there are a large number of substandard enclosures, both by impression and use as animal management. The greatest concerns are listed below (under animal enclosures), but the overall impression is unfortunately substandard. This is obviously a result of lack of investment, but also poor investment choices have used recently released funds for questionable investments.

2.	FINANCIAL MATTERS	Yes	No	A/Q/U	N/A
31	Does the institution have continuing financial support?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
32	Is the total financial support adequate to meet the needs of the institution?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Q	<input type="checkbox"/>



33	Is there a separate budget available for capital improvements?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Q	<input type="checkbox"/>
34	Is there a planned capital development programme and are adequate funds available?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Q	<input type="checkbox"/>

**Comments:** 32/33. While the zoo can function operationally on its budget, the number of improvements that need to be made must be sped up, as the zoo is already substandard and rapidly falling further behind. However, the new mayor and city government seem to be particularly interested and committed to the zoo, acknowledge the major issues at the zoo, and intend to help to bring the zoo up to international standard. Nikolaev Zoo also has pressure from a number of up and coming zoos in other cities that will push this zoo, once the best of Ukrainian zoos, to move into the 21st century.

3. ANIMAL CARE					
- Veterinary Care -					
		Yes	No	A/Q/U	N/A
35	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"/>
36	Does the veterinary care provided to the animal collection appear sufficient?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
37	Does the animal collection appear to be in good health?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
38	Does the institution maintain up-to-date records on the health of the collection?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
39	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"/>
40	Are facilities for hand-rearing and nursing animals and a well-maintained treatment room for the care of unduly distressed, sick or injured animals provided?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
41	Are the facilities for collecting, restraining, and, if necessary, for administering a general anaesthetic or for putting animals down and for the after-care of animals recovering from sedation, sufficient and in satisfactory order ?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	U	<input type="checkbox"/>
42	Does the institution utilise controlled animal drugs? - If yes, are there appropriate protocols established 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 checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
		<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
43	Are controlled animal drugs safely kept under lock and key with access by authorised persons only?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
44	Is their adequate capture equipment available for the collection at the	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>



	institution and are staff members trained in its use?				
45	Is there a sufficient number of staff members trained in the use of chemical capture equipment?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
46	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"/>
47	Does the institution normally perform necropsies?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
48	Are deceased animals disposed of properly?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
49	Are deceased animals stored away from food?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
50	Are necropsy results reviewed periodically and subjected to analysis to determine health trends and long-term problems with the animal collection?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Q	<input type="checkbox"/>

**Comments:** 36. The animals all look in good condition; the death rate of the animals also appears acceptable.

39. The zoo does not have gas anaesthesia. Surgery is done using injectable anaesthesia only. Their access to a range of anaesthetic drugs is very limited due to national legislation. Separately, the zoo does not have guns on property, nor a captive bolt gun to allow for immediate killing of animals that need to be put down. This should be remedied for animal welfare reasons. EAZA can offer some support if needed to ask for permissions for veterinary drugs.

- Animal enclosures -		Yes	No	A/Q/U	N/A
51	Are the animal enclosures clean and well maintained?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
52	Are the animal enclosures of appropriate size for the species exhibited?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	U	<input type="checkbox"/>
53	Is it apparent that the (temporary) enclosures are of sufficient size and that the animals are managed in such way that:	<input checked="" type="checkbox"/>	<input type="checkbox"/>	U	<input type="checkbox"/>
	(1) Undue dominance by individual animals is avoided?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	U	<input type="checkbox"/>
	(2) Persistent and unresolved animal conflict is avoided?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Q	<input type="checkbox"/>
	(3) The physical carrying capacity of the enclosures is not overburdened?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
	(4) An uncontrolled build-up of parasites and other pathogens is prevented?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Q	<input type="checkbox"/>
	(5) All animals which are in visibly adjoining enclosures appear to be those which do not interact in an excessively stressful way?				
54	Is separate accommodation provided, where appropriate, for pregnant animals and animals with young, in the interest to avoid stress?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Q	<input type="checkbox"/>
55	Are animals kept in temporary accommodation?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
	-If yes, is their situation regularly assessed and evaluated?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	U	<input type="checkbox"/>
56	Do enclosures provide for the well-being of the animals throughout the year?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	U	<input type="checkbox"/>



