

Elephant Management Policy

The goal of the Cameron Park Zoo is to provide the safest working conditions for the staff, and the best living conditions for the elephants. The Elephant Management Policy will provide the protocols and accepted practices for managing elephants per the AZA Standards for Elephant Management and Care at this facility. The Elephant Management Policy will be reviewed annually by the Elephant Management Team to ensure that the Cameron Park Zoo is practicing current acceptable standards. Deviation from or violation of this policy and procedure manual can result in removal from the elephant program, and or termination of employment.

Elephant Program Mission Statement

The mission of the Cameron Park Zoo elephant management team is to increase the knowledge and understanding of elephants, convey this knowledge to our visitors, staff, volunteers and peers, promote elephant conservation awareness and research while providing a physiological, psychological and socially enriching environment for the elephants and a safe environment for the staff and community it serves.

Elephant Program Goals

- To continue to improve all aspects of husbandry.
- To improve the elephants exercise program by consistently expanding the training programs for each elephant.
- To expand the enrichment program by developing and implementing a structured plan that includes multiple enrichment forms that include physical, psychological, dietary, social, and the sensory stimulation.
- To improve guest experiences by developing and implementing high quality programs and presentations.
- To become more involved within the elephant community through attending conferences, participating in keeper exchanges, acquiring the services of specialists, maintaining up to date standards, and providing support and positive reinforcement for growth within the program.
- To maintain knowledge of current industry standards in accepted training, husbandry, and safety techniques.
- To participate with research projects.
- To develop and implement a training program that ensures that all elephants are conditioned to accept injections, oral medications, and insertion of ear or leg vein catheters, treatment of wounds, enemas, tuberculosis tests, and urogenital examinations.
- Develop and implement a reproduction plan for the future.

Elephant Management Team

The Elephant Management Team consists of the Elephant Handlers, Elephant Supervisor, Curator of Programs and Exhibits, General Curator, Zoo Veterinarian, and Zoo Director. The Elephant Management Team will work together in a positive manner to ensure the safety of all elephant staff members and the safe and productive care of the Cameron Park Zoo Elephants.

Management Systems

There must be a minimum of two qualified elephant personnel present when contact with the elephants occurs. (*Contact*: Engaging the elephant in a working situation, i.e. socializing, footwork, bathing, training, feeding, and shifting). The Cameron Park Zoo practices the use of protected contact and confined contact. (*Protected contact*: Handling of an elephant when the Keeper and the elephant do not share the same unrestricted space. Typically in this system the keeper has contact with the elephant through a protective barrier of some type while the elephant is not spatially confined and is free to leave the work area at will. *Confined contact*: Handling of an elephant through a protective barrier where the elephant is spatially confined, as in an Elephant Restraint Device (ERD)).

Husbandry

All elephants are to be visually inspected at least four times per day. The first will occur in the morning with a complete body exam (including skin, feet, eyes, ears, open mouth and tongue, teeth and tusks) for any sign of abnormalities. Results will be recorded and any items of concern will be relayed to the Elephant Supervisor immediately. In the absence of the Elephant Supervisor, staff will contact first the Curator of Programs and Exhibits, General Curator, then the Zoo Director. During the morning inspection, skin and feet will be cleaned.

The Cameron Park Zoo currently maintains 0.2 African Elephants (*Loxodonta africana*) within a three-stall barn with a manual elephant restraint device, day yard, and exhibit. Every effort will be made to provide a clean, comfortable, and safe environment for the elephants. The elephant barn is well ventilated and capable of maintaining 55⁰ or better with two large natural gas forced air heaters and floor heat. The elephant stalls are cleaned and disinfected daily, the ERD, day yard, and exhibit are cleaned daily.

All elephants will be allowed daily opportunities for outdoor exhibit time per the weather guidelines set forth in this manual. If the temperature (ambient or wind chill) is between 30⁰F and 38⁰F, the elephants should only be put outside to facilitate cleaning of the barn. The exposure to these temperatures should not exceed more than one hour. This will also give the elephants a brief exercise period. If the elephants exhibit any signs of

discomfort, they will be brought back into the barn. Prior to exposing the elephants to such a temperature, the appropriate barn doors will be opened to assist in acclimating the elephants to the outside environment. In temperatures below 30⁰F, the elephants will remain inside the barn, utilizing the free stall for shifting of the animals, to allow for cleaning of the facility. When an elephant staff member is in doubt about whether to place the elephants on exhibit or to secure them for the night, the elephant staff member will call first the Elephant Supervisor, Curator of Programs and Exhibits, General Curator, or Zoo Director for clarification.

