



800124 <i>Elephas maximus</i>		EndangeredApp. I		Asiatic elephant
Date in	Acquisition - Vendor/local id	Holder	Disposition - Recipient/local id	Date out
26 Apr 1947	Donation from WAIALAE R-UNK	HONOLULU	Death [ABCB]- / HONOLULU	14 May 1986
<u>Sex-Contraception</u>	Female -		<u>Birth type:</u> Wild Born	
<u>Hybrid status</u>	Not a hybrid		<u>Birth Location:</u> INDIA	
<u>Enclosure</u>			<u>Birthdate-Age:</u> ~ 1934 - ~52Y at death	
<u>Sex</u>	WILD at UNKNOWN		<u>Dam</u> WILD at UNKNOWN	
<u>Reading:</u>	Unknown		<u>House Name:</u> EMPRESS	
<u>Regional Studbook</u>	T1081 - AZA			
821294 <i>Elephas maximus</i>		EndangeredApp. I		Asiatic elephant
Date in	Acquisition - Vendor/local id	Holder	Disposition - Recipient/local id	Date out
24 Jul 1982	Donation from HYDERABAD-UNK	HONOLULU		
<u>Sex-Contraception</u>	Female -		<u>Birth type:</u> Captive Born	
<u>Hybrid status</u>	Not a hybrid		<u>Birth Location:</u> Nehru Zoological Park	
<u>Enclosure</u>	ME1		<u>Birthdate-Age:</u> ~ 1975 - ~29Y	
<u>Reading:</u>	Unknown		<u>House Name:</u> MARI	
<u>Tag/Band:</u>	YELLOW 13 - R- LOST BAND		<u>Tag/Band:</u> 00 08 - L	
<u>Regional Studbook</u>	125 - AZA			
860074 <i>Elephas maximus</i>		EndangeredApp. I		Asiatic elephant
Date in	Acquisition - Vendor/local id	Holder	Disposition - Recipient/local id	Date out
23 Apr 1986	Purchase from TRNK HUMP-UNK	HONOLULU	Sale to G.JOHNSON	5 Aug 1987
<u>Sex-Contraception</u>	Female -		<u>Birth type:</u> Captive Born	
<u>Hybrid status</u>	Not a hybrid		<u>Birth Location:</u>	
<u>Enclosure</u>	REMOVED		<u>Birthdate-Age:</u> ~ 1987 - ~20Y at transfer	
<u>Reading:</u>	Unknown		<u>House Name:</u> JENNY	
860152 <i>Elephas maximus</i>		EndangeredApp. I		Asiatic elephant
Date in	Acquisition - Vendor/local id	Holder	Disposition - Recipient/local id	Date out
7 May 1986	Donation from MADRAS-UNK	HONOLULU	Death (FBEI)- / HONOLULU	25 Dec 1987
<u>Sex-Contraception</u>	Female -		<u>Birth type:</u> Captive Born	
<u>Hybrid status</u>	Not a hybrid		<u>Birth Location:</u> TAMIL NADU	
<u>Enclosure</u>	REMOVED		<u>Birthdate-Age:</u> Unknown BirthDate	
<u>Reading:</u>	Unknown		<u>House Name:</u> JOTHI	
<u>Regional Studbook</u>	T1552 - AZA			
920002 <i>Elephas maximus</i>		EndangeredApp. I		Asiatic elephant
Date in	Acquisition - Vendor/local id	Holder	Disposition - Recipient/local id	Date out
8 Jan 1992	Trade from ARIGNAR	HONOLULU		
<u>Sex-Contraception</u>	Female -		<u>Birth type:</u> Captive Born	
<u>Hybrid status</u>	Not a hybrid		<u>Birth Location:</u> ARIGNAR (unknown location)	
<u>Enclosure</u>	ME1		<u>Birthdate-Age:</u> 24 Dec 1985 - 19Y,4M,28D	
<u>Reading:</u>	Unknown		<u>House Name:</u> VAIGAI	
<u>Regional Studbook</u>	338 - AZA			

Honolulu Zoo
Elephant Management Protocol
Updated - 22 January 2005

The Honolulu Zoo advocates the use of free contact management only with elephants that are being used for public demonstrations. We use a free contact management system to facilitate our elephant demonstration and encounter programs. Protected contact management will be used for males and un-tractable females. All elephants will be trained so that they can be managed in a protected contact system. This will ensure that we will always be able to provide them with proper health care.