		<input checked="" type="checkbox"/> <input type="checkbox"/> - <input type="checkbox"/>
57	Do trees within or near animal enclosures appear to be in a safe condition?	<input checked="" type="checkbox"/> <input type="checkbox"/> - <input type="checkbox"/>
58	Are the aquatic water circulation and life support systems adequate?	<input checked="" type="checkbox"/> <input type="checkbox"/> - <input type="checkbox"/>
59	Do the water quality methods and controls programme appear to be adequate for the aquatic exhibits?	<input type="checkbox"/> <input checked="" type="checkbox"/> Q <input type="checkbox"/>
60	Is sufficient suitable equipment provided to aid and encourage normal behaviour patterns?	<input type="checkbox"/> <input checked="" type="checkbox"/> U <input type="checkbox"/>
61	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 type="checkbox"/> <input checked="" type="checkbox"/> U <input type="checkbox"/>



**Comments:** 51: the enclosures were very clean, with no feces and clean smelling barns. Unfortunately, the majority of the enclosures are not well maintained. (see above regarding building maintenance.)

52. Some yes, the majority no. The largest problem at the zoo is many species and too many specimens for the amount of enclosures and space that they have.

-Many of the reptiles were in far too small enclosures and not provided pools that are of appropriate size to allow for soaking.

-Caiman, piranha, catfish exhibits far too small for these large specimens.

-Many other lizards had no substrate, animals laying on formica shelves. This does not give a good impression, nor is it acceptable for welfare.

-Snapping turtle indoor small enclosure nothing to hide no substrate,

-Medium sized Tortoises in indoor hutch way overcrowded, only outside 3 hrs per day, no proper enclosure for them.

-The birds of prey enclosures around the tropical bird house are far too dark, with little to no access to sunlight. ---

-The 'rescued' bird cages are also too small.

-Polar Bears and Kamchatka bears: enclosures are old fashioned, with no substrate, too small, safety issues.

-Wolf management overall The wolves should be moved to the new, but still empty wolf enclosure, as they are in desperate need of a new, natural facility, and hopefully a larger enclosure. Seeking expert advise on how to integrate these groups should be sought, as the team may be able to solve this issue.

-Medium Carnivore house: hyenas, wolf, wolverine all in small concrete cells with no substrate, not enough climbing, perching, hammocks for wolverine, hyena and wolf with no platforms/soft laying places other than in tiny houses, heavily pacing wolf. The screening team recommends that the zoo go out of hyena and send their hyena to another collection, reintegrate the wolf if possible into a group structure, or at least allow the wolf to be near.

-Recommend building a platform for sloth bears and tigers to allow animals to look out of pits within safety concerns.

-Jaguar and leopard enclosures are concrete walls, with no outside enclosures. They do have benches and some perching.

-Big cat house is ancient and with a very strange shifting system that involves a narrow wooden catwalk and poorly located door gears that could easily lead to a keeper falling, slipping and putting hand/leg through the bars. Mesh should at least be added to prevent limbs falling through. They hope to change the building in 2018.

-Wild swine had no mud or natural substrate. Concrete only. This does not allow for the animals to exhibit natural behavior like mud wallowing, rooting, etc.

-Eagle aviaries of acceptable size for breeding pens but lacking perching. The ceiling is asbestos and rotting away, tiles are chipped and mesh is rusty.

-The smaller raptors next to the chickens are very dark.

Bird house is in process of reconstruction, with some elimination of animal species and the numbers of others. The screening team recommends some more progressive thinking for this building, perhaps focusing on creating a series of walk through/free flying exhibits. Look to Artis Zoo's bird exhibit for examples.