Housekeeping

- All tools and equipment are to be stored in the proper places.
- Any broken equipment necessary for the routine operation will be reported and the steps taken to correct the issue.
- Floor safety lines are to be kept clear, clean, visible, and repainted no less than once per year.
- Safety signage is to be maintained and not obstructed.
- All structures are to be examined daily for any failures. Any potential hazard is to be corrected prior to putting an elephant on exhibit, or bringing an elephant into the barn.
- All emergency items, due to structural integrity, animal safety, public safety, and staff safety are to be reported to the Elephant Supervisor immediately. In the absence of the Elephant Supervisor, staff will contact first the Programs and Exhibits Curator, then the General Curator, then the Zoo Director.
- Work orders are to be properly submitted in a timely manner.
- Complete a pre-closing walk through of the area prior to bringing in/giving access to the elephants for the night. Make sure that the area is clean, safe, free of foreign items/tools, and properly set up for the night.
- All electric fence units and fences are to be checked daily to verify they are operating.
- All locks are to be checked and greased monthly to ensure proper working order. Any locks found to be malfunctioning are to be reported and replaced immediately.
- All fire extinguishers are to be checked monthly to ensure appropriate charged level and service date. Any fire extinguisher found not to be within the acceptable parameters is to be reported immediately to the Elephant Supervisor and Curator of Programs and Exhibits.
- All barn doors (including large winter doors) are to be checked and greased monthly to ensure proper working order. Any doors found to be malfunctioning are to be reported and a work order filled out immediately.

Exercise

Some of the major contributing factors to obesity, lameness, and foot problems are the lack of adequate exercise programs with captive elephants. The Cameron Park Zoo has an established exercise program in order to improve the physical and mental health of each animal that includes, A-B transfers, training sessions, calling the elephants to the opposite side of the yard, catching sticks, painting, and playing the harmonica. All exercise is recorded on a daily basis in the Training Log.

Food and Water

Elephants must have access to clean, fresh drinking water. The elephant pool will be cleaned every other week and recorded on the daily report. The elephant pool will be dumped and filled on non-cleaning weeks and recorded on the daily report. The barn water containers will be cleaned and refilled daily. If, due to weather or other uncontrollable conditions the elephants must remain confined within the barn, the elephant water containers must be cleaned and refilled at least twice daily.

The elephants will be fed the established high quality and nutritionally correct diet in the approved manner on a daily basis to maintain proper animal health and weight. Hay and grain will be provided in the daily diet. Fresh browse and produce will be used as dietary supplements and enrichment for the animals. Dietary containers will be cleaned daily. Any additions or deletions to the established diet must be requested utilizing the diet change request form and submitted to the Elephant Supervisor for approval/disapproval. Diet amounts may be adjusted to compensate for weather, medical conditions, and other special situations. An adjustment to the diet amounts and the reason for such is to be recorded on the daily report.

Enrichment

It is recognized that taking care of the psychological well being of the elephants is as important as taking care of their physical needs. Elephants are considered to be highly intelligent animals. Enrichment is a priority of our elephant program, not a luxury at the Cameron Park Zoo. The enrichment program includes a wide variety of tools that are designed to improve the mental and physical health of the elephants. These include new logs, scents, A-B transfers, separation, special food items, new dirt, training, etc. The enrichment request form is used to request new enrichment items or activities and is submitted to the Elephant Supervisor for approval/disapproval.

Research

The goal of the Cameron Park Zoo is to participate in in situ and ex situ research projects that will assist the SSP, the Cameron Park Zoo, and related facilities with the

management of captive elephants. Research project ideas are to be submitted to the Elephant Supervisor and Curator of Programs and Exhibits for initial review to be reviewed by the Animal Care and Use Committee. Only approved research projects will be conducted at the Cameron Park Zoo.