I. Honolulu Zoo Elephant Management Committee

The Honolulu Zoo has an Elephant Management Committee (EMC) made up of the Zoo Director, Assistant Director, General Curator, Zoo Veterinarian, Animal Specialist, Elephant Manager, and Elephant Keepers. This committee is responsible to develop and maintain the Honolulu Zoo Elephant Management Protocol and to review our elephant management program semiannually to ensure that our elephants are being properly cared for and our programs are meeting targeted objectives.

Communication will be enhanced by having regularly scheduled meetings. The EMC will meet twice a year; the animal specialist will meet with the elephant manager monthly, and the elephant manager will meet with elephant staff weekly. Agendas and minutes will be developed for each meeting. The minutes from the meetings will be copied to all members of the EMC so every one is kept up on the status of the elephant management program.

II. Keeper Training

All keepers coming into the elephant program will go through a six-month apprenticeship. The Elephant Manager will be responsible to coordinate and implement this training. The training will be conducted such that the new keeper will be required to show proficiency in basic elephant care within the first four months. The elephant keeper apprentice will be required to work directly with the Elephant Manager, five days a week during this time period. By the end of their first four months the apprentice will be required to know: basic daily routines, feeding and cleaning of animals; the maintenance and operations of facilities and all support systems; basic biology of elephants; all elephant commands and be able to do basic commands with elephants; hold in line, walk, foot up, stretch; understand basic philosophy of operant conditioning; health management of elephants; and safety. The Elephant Manager will develop a schedule for target training objectives. The keeper apprentice will be evaluated monthly so they are kept abreast of their progress and need for improvement. After the first four month period the Elephant Manager will evaluate the elephant apprentice and decide whether or not to retain the apprentice in the elephant program. If the apprentice shows promise but has not completed their initial proficiency tests, they can have their probationary period extended.

Keepers that have completed their apprenticeship and are permanently assigned to elephant will be sent to the AZA - Principles of Elephant Management School for additional training. This training will be scheduled for elephant keepers based on their seniority.

No one works alone in the elephant area when the elephants are present. No keeper is allowed to enter the elephant enclosure or approach an elephant without an Elephant Guide and an approved backup who is also required to carry an ankus.

III. Tools

The "Elephant Guide" or "hook," must be carried by all handlers working around elephants at all times. The elephant guide is the primary tool used for directing elephant's behavior. The hook on the guide is used on specific points of the elephant's body to cue desired behaviors. These points will be taught to new elephant staff by the Elephant Manager during the probationary period.

Rifles - An appropriate rifle (.375 caliber) is available for emergency use (animal escape or attack) in the zoo. It may be used only by personnel who have completed a special firearms training and qualification course. The rifle is used only to protect human life.

Chains - Leg bracelet chains are used daily to tether the elephants for their baths, and for medical procedures. Our elephants' leg chains are alternated from left front/right rear to right front/left rear every other day and the leads are long enough to allow the elephant to easily lie down. All chains, clevises etc. must be inspected routinely for wear.

Block & Tackle/Ropes - Block and tackle may be used to help guide an animal through a desired behavior during training. It will also be used to help raise debilitated or partially anesthetized animals to their feet to ensure their recovery. Ropes may also be used to aid in training a new behavior. Only trained personnel with previous experience with these tools will utilize them.

IV. Safety

A. Safety Rules: Elephant Staff

1. No elephant keeper is allowed to enter an elephant enclosure or approach an elephant without an Elephant Guide and a proper backup. A proper backup is a staff member who has gone through the training stated in "Keeper Training." Backups are required to carry an Elephant Guide.
2. One elephant person carry a working two-way radio at all times during the work day.
3. Only members of the elephant staff give the elephant commands.
4. When non-elephant personnel are allowed to enter an elephant enclosure, elephant staff must be with them at all times.
5. Zoo visitors are not allowed in an elephant enclosure without permission of the director, assistant director, curator, mammal specialist or keeper II. Elephant staff must gain approval prior to entrance by the visitors.
6. All doors leading to the elephant enclosure must be locked when Elephant Keepers are not in the building. Only elephant staff and the Zoo's senior administration will have keys to the elephant areas.
7. When chaining an elephant, have her raise her front foot to you and always alternate feet to be chained (i.e.) even days right front; odd days left front.
8. Tools and equipment are to be kept clean and to be stored out of the reach of

the elephants.