Mandrills group is in a too small enclosure. The screening team recommends putting up electric fence to keep in the macaques at the larger moated enclosure at the end of the primate gallery, and move the mandrills to the much larger enclosure (where the macaques currently are).

There are also far too many smaller carnivores that are rescued (foxes) that are in very tiny enclosures. This is a major concern because these animals are left alone, in very small enclosures for their entire lives, thus are welfare compromised. The zoo must create a clear decision making process for these animals, rejecting them whenever possible, and accepting that euthanasia may be a better welfare choice for these animals than living an entire life in very small exhibits. This will take a real cultural change in the zoo, but being able to objectively evaluate an animal's welfare and quality of life without emotion is a vital aspect of modern zoo management.

Single animals: gnu, 2 separate wolves, macaw in parrot house, amazon in parrot house, badgers, foxes, jackal etc. There are very many social animals are kept separately due to fighting or aggression issues. This leads to animals living entirely solitary lives. This is also due to a questionable attitude about management euthanasia that leads to this situation: too many specimens for the size of the zoo.

The zoo has recently invested in updating the elephant house, which previously held older females in a semi-protected contact situation. Unfortunately, many of the choices made are not really functional, especially for an animal that was raised and trained only in protected contact. The screening team recommends that the zoo bring in elephant experts to make advice on how to cost effectively change the house and exhibit to bring it up to current protected contact standards.

There are some exhibits that are pointing in the right direction! Grandpa's Hut is a very nice little children's farm, but the chickens should be released from their small pens, and the chained dog is questionable

The new giraffe house is developing nicely and also has a large outdoor exhibit.

53: Between koati and serval, there was evidence that there was some aggression between the two. It could be that the koati are not using the enclosure fully to avoid the servals.

54. There are a few exhibits with mothers and offspring separated from the rest of the group (amur leopards, wisent) because the enclosure does not allow for acceptable management of a group with offspring.

Amur leopards: recommend moving puma and attaching an overhead tunnel to amur leopards to provide interesting guest experience and make a larger more manageable enclosure. The current enclosure does not allow for proper management of a breeding pair, as there is only one outdoor enclosure and mother and cubs are kept in a much smaller dark indoor enclosure and shift cage.

56: The zoo has a philosophy of closing animals in when it gets cold. While the zoo says that they let the animals out during the warmer days, the screening team feels that most of the animals should be able to have access to their outside enclosures on all but the worst winter storms or sub-zero days. Also, by giving the animals access to their indoor enclosures during the day all year, this immediately increases the size of the space available to the animals.

For instance: Chimpanzees are closed inside for a few months of the year. The screening team recommends allowing the animals to have access all year, with the plastic weather strips in the door to keep the heat in, but



animals should not have a problem during the winter outside of the worst winter storm. Risk could be for the moat to freeze, but adding bubblers should help to keep this less likely

The baseline design of the facilities which separates the indoor and the outdoor holding by keeper passages (tiger) or other awkward design that prevents giving free access without impeding keeper and in some cases guest access.

57. In general yes, but there is one tree in tigers that has an extending branch toward the guest area, and should be removed, especially if there are any young tigers.

58. Aquarium water was of good quality.

59. Most of the waterfowl ponds were a very strange pea green colour, and did not look as if it had any circulation, nor dumped and cleaned. This should be resolved.

60 ; Most exhibits in Nikolaev Zoo would benefit from fresh and changeable perching, climbing, hammocks, platforms, ropes etc. While there was basic climbing in some exhibits like primates, it was obvious that it had not been changed up or added to in many years. Animals like the wolverine in the medium mammal building would have their space and lives enriched through platforms and additional climbing. Research into the behaviour and natural biology of the animals will help to guide this.

61: Natural substrate is missing in most concrete floored enclosures of the zoo. This not only gives a bad impression, it prevents animals from exhibiting natural behaviour (digging, foraging, etc) or having a place to lay off the concrete. A comprehensive survey should be done on exhibits without natural flooring and deep natural litter should be applied. Additionally, many of the dirt floor enclosures had dirt so hard packed it might as well be concrete. Adding a fresh layer of dirt/sand/soil would serve as enrichment, allow animals to exhibit natural behaviours, etc.