Restraint

The Elephant Restraint Device provides a method of restraint that allows necessary husbandry, veterinary, and reproductive procedures to occur in a safe and efficient manner. Positive reinforcement will be used with the elephants in the ERD, negative reinforcement is never an accepted method used at the Cameron Park Zoo. (*Positive Reinforcement*: Following a response with something the subject wants. *Negative Reinforcement*: Any unpleasant stimulus, no matter how mild, that the subject wants to avoid).

Staff Training

The Elephant Supervisor has the responsibility of developing and maintaining the program, communication with elephant related staff, and staff training. In an attempt to create an environment that allows the animals and the staff the ability to succeed, only staff members exhibiting desirable attitudes, work ethics, and appropriate physical abilities will be allowed to participate in the elephant program. It is understood that not all animal keepers will work in the elephant program. Staff training will occur under the guidance of the Elephant Supervisor. Training of new staff will occur under a structured and consistent training venue. The trainee will take a standardized verbal exam after an appropriate period for each training level. (The Cameron Park Zoo recognizes that each individual is different, but expects that the program should be completed in 6 to 12 months). Successful completion of each individual level will occur under the witness of two elephant handlers and the Elephant Supervisor with final approval from the General Curator. A staff member can be moved up or down a level depending upon their consistency and ability to perform the listed tasks in accordance with the established protocols.

Level 1 – This is the entry level for new staff. The trainee will work within the elephant area only when the Elephant Supervisor is present.

Level 2 – Trainee continues to work within the area only when the Elephant Supervisor is present. Trainee becomes familiarized with the elephants as individuals, a herd, area preparation, record keeping, and protected contact methods.

Level 3 - Trainee continues to work within the area only when the Elephant Supervisor is present. Trainee becomes familiarized with p.m. preparation, standard commands, competency while working the elephants during feeding, bathing, and foot procedures, and an understanding of elephant procedures and guidelines. Completion of Level 3

constitutes the ability of the individual to work within the area as a competent elephant mechanic in the presence of a full keeper.

Level 4 - This is the entry level for new Handlers. Trainee may work within the area as a Mechanic Level 3 with the presence of a Handler Level 5 or above. Trainee will work towards the completion of Level 4 under the presence and close supervision of the Elephant Supervisor. Trainee becomes familiarized with increased husbandry knowledge, medical care, and public services.

Level 5 – Trainee continues to work within the area as a Level 4 in the presence of a Handler Level 5 or above. Trainee will work towards the completion of Level 5 under the presence and close supervision of the Elephant Supervisor. Trainee shows competency in proper foot care techniques, working with veterinary staff, and the continual building of previous levels. Successful completion of Level 5, constitutes the first level of Elephant Handler, and awards the employee the opportunity and ability to work within the barn with a Level 3 or above.

Level 6 – Trainee will demonstrate the ability for continual professional growth, a productive team member, and the ability to participate in designing training proposals. Trainee will continue to work within the elephant area as a Level 5 and will work towards the completion of Level 6 under the presence and close supervision of the Elephant Supervisor. An individual that completes the Level 6 may work the elephant area with a Level 3 or above and will receive certification signed by the Zoo Director stating Elephant Handler.

Elephant Training

Consistency is the key to establishing a productive program; utilizing the following information will insure that the elephant handlers are working with the elephants in a consistent and positive manner. Positive reinforcement is the preferred method of handling elephants at the Cameron Park Zoo. Although, it is understood that neutral reinforcement (ex. time out, removal of distraction) is an accepted effective training method in shaping the elephant's behavior. All training should focus on extending positive behavior and extinguishing undesirable behavior. Undesirable behavior is defined as repeated non-compliance during training sessions as well as elephant/elephant and elephant/human aggression.

Communication, observation, analysis, constructive criticism, new ideas, and a safe and positive work environment between staff members are considered to be the most effective tools available to a comprehensive elephant management program.

Only approved commands will be used with the elephants. Deviations from the command list will reduce consistency and cause confusion with the elephants. This may result in a more difficult situation for all of the elephant staff. Training consistency

among the elephant staff is a factor on how quickly an animal learns and how reliably the animal performs the behavior on command. Consistency can reduce the possibility of confusion by the animal as to what is expected. The command list will be reviewed annually for accuracy and new commands will be added to the list as they are approved.

