



British and Irish Association of Zoos and Aquariums

## **BIAZA Sanctions**

These sanctions are applicable to all forms of BIAZA membership.

In the case of a violation of BIAZA Policies, Articles or Requirements of Membership, three levels of sanction can be imposed by BIAZA Council:

- I. Warning
- II. Suspension (in accordance with 1.6.4 of the Articles of Association)
- III. Termination (in accordance with 1.6.4 of the Articles of Association)

Sanctions are issued by BIAZA Council, but can be recommended to Council by the Membership and Licensing (M&L) Committee.

### **I. Warning**

A warning can be given to a BIAZA member by Council for one or more of the following reasons. This list is not exhaustive and Council may issue a warning from an action not specified in this list:

1. Not complying with the requirements of the BIAZA Animal Transfer Policy (ATP)
2. Not complying with relevant National or International legislation, whether concerning the holding of animals, the import/export of animals or other aspects of management relevant to a BIAZA member
3. Not complying with conditions placed on a Zoo Licence inspection report in a timely manner (without prejudice to the zoo's right under zoo licensing regulations to appeal a Condition)
4. Violations of BIAZA policies, Articles or Requirements of Membership or actions that may harm the image of BIAZA or other members (e.g. issues which harm the association's mission, community common interest, animal welfare or animal transfers, or harm other members or their image)
5. Actions that may harm the image of BIAZA or other members or may be considered to be damaging to 'BIAZA spirit'

Issues that may result in a warning will be investigated by the M&L Committee, allowing the member in question to give a written response to any investigation to determine whether a warning is appropriate. All details concerning warnings are held by the BIAZA Office. Where actions or issues may impinge on other BIAZA members, details of the warning, including the identity of the member, may be communicated to the membership. BIAZA retain the right to comment on the status of the member to the media. However, where possible, the privacy of the member will be respected. The problem(s) should be rectified or settled with the respective committee by the member institution within six months of the warning being issued; if not, a further warning will automatically be due.

Recommendation that a warning has been rectified or settled will be made to Council by the M&L Committee. Warnings are purged five years after they have been issued.

## **II. Suspension**

Suspension can be imposed on a BIAZA member by Council for the following reasons:

1. On issue of the **third** 'live' warning from Council, whether regarding the same issue or separate issues
2. Severe violations of the BIAZA ATP, other BIAZA policies or the BIAZA Articles and Requirements of Membership. Examples of severe violations are actions which are not in line with animal welfare or nature conservation regulations, or irresponsible dealing of "surplus" animals
3. Not complying with relevant National or International legislation, whether concerning the holding of animals, the import/export of animals or other aspects of management relevant to a BIAZA member

Issues that may result in a suspension will be investigated by the M&L Committee, allowing the member in question to give a written response to any investigation to determine whether a suspension is appropriate. Council may suspend the member during the investigation for such a period as they deem appropriate to investigate the conduct of that collection.

The Suspended status lasts for two years and is registered by the BIAZA Office and communicated to the BIAZA membership. Suspended members may be issued with conditions to be met before the Suspension can be lifted. If these conditions are met before the two year period has been completed, Council may remove the suspension. Relevant partner organisations will also be notified e.g. EAZA, and BIAZA retain the right to comment on the status of the member to the media. Suspended members cannot be Council members, and cannot have any other functional roles in BIAZA (e.g. members of BIAZA standing committees, workgroups etc). Suspended members cannot attend any BIAZA meetings, and do not have access to the member area of the BIAZA website. Suspended members are still required to follow all BIAZA policies, Articles and Requirements of Membership and to maintain payment of their membership fees. Suspension will be lifted after two years if the member cooperates fully with any conditions set and does not receive any new warnings. A lifting of a suspension will be communicated to the BIAZA membership and relevant partner organisations. If the member continues to violate BIAZA policies, the Articles and Requirements of Membership or if the member receives further warnings, the M&L Committee will recommend termination of membership to Council. Suspensions are purged five years after they have been lifted. A member who resigns whilst the suspension is active can apply for membership after five years and must go through the mentoring process.

## **III. Termination**

Council can terminate membership, if it so determines, in accordance with 1.6.4 of the Articles of Association in the following cases:

1. Members with suspended status who have not fully cooperated with BIAZA committees, or have not abided by the BIAZA Articles and Requirements of Membership or BIAZA policies in the preceding two years

2. Very severe violations of the BIAZA Articles and Requirements of Membership, BIAZA ATP or other BIAZA policies, without prior Suspension
3. Not complying with relevant National or International legislation, whether concerning the holding of animals, the import/export of animals or other aspects of management relevant to a BIAZA member

Issues that may result in a termination will be investigated by individual(s) from the M&L Committee. In accordance with 1.6.4 of the Articles of Association, where investigation is deemed necessary Council may suspend membership of that member for such a period as they may prescribe. Wherever possible a formal, minuted interview with the member representative should be held.

A termination will be communicated to the whole of the membership and relevant partner organisations e.g. EAZA. In addition, BIAZA retain the right to comment on the status of the member to the media. In the case of a termination of membership, membership fees for the remainder of the year will not be refunded. Terminated members can apply for new membership after five years and must go through the full mentoring procedure.