The zoo does not have an enrichment programme. Things like toys and novel food items are applied, but not daily or with any kind of structure, both in tracking and in evaluation. The screening team recommends that Nikolaev Zoo bring in an EAZA welfare and enrichment instructor to provide a course (with a translator) to the keepers and curators to improve this. Creative application of enrichment can greatly mitigate welfare issues of small enclosures or solitary animals.

**- Nutrition -**

		Yes	No	A/Q/U	N/A
62	Does the quantity and quality of food and drink provided for the animals appear to be satisfactory?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
63	Are supplies of food and drink kept and prepared under hygienic conditions?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
64	Is it apparent that food and drink are placed so as to be accessible to every animal within a particular enclosure?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
65	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)?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
	(2) It meets the behavioural needs (e.g. placement)?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
	(3) Contamination is minimised?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>

**Comments:** 65. 1. At a basic level yes, but as part of the enrichment programme, creative application of feeding, through timing and presentation will promote natural behaviour and prolong feeding activity.

- Visitors & contact with animals -		Yes	No	A/Q/U	N/A
66	Is it apparent that the animals are not unnaturally managed (e.g. locked outside) and provoked for the benefit of the viewing public?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Q	<input type="checkbox"/>
67	Is feeding by visitors permitted?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	-	<input type="checkbox"/>
	-if yes, is this on a selective basis only, with suitable food sold, provided or approved by the management?	<input type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
	-if no, have adequate measures been taken?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
68	Does the institution have animal demonstrations, shows and/or animal rides?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
	-If yes, is there a protocol to ensure the animals well-being and safety matters?	<input type="checkbox"/>	<input type="checkbox"/>	Q	<input type="checkbox"/>
69	Are animals handled only by, or under the supervision of authorised staff?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Q	<input type="checkbox"/>
70	Does the handling of animals by staff appear to be consistent with the animals' welfare?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>

**Comments :** 66. The animals are indeed locked outside during the summer, with some exceptions. Providing choice for the animals and giving access to the indoor and outdoor enclosures freely throughout the year is recommended. See comment for question 56.

68. There is an outside contractor that has pony rides in the zoo. This also includes a cart ride. This person manages their animals separately from the collection. Additionally, ponies and horses are used to pull the food cart that delivers diets to the rest of the zoo.

69. Because the pony rides are not managed by the zoo, nor are the animals, this is questionable.

4. ZOOLOGICAL COLLECTION					
- Animal Records -		Yes	No	A/Q/U	N/A
71	Are records held of all individually recognisable animals kept in the zoo?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>



72	Is the system of recording information suitable for readily examination?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
73	Do the records provide adequate information about, or relevant to the keeping of the animals?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
74	Is an individual designated as being responsible for the institution's animal record-keeping system?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
75	Are the collection's records protected from fire, flooding and other natural hazards?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
76	Are duplicate records stored in an appropriate separate location?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
78	Does the institution regularly submit data to ISIS?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
79	Are all EEP and ESB studbook species maintained by the institution registered with ISIS?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>

Comment :

- Acquisition, Exchange & Transport -		Yes	No	A/Q/U	N/A
80	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"/>
81	Do the institution's animal acquisitions and dispositions fully comply with the EAZA Code of Ethics?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Q	<input type="checkbox"/>
82	Are there adequate facilities for crating and transporting animals?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
83	Does the institution utilise wildlife in off-premises situations (i.e. shopping malls, sporting/events, school programmes, theatrical productions)?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	-	<input type="checkbox"/>
84	If the institution utilises wildlife in off-premises situations, please respond to the following: (1) Does the institution make certain that the off-premises programmes cause no undue stress for the animals? (2) Is sufficient transportation and 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? (4) Are touch pools integrated into displays adequately managed for the protection of the animals involved? (5) Do formal animal training programmes provide for the well-being and overall health of those participating?	<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"/>	<input type="checkbox"/>	-	<input checked="" type="checkbox"/>

Comments: The zoo does not have an acquisition/disposition policy that meets EAZA standards. The



zoo should take the recently approved EAZA Acq/Disp policy and develop one that works for Nikolaev Zoo. The zoo previously had a warning against it for sending a polar bear to a zoo against the recommendations of the coordinator.