9. When the veterinarian is attending an elephant and will be administering inoculations or doing any procedure that may be painful, the elephant must be tethered. The elephant may be laid down if this does not interfere with the veterinary procedure.
10. When operating hydraulic gates and doors the elephants must be visually checked to insure there is no possible chance of catching them. This may require entering the enclosure with the females.

B. Safety Rules: Non-Elephant Staff

1. No one is allowed in the elephant enclosure unless accompanied by an Elephant Keeper.
2. Only members of the elephant staff may give the elephants commands.
3. Maintenance work (e.g. mowing) in proximity to elephant yards during training, demos, etc. must have prior approval by elephant staff.
4. Safety zone is 12 to 15 feet away from the elephant yard perimeter, or as outlined by the yellow line provided at the rear of the elephant compound. Loitering in these areas can result in a possible strike from the elephants with their trunk.

V. Elephant Training and Training Techniques

A. Introduction

Elephants are trained for many reasons: physical exercise, mental stimulation, medical procedures, basic maintenance for animal health and well being (foot care and baths) etc. We use the operant conditioning techniques taught in AZA's Principals of Elephant Management School.

Free Contact: The direct handling of an elephant when the keeper and the elephant share the same unrestricted space. Neither the use of chains nor the posture of the elephant alters this definition.

Protected Contact:

- A. Handling of an elephant when the keeper and the elephant do not share the same space. Typically in this system the keeper has contact with the elephant through a protective barrier of some type, while the elephant is not confined and can leave the work area at will.
- B. Includes confined contact. Handling of an elephant through a protective barrier where the elephant is confined in an ERC.

For each command there are appropriate cues that the handler can use if necessary. Cues and verbal commands instruct the elephant which behavior to perform. The elephant is positively reinforced when it performs well. When training new behaviors, the elephant is positively rewarded with food much more frequently than for known behaviors.

After the animal has learned the behavior, food reward frequency diminishes or put on a variable schedule. Each time an animal(s) has finished a successful demonstration or ride session a "treat" is given. Handlers must be aware that elephants need encouragement and

affection; kind words and friendly pats go a long way.

Elephants may occasionally need discipline. Discipline should be viewed as an important training technique, which may be administered when unacceptable behavior must be modified. Just as inappropriate elephant behaviors, (e.g.) aggressive behavior, will not be tolerated, unwarranted discipline by keepers will not be tolerated.

Operant Conditioning Techniques is used for free and protected contact management. The cues given is with an elephant guide in free contact and a target in protected contact. Discipline in free contact is to strike the elephant and in protected contact is to give the elephant a time out.

B. Techniques

1. Always remember that each elephant's personality is different and that all elephants need to be treated according to their individual temperaments. (See elephant profile)
2. Handlers must use established commands while training elephants (see attached list). Consistency by all elephant handlers is extremely important for elephant understanding and follow-through. Training consistency by handlers is required by this Elephant Management Protocol.
3. Always give the elephants a chance to obey. Give a command the first time in a clear crisp voice without the use of the elephant guide. Remember, elephants have keen hearing; don't yell. Never ask what you can't get or don't expect to get.
4. If the elephant refuses a command, give the command a second time utilizing the elephant guide on the appropriate pressure point. The elephant guide is an effective tool, which has been used for centuries; use it to guide your elephant through behavior routines. When you use your elephant guide, hook quickly, then release. The elephants' thick skin is protective, but very sensitive to the hook. For the male elephant worked in protected/confined contact the use of a time out is appropriate.

NOTE: If an animal refuses, be sure there is not a medical problem, which causes the refusal. Never ask for a behavior, which an elephant is unable or unwilling to perform due to physical disability (e.g. sprained knee with accompanying pain).

5. An aggressive act by an elephant may range from high-headedness, refusal to obey commands, displacing handler, trunk swing or full attack. Any of these behaviors must be dealt with immediately. Striking the elephant with the elephant guide is not recommended, but in an emergency situation it may come in to play as a form of self defense. If that predicament arises the most suitable place to strike an elephant is the head, forcefully, applying the blow on the front cranium between and just above the eyes. The animal will not be injured as a result of this blow. The handler's hope is that this, his ultimate sanction at that moment, will bluff the elephant out of carrying on the one-sided confrontation. Never strike or hook an elephant in or near eyes, mouth, ear canal, rectum or vagina. You must remain in full control of your own emotions and your behavior. Discipline is a technique to modify behavior; there is no other purpose. Discipline must never become abuse.
6. Always keep in mind that you are responsible for your actions in the elephant enclosure. If you are in doubt about a situation with the elephant(s), go to the senior Elephant Keeper, or in his/her absence, the curator.