Definitions

Operant Conditioning: Associative learning in which there is a contingency between the response and the presentation of a reinforcer. (Also known as, Response-Stimulus conditioning because it forms an association between the animal's response (behavior) and the stimulus that follows (consequence)).

Reinforcement: Anything, which, occurring in conjunction with an act tends to increase the probability that the act will occur again (whistle, clicker, voice, food).

Primary Reinforcer: A reinforcer that has an immediate biological consequence (food, water, warmth).

Positive Reinforcement: Following a response with something the subject wants.

Negative Reinforcement: Any unpleasant stimulus, no matter how mild, that the subject wants to avoid.

Extinction: Method of eliminating a behavior by not reinforcing it any longer. The primary use of the extinction procedure is to eliminate undesirable responses from an animal's repertoire.

Bridge: A sound or action that tells the animal that it just did something correct and reinforcement is on the way. Once the bridge has been paired with food a number of times, it can then be used as a reinforcer. This concept is termed a "conditioned reinforcer" or "secondary reinforcer".

Continuous Reinforcement: A schedule of reinforcement, where reinforcement is provided, is following each correct response. Trainers should work with animals using a continuous reinforcement schedule when the animal is in the process of learning a new behavior.

Intermittent Reinforcement: Any schedule of reinforcement that does not provide reinforcement following each response. Behaviors that are reinforced on an intermittent schedule are more resistant to extinction.

Attention Span: The length of time during which an individual is able to "concentrate", (is motivated to take part in a training session).

Cue: A signal that will bring out a specific behavior or reflex, as a result of a learned association, (discriminative stimuli).

Target (noun): A prop (or part of the trainer's body) that pinpoints a critical location for an animal in training, (a trainer teaches an elephant to touch its foot to the end of a stick). When using this technique to shape a behavior it is called "targeting".

Shaping: The act of taking a small tendency in the right direction and shifting it, one small step at a time, toward an ultimate goal, (the behavior being trained). This process is also known as "successive approximation", approximation being one step in the process.

Physical Manipulation: Physically manipulating an animal to perform a certain behavior.

Habituation: The process of getting an animal used to a new or aversive stimulus through gradual exposure.

Desensitization: Actively and specifically pairing a positive reinforcer with a negative event until the negative event loses its ability to adversely influence behavior. "Over time it can actually turn the event into a positive one".

Capturing: a shaping technique where the trainer waits for the animal to offer a behavior (or an approximation of a behavior) then reinforces that response, also known as "scanning".

Baiting: Use of food items (as a visual or olfactory) stimulus to lure an animal to an area or position.

Behavior Criteria: The level of behavioral response that must be met to earn reinforcement.

Time Out: An effective technique for eliminating undesirable behavior in a training situation by the trainer enforcing a time out from positive reinforcement. The trainer traditionally withdraws from the area, taking all training and reward items from sight of the animal.

Jackpot: A reward much bigger than the normal reinforcer, like whole produce or items used specifically for this purpose such as "cookies".

Improper Use of Reward: Giving preferred items to an offending animal, reinforcing the undesirable behavior, leading to increased incidence of the behavior, (throwing food on ground as keeper walks by to keep animal from swinging out).

Health (Foot Care)

Foot problems are common in captive elephants. The major causes of these problems are obesity, maintained on hard substrates, chronically wet and/or dirty conditions and inadequate exercise and wear. Elephants that are kept in clean, dry exhibits and given adequate opportunity to wear nails and soles will have few foot problems. Individual elephants differ in the degree of foot care required to maintain normal feet.

The interval between routine foot trimmings is not fixed and depends on the rate of wear and growth of the different elements of each animal's feet. The status of the animal's feet should be evaluated during the daily inspections and the Elephant Supervisor and the keeper assigned to the foot care of the animal in question should schedule a maintenance trimming before the feet become grossly overgrown. Trimming more often and removing less is superior to seldom trimming and removing a radical amount.

Footwork should not be a negative experience for an elephant. The use of verbal, physical, and food rewards along with breaks will be used to help make the experience a positive one.

Any abnormalities and/or footwork will be documented daily within the foot log. Photographs of each foot will occur at least once per month and documented within the foot log. Photographs will occur under the supervision of the Elephant Supervisor, Curator of Programs and Exhibits, or General Curator.