Butterfly pavilion is owned by a private person, all management is done by this rent holder. Recommend that zoo checks the source of butterflies to make sure that they are being acquired sustainably and bred in captivity.

- Collection plan -		Yes	No	A/Q/U	N/A
85	Does the institution have an up to date animal collection plan?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	U	<input type="checkbox"/>
86	Does the institution participates or is planning to participate in a fair share <input type="checkbox"/> a number <input type="checkbox"/> of animal management programmes (i.e., EEPs, ESBs and TAGs)?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Q	<input type="checkbox"/>
87	Is the animal identification adequate and implemented?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>

**Comments:** 85. The zoo does not have a collection plan. The screening team provided them with examples of good collection plans, explained why they are an important exercise and would help justify changes in the collection that must be made to bring the zoo into a more modern standard. 86. The zoo holds animals as part of breeding programmes, but the challenge of exchanging animals from so far away is an issue and limits their ability to participate fully. Language is also a limitation in potentially managing programmes.

5. SAFETY & SECURITY					
- Enclosures, Barriers & Exits -		Yes	No	A/Q/U	N/A
88	Are the enclosure barriers designed, constructed and in such a condition to contain animals within the desired enclosures?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
89	Are the enclosures free from vegetation or other items which would aid the escape of animals?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
90	Where appropriate, are warning signs displayed in respect of enclosures containing hazardous animals and in respect of enclosure barriers which include any electrified section?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
91	Are barriers designed, constructed and in such condition that they cannot trap or otherwise injure visitors, particularly children?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
92	Are stand-off barriers designed to discourage children from climbing through or over them or from sitting on them, without proving features likely to cut or injure them?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	U	<input type="checkbox"/>
93	Are gates/doors to enclosures containing hazardous animals securely locked?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>



94	Do gates/doors to enclosures appear to be as strong and as effective in containing the animals as the rest of the enclosure barriers?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
95	Where appropriate, are adequate stand-off barriers provided to prevent direct contact between visitors and enclosures containing hazardous animals?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	U	<input type="checkbox"/>
96	Are surfaces where visitors are likely to be walking whilst looking at exhibits even and non-slippery or grassed?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
97	Do buildings and structures to which the public have access appear to be safe?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
98	Is the perimeter boundary of the institution clearly defined?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
99	Is the perimeter fence independent of all animal enclosures?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>

**Comments:** 92. There are a number of barriers that are not child proof, and indeed encourage climbing. This is especially so around the puma/snow leopard house, wolves, etc.

95. Again, the puma/snow leopard, wolves, otter, and a number of other enclosures the stand off barriers do not prevent guests from putting hands through mesh into enclosures with animals that at least could nip or bite and at worst do real injury. The design of the barriers actually make it easier for children to get under and right against the mesh, which is a real risk. A review of all stand off barrier safety should be carried out.

- Drive-through Enclosures -		Yes	No	A/Q/U	N/A
100	Is a satisfactory system of double-gates provided for enclosures containing lions, tigers, bears or primates?	<input type="checkbox"/>	<input type="checkbox"/>	-	<input checked="" type="checkbox"/>
101	Is the type of gate or grid system used for other animals satisfactory?	<input type="checkbox"/>	<input type="checkbox"/>	-	<input checked="" type="checkbox"/>
102	Is adequate tunnel fencing provided in respect of enclosures containing jumping or fast moving hazardous animals?	<input type="checkbox"/>	<input type="checkbox"/>	-	<input checked="" type="checkbox"/>
103	Are access points between enclosures satisfactorily controlled?	<input type="checkbox"/>	<input type="checkbox"/>	-	<input checked="" type="checkbox"/>
104	Is there a satisfactorily 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"/>
105	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"/>
106	Is a one-way traffic system in operation within drive-through enclosures?	<input type="checkbox"/>	<input type="checkbox"/>	-	<input checked="" type="checkbox"/>
107	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"/>



