

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



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

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

I. Warning

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

1. Not following recommendations from EEP coordinators for animal transfers between officially approved EEP participants, including both EAZA and non-EAZA EEP participants;
2. Claiming or accepting money for an EEP animal;
3. Transferring, importing or releasing an animal into, within or from the EEP population without the knowledge and approval of the EEP Coordinator;
4. Repeatedly not responding to requests from the EEP coordinator within a time period of three months;
5. Categorically and/or repeatedly not following EEP breeding recommendations, EEP non-breeding recommendations or EEP husbandry recommendations;
6. Other violations of EEP rules as set out in the EAZA Population Management Manual (PMM);
7. Not keeping appropriate records as designated in the EAZA Standards for Welfare, Accommodation and Management of Animals in Zoos and Aquariums (2024); non-participation in ZIMS (and/or Species360 membership) or not updating ZIMS data in the preceding six months;
8. Violations of the EAZA governance and constitutional documents including the Code of Ethics and Conduct or EAZA Standards including but not limited to violations which

harm the community's common interests regarding animal care, EEPs, or conservation activities and reporting, or animal exchanges, or harm other Members or their image or the image of EAZA.

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

The Member institution shall rectify or resolve the problem(s) that led to the warning within six months of the warning being issued. If the problem(s) that have led to the warning are not capable of being rectified or resolved the Member institution shall provide the respective Committee with a written statement setting out (i) the measures that have been taken to mitigate the risk of a similar issue occurring in the future and (ii) which root causes have been addressed to eliminate or reduce the risk of recurrence.

The respective Committee Chairs, through their EEO liaisons, will follow up with the Member prior to the six-month requirement to assess progress. The Committee shall review and discuss the status of the rectification or resolution (or, where applicable, the mitigation measures taken) and the response of the Member at its next scheduled meeting of the Committee following the six-month deadline. The respective Committee will then discuss whether the problem(s) that have led to the warning have been sufficiently rectified or resolved or whether a new warning should be imposed due to the failure to rectify or resolve the issue within the six month period.

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

II. Restricted status

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

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

3. If a member has not rectified or resolved the problem(s) that led to a warning within six months of the warning being issued or, insofar as the problem(s) that have led to the warning are not capable of being rectified or resolved by the Member institution, it cannot reasonably be concluded that the member has complied with the obligation to provide the Committee with the above-mentioned written statement.

For purposes of determining whether three warnings have accumulated, warnings are counted cumulatively across all three Committees (EEP, Conservation, and Membership and Ethics).

Restricted status lasts for two years and is registered by the EEO and communicated to the EAZA membership as well as to Coordinators. Relevant partner organisations are also notified.

Members with Restricted status:

1. cannot be Council members;
2. cannot have, or provide institutional support to, any other functional roles in EAZA (e.g. host an EEP, support EEP (Vice) Coordinators, TAG (Vice) Chairs, Veterinary Advisors);
3. cannot be members of EAZA bodies (e.g. EAZA Council, EAZA Committees, EAZA Working Groups, EEP Species Committees, TAGs, etc.);
4. cannot attend any EAZA meetings with the exception of the Annual General Meeting;
5. cannot acquire new EEP species;
6. will lose recommendations for any new EEP species that might have been made prior to the Restricted status that have not yet been transferred;
7. do not have access to the Member Area of the EAZA website.

Members with Restricted status are still required to follow all EEP rules for the EEP animals they have already.

Restricted status will be lifted by the Executive Committee after two years if all of the following criteria are met:

- the Member cooperates fully with the Executive Committee and] EEP(s);
- the Member has not received or does not receive any new warnings;
- the Member provides written confirmation that they commit to following EAZA Codes, Standards and procedures are not aware of any incidences where these may be in violation; and
- the EEP-, Conservation-, and Membership and Ethics Committees recommend to the Executive Committee that the Member should be brought back to Full Member

status and confirm they have no other warnings or ongoing complaints against them.

- If the Committee responsible for the underlying subject matter does not support the reinstatement of the Restricted Member to Full Member, the Committee Chair will submit a detailed report on why this is the case.

The final decision to change the membership status stays with the Executive Committee. The Executive Committee considers the criteria above, including the recommendations from the committees, in the meeting prior to the deadline of Restricted status ending and decides if the Restricted status can be lifted as per the two-year deadline date.

If there is a complaint against the restricted Member or if there are new concerns that require an investigation, then the Executive Committee can decide to extend the Restricted status until the complaint is resolved. If and when the deadline of the Restricted status ends:

- A letter will be sent to the Member with Restricted status to say that they will be reinstated by date X provided no new concerns arise by that date;
- The Executive Director monitors the situation and if no further concerns are raised between the meeting prior to the deadline of Restricted status ending and the deadline then a letter is written from the EAZA Chair to the Member to confirm that the Restricted status is lifted and the Member is returned to Full Member status.
- After the Member has been informed, the EAZA Executive Office leads on communicating with Coordinators, the EAZA membership and any relevant partner organisations who were previously notified of the change in status.

If the Member continues to violate the EAZA Codes of Ethics and Conduct, EAZA Standards and/or EEP rules or receives further warnings the Executive Committee will recommend the Member to Council for termination of membership.

III. Termination

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

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

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

- Members with Restricted status who have not fully cooperated with the Executive Committee and the respective Committee(s) responsible for the underlying subject matter(s) or have not abided by the EAZA Code of Ethics and Conduct, EAZA Standards, or EEP procedures in the preceding two years;
- Severe and/or repeated violations of the EAZA Code of Ethics and Conduct, EAZA Standards or EEP procedures that go beyond situations for which the restricted status can be imposed and, which, in the judgement of the Executive Committee, justify termination of membership (e.g. illegal activities and action that damage the good reputation of EAZA).

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

Appeal

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

EAZA Members and other relevant stakeholders must:

1. follow the established complaint procedure outlined in the EAZA Membership and Accreditation Manual and/or Population Management Manual as appropriate, and await the decision of the appropriate committee(s) before submitting an appeal;
2. complete the appeal process as specified in the EAZA Membership and Accreditation Manual and/or Population Management Manual as appropriate; and
3. await the final outcome of such appeal process, before initiating or commencing any legal proceedings.