The Veterinary staff will inspect each foot at least two times per month. The veterinary staff will be kept current on the status, care, progress, and problem areas of each foot.

Tools: hoof knives, rasp, wire brush, nylon brush, exacto knives, and soaking tubs. (Clean the foot prior to using any tool, use only clean and sharp knives).

Povidone Iodine: Disinfects, 5% level may be used as a foot soak.

Epsom Salt Solution: Warm water foot soak that draws out deep infection and reduces swelling.

Bleach Solution: Disinfects, dries tissue, 5% level solution may be used as a foot soak.

Betadine Iodine: Disinfects, softens tissue, suppresses epithelization (tissue regeneration).

Koppertox: Disinfects, dries tissue (can be hard on tender granulation (healing) tissue), kills fungus.

Annual Elephant Health Assessment

- Review the history of significant medical and behavioral events over the past year.

- Document diet recommendations and changes made over the past year.
- Perform a physical exam.
- Perform a body condition assessment.
- Perform a foot health assessment.
- Collect a fecal sample for parasite screen.
- Collect a fecal sample for a Salmonella sp. Culture.
- Perform a series of trunk washes (on three consecutive days).
- Vaccinate against tetanus and rabies.

Level 1

This is the entry level for new staff. Duties include familiarization of elephant area, dietary needs, identification of animals, and demonstrates the ability to work safely around the elephants.

Must show a clear understanding of the following:

- Elephant area layout – barn, chute, day yard, exhibit, storage areas, gates, doors, safety zones
- Preparation for elephant transfers – dry cleaning of barn, set up, gate checks
- A.M. and P.M. elephant transfers – exhibit to barn, barn to exhibit transfers, proper communication
- A.M. diet and watering procedure – graining elephants, water elephants, water only bath, breakfast
- Diet preparation – dry breakfast, supplements, breakfast produce, treat produce, hay provided
- Identify animals – individuals, tusks, tails, size
- Area cleaning routines – barn, chute, yard, storage areas, pool maintenance
- Record keeping – calendar, daily report, log book; foot log, photo foot log, training log, session log
- Exhibit electrified fence – location of two boxes, areas boxes cover, operational check of electrified fence
- Animal profiles – backgrounds, behaviors, habits, temperaments, warning signs
- Herd dynamics – barn, stalls, yard, isolated
- Protected Contact methods and applications – (proper use of), bridge, reinforcer, target pole, compliance, relationships
- Preparation for closing – hay, water, barn secure, clear of foreign objects
- P.M. session – station elephants for p.m. hay, station elephants for closing with access, secure closing operating gates only
- A.M. diet and foot procedures – able to work elephant (another grains elephant), able to hold elephant during foot care (another inspects and provides foot care)
- Elephant guidelines – proper understanding of standardized elephant guidelines, proper understanding of Cameron Park Zoo elephant guidelines
- Commands – proper use of commands
- Full bath – bath routine, able to complete labor aspect of bath
- Work ethic – continues to demonstrate the ability to consistently work safely and efficiently around the elephants in a calm and professional manner

Individual: _____ Date: _____

Supervisor: _____ Date: _____

Keeper: _____ Date: _____

Keeper: _____ Date: _____

The individual must prove understanding, consistency, and competency with all aspects of the desired level. The individual will do so under the close supervision of the supervisor and will only work within the area when the supervisor is present.

General Curator: _____ Date: _____

Date Began: _____

Elephant Incident Report
Required Completion at Aggression 4 or Above

Date: Day _____ Month _____ Year _____

Time: _____ am/pm

Location (specify):

Elephant(s) Involved:

Keeper(s) Involved:

Details of Incident (specify):

Additional Comments:

Reviewed by (initial):

Elephant Supervisor: _____

Curator of Programs and Exhibits: _____

General Curator: _____

Director: _____

Course of Action/Response:

Level 1

This is the entry level for new staff. Duties include familiarization of elephant area, dietary needs, identification of animals, and demonstrates the ability to work safely around the elephants.