108	Are satisfactory precautions applied in respect of visitors where hazardous wild animals are kept in drive-through enclosures?	<input type="checkbox"/>	<input type="checkbox"/>	-	<input checked="" type="checkbox"/>
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Comments:

- Emergencies -		Yes	No	A/Q/U	N/A
109	Is first-aid readily available to the staff and the public?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
110	Is the staff adequately trained in first-aid?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
111	Are emergency procedures adequate (e.g. effective communications) in case of a major injury or death by a large or venomous animal?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	U	<input type="checkbox"/>
112	Is the written procedure adequate in the event of an animal escape?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
113	Are staff members trained for emergency situations?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
114	Are emergency drills conducted regularly?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
115	Are fire extinguishers and alarms readily available?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
116	Is the staff sufficiently trained in the use of fire extinguishers?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
117	Are services from fire and police departments, as well as ambulance services readily available?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
118	Are there sufficient exits from the zoo to allow for emergency situations?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
119	Are the exits clearly signposted and clearly marked?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>

Comments: 111. Radios are not used by the staff. In case of emergency, mobile phones are not adequate to coordinate a response, as a common communication channel is needed. Regular safety drills should also be enacted, working on animal escape, keeper down, guest in animal area, etc.

- Health & Safety -		Yes	No	A/Q/U	N/A
120	Are staff members/volunteers who handle animals adequately trained regarding common zoonosis?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
121	Can staff safely service all exhibits?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>



122	Does the institution have written procedures for working with hazardous animals?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
123	Are service areas sufficiently protected from visitor access?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
124	If 24-hour security staff members are not provided, does the institution have adequate protection during the hours when security staff members are not present?	<input type="checkbox"/>	<input type="checkbox"/>	-	<input checked="" type="checkbox"/>
125	Is the security programme providing sufficient protection?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
126	Do the institution's security staff members utilise firearms?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Q	<input type="checkbox"/>
127	Are firearms kept in a secured area?	<input type="checkbox"/>	<input type="checkbox"/>	-	<input checked="" type="checkbox"/>
128	Is the staff adequately trained in the use of firearms?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Q	<input type="checkbox"/>

**Comments:**

121: Many of the carnivore houses were not safe to access due to a lack of peep holes, many blind corners, no safety gates etc. The carnivore houses need a serious look and analysis to find the blind spots, and eliminate them with mirrors, safety gates, and peep holes to allow for checking before entering. Additionally, a number of the keeper doors were secured with bolts and nuts rather than locks.

The doors in the zebra barn must be operated by a keeper behind them. This may be acceptable for the animals the currently have, but may pose a safety risk for the keepers with any new animals.

126: The zoo is not permitted to have weapons on property, and even owning a gun as a private person seems to be very difficult. The zoo stated that they would rely on the police to respond if there was an emergency, but it is questionable if the police are even aware of this. There have been no practice drills involving the police, nor any kind of emergency plan registered and discussed with the police. The zoo has also not provided the police with appropriate calibre of weapons to kill large animals in case of an escape.

The screening team strongly recommends that the zoo quickly involve the local police with their emergency planning, and practice drills with their participation.

6.	CONSERVATION	Yes	No	A/Q/U	N/A
129	Do the institution, governing authority, and staff members actively participate in local, regional, state/province, academic, national, and international conservation endeavours?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
130	Does the institution participate in the following conservation initiatives : (1) Educational programmes/materials that increase public awareness on the	<input type="checkbox"/>	<input checked="" type="checkbox"/>	-	<input type="checkbox"/>



	importance of preserving ecosystems? (2) Training programmes that provide field experiences? (3) Programmes that aid the transfer of relevant technology for use in the field? (4) Programmes that purchase land or contribute funds to establish reserves? (5) Field research programmes and development of economic incentives to preserve the ecosystem?	<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"/>
131	Is conservation included in the message of the institution to the general public?	<input checked="" type="checkbox"/> <input type="checkbox"/> - <input type="checkbox"/>
132	Is the institution involved in energy and natural resource conservation in an appropriate manner?	<input type="checkbox"/> <input checked="" type="checkbox"/> - <input type="checkbox"/>

**Comments:** While the zoo does make efforts in the area of conservation, the screening team recommends that the zoo use the recently approved EAZA conservation standard to drive their conservation work and develop a conservation programme that reflects zoo. Conservation is not only about donations to in situ programmes, and the zoo can creatively develop this area despite their limited funds.

7. EDUCATION		Yes	No	A/Q/U	N/A
- Organisation -					
133	Does the institution have an education department?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
134	Is the education programme under the direction of a paid professional trained in educational programming?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
135	Is there a structured programme to recruit and train volunteers to assist in educational programmes?	<input type="checkbox"/>	<input type="checkbox"/>	-	<input checked="" type="checkbox"/>

**Comments:**

The screening team found the educational department professional and seemingly well managed.

- Facilities -		Yes	No	A/Q/U	N/A
136	Does the institution have educational facilities?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
137	Do staff members have access to relevant sources of information (e.g. internet, library, education networks)?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>

**Comments:** 137: There is a large and well stocked Russian and Ukranian zoo library. Some current



journals(EAZA, WAZA) are partially translated for the staff.

- Programmes -		Yes	No	A/Q/U	N/A
138	Does the institution report annually on its educational activities?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
139	Does the institution have a written education policy?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
140	Are the education programmes tailored to the targeted audiences?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
141	Do the institution's education programmes address the role of zoos/aquaria in conservation?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
142	Do the institution's education programmes address local and global conservation/environmental issues?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
143	If interactive exhibits are used, are they in working order?	<input type="checkbox"/>	<input type="checkbox"/>	-	<input checked="" type="checkbox"/>
144	Are the education programmes up to EAZA standards of education (2008)?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
145	Are exhibit labels and other graphics correct, understandable and customer friendly?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
146	Is the animal collection appropriately identified and interpreted for the public?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
147	Is the botanical collection appropriately identified and interpreted for the public?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
148	If an institution participates in one or more EEPs do the signs at the animal enclosures mention that the animal concerned is part of a European Endangered Species Programme (EEP)?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Q	<input type="checkbox"/>
149	Does the institution have a means of evaluating and monitoring educational programmes?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	-	<input type="checkbox"/>

**Comments:**

While the educational programme is meeting 2008 standards, the zoo is not quite meeting 2016 standards, in areas of engagement, signage, and evaluation. The screening team feels that the educational department staff capable of implementing new aspects of these standards, but may struggle with all resources being in English.

8. RESEARCH		Yes	No	A/Q/U	N/A
150	Does the institution employ research staff?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	-	<input type="checkbox"/>



151	Is the institution's participation in research programmes in line with similar-sized institutions?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
153	Does the institution have a means of screening, evaluating and monitoring research projects?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	-	<input type="checkbox"/>
154	Are research results published and/or shared with relevant staff and other professionals?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
155	Are research philosophies and activities consistent with the overall goals and objectives of the institution?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
156	Does the institution have cooperative research activities with colleges and universities?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>
157	Does the institution have plans for future research projects?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	-	<input type="checkbox"/>

**Comments:** Research done at Nikolaev Zoo is practically focused, and new achievements in husbandry are published in Russian each year.