Must show a clear understanding of the following:

- Elephant area layout – barn, chute, day yard, exhibit, storage areas, gates, doors, safety zones
- Preparation for elephant transfers – dry cleaning of barn, set up, gate checks
- A.M. and P.M. elephant transfers – exhibit to barn, barn to exhibit transfers, proper communication
- A.M. diet and watering procedure – graining elephants, water elephants, water only bath, breakfast
- Diet preparation – dry breakfast, supplements, breakfast produce, treat produce, hay provided
- Identify animals – individuals, tusks, tails, size

Individual: _____ Date: _____

Supervisor: _____ Date: _____

Keeper: _____ Date: _____

Keeper: _____ Date: _____

The individual must prove understanding, consistency, and competency with all aspects of the desired level. The individual will do so under the close supervision of the supervisor and will only work within the area when the supervisor is present.

General Curator: _____ Date: _____

Date Began: _____

March 2004

Level 2

Duties include cleaning, familiarization with the elephants, area record keeping, and familiarization with protected contact and operant conditioning.

Must show a clear understanding of the following:

- Area cleaning routines – barn, chute, yard, storage areas, pool maintenance
- Record keeping – calendar, daily report, log book; foot log, photo foot log, training log, session log
- Exhibit electrified fence – location of two boxes, areas boxes cover, operational check of electrified fence
- Animal profiles – backgrounds, behaviors, habits, temperaments, warning signs
- Herd dynamics – barn, stalls, yard, isolated
- Protected Contact methods and applications – (proper use of), bridge, reinforcer, target pole, compliance, relationships

Individual: _____ Date: _____

Supervisor: _____ Date: _____

Keeper: _____ Date: _____

Keeper: _____ Date: _____

The individual must prove understanding, consistency, and competency with all aspects of the desired level. The individual will do so under the close supervision of the supervisor and will only work within the area when the supervisor is present.

General Curator: _____ Date: _____

Date Began: _____

January 2006

Level 3

Duties include closing preparation, proper use of established basic commands during foot care and bathing, familiarization with all standard commands, and the understanding of the proper guidelines required to house and work elephants.
Must show a clear understanding of the following:

- Preparation for closing – hay, water, barn secure, clear of foreign objects
- P.M. session – station elephants for p.m. hay, station elephants for closing with access, secure closing operating gates only
- A.M. diet and foot procedures – able to work and grain the elephant, able to hold elephant during foot care (another inspects and provides foot care)
- Elephant guidelines – proper understanding of standardized elephant guidelines, proper understanding of Cameron Park Zoo elephant guidelines
- Commands – proper use of commands
- Full bath – bath routine, able to complete labor aspect of bath
- Work ethic – continues to demonstrate the ability to consistently work safely and efficiently around the elephants in a calm and professional manner

Individual: _____ Date: _____

Supervisor: _____ Date: _____

Keeper: _____ Date: _____

Keeper: _____ Date: _____

The individual must prove understanding, consistency, and competency with all aspects of the desired level. The individual will do so under the close supervision of the supervisor and will only work within the area when the supervisor is present. An individual, who chooses only to complete the first 3 levels, may do so, and work the elephant area within the guidelines of his/her training with a level 5 or above.

General Curator: _____ Date: _____

Date Began: _____

Level 4

This is the entry level for new Handlers. Duties will include intense building of husbandry knowledge, including foot health, blood routine, demonstrations, and continual building of previous levels. Must show a clear understanding of the following:

- Foot tools – basic understanding of tools, supplies, and medicinal agents
- Foot work – observe qualified handlers during the foot trim routines to gain an understanding of foot trim techniques
- Foot inspection – perform daily foot inspections with qualified handlers to identify the state of the elephant foot health
- Blood Draw Routine – ability to safely and effectively manipulate the elephant for a successful blood draw in a protected or confined contact setting
- Demonstrations – demonstrates ability to give keeper talks and presentations with correct and appropriate information to the public, volunteers, donors, and peers in a professional and courteous manner
- Previous Levels – continues to demonstrate skills and abilities required at previous levels of training

Individual: _____ Date: _____

Supervisor: _____ Date: _____

Keeper: _____ Date: _____

Keeper: _____ Date: _____

The individual must prove understanding, consistency, and competency with all aspects of the desired level and demonstrate confidence and flexibility in handling all circumstances that might arise in a training session. The individual will work towards the level 4 under the close supervision of the supervisor, but may work within the area with another full keeper as a level 3 without the presence of the supervisor.