9.	MISCELLANEOUS	Yes	No	A/Q/U	N/A
158	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"/>

**Comments:**

### Items of Concern

#### Major Concerns (Conditions for Membership):

1. Old fashioned management of many species, leading to concerning welfare issues
2. No substrate or species appropriate furniture for many exhibits
3. No structured enrichment programme
4. No collection plan, which has led to too many specimens for the enclosures and area
5. Many exhibits far too small for the species
6. Lack of gas anaesthesia (not necessarily zoos's fault)
7. Poor maintenance in nearly every building.
8. Recent renovations (elephant house) made without expert advice or involvement of the EEP, which has led to a potentially unusable house.
9. Too many solitary social animals
10. The structure and holding of the wolves

#### Minor Concerns:

1. Knowledge of the leadership at the zoo of modern zoo management and animal care. Guidance



from an EAZA mentor would go very far to help the zoo in this area.

121	Is the institution a research institution?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
122	Does the institution have a means of obtaining, evaluating and maintaining research projects?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
123	Are research results published and/or shared with relevant staff and other professionals?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
124	Are research philosophies and activities consistent with the overall goals and objectives of the institution?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
125	Does the institution have cooperative research activities with colleges and universities?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
126	Does the institution have plans for future research projects?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Comments: Research done at Wilkozev Zoo is practically focused, and new achievements in husbandry are published in Russian each year.

127	Are the brochures, reports, newsletters and other publications produced by the facility appropriate and adequate?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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Comments:

## Items of Concern

### Major Concerns (Conditions for Investigation)

1. Old fashioned management of many species, leading to concerning welfare issues
2. No substrate or species appropriate furniture for many exhibits
3. No structured enrichment programme
4. No collection plan, which has led to too many specimens for the enclosures and area
5. Many exhibits far too small for the species
6. Lack of gas anaesthesia (not necessarily zoo's fault)
7. Poor maintenance in nearly every building
8. Recent renovations (elephant house) made without expert advice or involvement of the EEP, which has led to a potentially unusable house
9. Too many solitary social animals
10. The structure and holding of the welfare

### Minor Concerns

1. Knowledge of the leadership at the zoo of modern zoo management and animal care. Guidance



## Decision of EAZA Council

### Decision: Candidate for Membership

#### Reasoning:

Nikolaev Zoo is one of the oldest zoos in Europe and has an amazing history both as a zoo and as a cultural institution of the city. In its time it was an innovative place and a model for other zoos in the region, but because of political changes in the country and the city, the zoo has struggled to stay up to date through lack of funding and language isolation.

Nikolaev Zoo is currently not meeting EAZA standards, but not for lack of care and dedication by the staff. As with many Eastern European zoos, they have struggled with little investment in the past 10 or more years, which also means that the staff and leadership have not been able to travel, and thus have become isolated from the developments of the rest of the zoo community.

Unfortunately, this isolation is evident in the state of the zoo. This goes beyond the issues with maintenance and repair of the buildings, and is reflected in the old fashioned management of the animals, as outlined above. Lacking a clear collection plan and acquisition/disposition policy has also led to the zoo holding far too many specimens for the facility, reducing the ability to properly care for all animals. The zoo also struggles with being required to take in rescued or turned in animals (foxes, otters etc) but the screening team strongly recommends having a serious conversation with the city and the nature authority to reduce or stop this requirement, as it had burdened the zoo and limits its ability to direct its own collection. It also leads to animals being held in very substandard conditions.

The Membership and Ethics Committee feels that Nikolaev Zoo is absolutely worth the effort and time of a mentor visiting and supporting the zoo on their way back to EAZA Accreditation. The director is motivated and capable, and with some steering and support of a mentor can bring the zoo back to full standard. The mayor and city have thrown their support behind the zoo and this itself is a huge part of what is needed for the zoo to modernize.

The Membership and Ethics Committee feels that they will need at least 5 years to achieve this, but with some guidance and the willingness of the zoo to take advice, immediate impact and improvements can be made. The zoo has an excellent location and area to work with, and with some creative application of funds and accessing the resources EAZA has to offer, Nikolaev Zoo has a high chance of coming back up to full membership.

The Membership and Ethics Committee recommends Candidate for Membership for Nikolaev Zoo to allow them the time to meet EAZA standards with the support of a mentor. EAZA Council agrees.