General Curator: _____ Date: _____

Date Began: _____

March 2004

Level 5

Duties will include training and practice of proper foot care techniques, working with veterinary staff, ability to work at all levels of bathing, and continual building of previous levels. Must show a clear understanding of the following:

- Foot tools – set up for foot trimming, clean and maintain tools, and sharpen tools
- Foot work – begin basic foot care (nail filing, pad trimming, beveling problem spots, cuticle care, foot soaks, and proper chemical treatments) on elephants in the presence of a qualified handler
- Full bath – bath routine, ability to complete all aspects of bath routine
- Medical Treatments – ability to safely and effectively manipulate the elephant for medical treatments in a protected or confined contact setting and the ability to assist the veterinary staff in medical needs
- Previous Levels – consistently demonstrates the ability to perform and implement all husbandry routines, gains compliance from the elephants, and utilizes the established methods to correct non-compliance from the elephants in daily husbandry and training routines with little or no direction from the Elephant Supervisor.

Individual: _____ Date: _____

Supervisor: _____ Date: _____

Keeper: _____ Date: _____

Keeper: _____ Date: _____

The individual must prove understanding, consistency, and competency with all aspects of the desired level. The individual will work towards the level 5 under the close supervision of the supervisor, but may work within the area with another full keeper as a level 4 without the presence of the supervisor. An individual, who completes level 5, may work the elephant area within the guidelines of his/her training with a level 3 or above.

General Curator: _____ Date: _____

Date Began: _____

Level 6

Duties will include a finalization and structuring of previous levels while building on health care, training, and reproduction of elephants. Must show a clear understanding of the following:

- Foot work – demonstrates the ability to safely and correctly perform foot care for the elephants (foot inspections, foot trims, and foot soaks)
- New Training – submit an approved training opportunity, follow Cameron Park Zoo criteria in training, and train a new and productive behavior with both elephants
- Reproductive assessment – ability to prepare the elephants for all aspects of an artificial insemination and of a reproductive assessment
- Abnormalities identification – demonstrates ability to identify behavioral or medical abnormalities in the elephants and to perform the corrective actions after proper consultation with the appropriate staff, i.e. Elephant Supervisor, Elephant Team Members
- Previous Levels – consistently demonstrates the ability to perform all aspects of an elephant handler at the highest of professional levels, ability to assist the Elephant Supervisor in staff training, and sets an example for others to follow in teamwork, communication, judgment, initiative, dependability, productivity, quantity of work, quality of work, and job knowledge.

Individual: _____ Date: _____

Supervisor: _____ Date: _____

Keeper: _____ Date: _____

Keeper: _____ Date: _____

The individual must prove understanding, consistency, and competency with all aspects of the desired level. The individual will work towards the level 6 under the close supervision of the supervisor, but may work the elephant area within the guidelines of his/her training with a level 3 or above. An individual, who completes level 6, may work the elephant area within the guidelines of his/her training with a level 3 or above, and receive certification signed by the Zoo Director, stating full Handler Level 6.

General Curator: _____ Date: _____

Date Began: _____

March 2004

Emergency Keeper

This staff. Duties include familiarization of elephant area, dietary needs, identification of animals, and demonstrates the ability to work safely around the elephants.

Must show a clear understanding of the following:

- Elephant area layout – barn, chute, day yard, exhibit, storage areas, gates, doors, safety zones
- Preparation for elephant transfers – dry cleaning of barn, set up, gate checks
- A.M. and P.M. elephant transfers – exhibit to barn, barn to exhibit transfers, proper communication
- A.M. diet and watering procedure – graining elephants, water elephants, water only bath, breakfast
- Diet preparation – dry breakfast, supplements, breakfast produce, treat produce, hay provided
- Identify animals – individuals, tusks, tails, size

Individual: _____ Date: _____

Supervisor: _____ Date: _____

Keeper: _____ Date: _____

Keeper: _____ Date: _____

The individual must prove understanding, consistency, and competency with all aspects of the desired level. The individual will do so under the close supervision of the supervisor and will only work within the area when the supervisor is present.

General Curator: _____ Date: _____

Date Began: _____