7. Any new training behaviors or changes in training routines, must first be approved by the Elephant Manager. If necessary, these will be discussed at the next EMC meeting.
8. Elephant Time. When elephants are not working, they are on "elephant time." Only basic barn manners are to be expected. Do not give unnecessary commands. This is a time when they are free to choose behaviors and associates.

C. Command List

1. Move up: Walk straight forward.
2. Back: Walk straight back.
3. Get over in line: Side step away from handler.
4. Get over: Turn away from handler (90 degree angle).
5. Come here: Turn towards handler or come from a distance.
6. Turn: Turn in a circle.
7. Tail up: Elephant holds tail of elephant in front of her.
8. Come here in line: Elephants form line.
9. Trunk: Curl trunk above head.
10. Foot: Raise foot forward.
11. Pad: Raise foot back.
12. Salute: Raise trunk and left foot.
13. Bow: Both front legs kneel.
14. Stretch: Sternal recumbency.
15. Down: Lay on side at which handler is standing.
16. Sit: Tub sit up.
17. Sit up: Ground sit up.
18. Hup: Hind leg stand.
19. Pick it up: Pick up object.
20. Push: Push object.
21. Pull: Pull object with trunk.
22. Head down: Lower head.
23. Ear: Present ear.
24. Wave: Wave with trunk.
25. Bul: Vocalize.
26. Blow: Squirt water (Spray, Blow).
27. Easy: Slow animal down.
28. Steady: Hold any behavior; stop.
29. No: Stop an unwanted behavior (quit).
30. All right: Releases all behaviors.
31. Shake: Shake head back and forth.
32. Switch: Curl trunk and raise right front and left rear foot
33. Brace: Lift both legs on same side.
34. Give it to me: Give object to handler.
35. Empty: Defecate.
36. Come here in stretch: Turn slightly toward handler in stretch.
37. Get over and stretch: Turn slightly away from handler while in stretch.
38. Catch: Catch stick.

39. Paint: Hold brush and stroke on canvas.

D. Individual Elephant Training Profile (See Attached)

VI. Male Management Protocol (When we get a male.)

Bull elephants are potentially the most dangerous animals in any zoo because of their huge size, incredible strength and remarkable intelligence. A bull may kill any human if given the opportunity, especially while in musth. As long as Zoos are committed to captive breeding, bull elephants will be maintained. Even in an artificial insemination procedure, the sperm needs to be extracted from a live bull elephant.

The management of bull elephants will require the construction of secure facilities strong enough to sustain challenges by a mature bull, crushes and shifts to hold and move bulls. In addition, keepers will require facilities to insure their safety while working around bulls.

A. Guidelines for Juvenile or Mature bulls

1. No one will be allowed to approach the male at any time. Safe zones will be established and marked in the barn and yard areas. Everyone including elephant personnel must observe these limits. The Elephant Manager will determine the size of the safe area and will be responsible for maintaining the markings of the safe areas.
2. Only permanent, trained elephant staff will be allowed to manage and feed the male. The male will always be moved remotely. Keepers need to insure that the bull is all the way through a door before closing it.
3. Health management of a bull will be done via protected contact or in the crush. The Elephant Manager will be responsible for training bulls to enter and stay in the crush. In addition, all elephant keepers should be familiar with the operations of the crush.

B. Guidelines for Male Calves

1. Male babies will be managed with their mothers as a unit. Babies should not be separated from their mothers for long periods of time.
2. Keepers should be working with babies, teaching them simple commands. The Elephant Manager will be responsible for determining when the male babies will be placed in the protected contact mode.

VII. Female Management Protocol

Many captive female elephants are tractable but there is always an element of danger when handling animals that possess such great intelligence and size. The current method of handling female elephants at the Honolulu Zoo is free contact, until such time that it is no longer applicable to certain or all of our females. This helps us establish a positive working relationship so we can create a safe environment for our elephants and their keepers. We are also able to give them optimum care (foot and skin care, medical procedures) and mental and physical exercise through training. All elephants including tractable females will also be trained in the protected contact mode and must be familiar with going through and being held

in the crush.

The Elephant Manager will be responsible for monitoring the behavior of all elephants including females, and recommending the mode of handling. The Elephant Management Committee will make the final decision.

VIII. Emergency Protocol - Elephants

A. Accident or Attack

Accident- In the event of an accident caused by a zoo elephant, our first attempts will be to secure the animal(s) in a safe environment, and get emergency help for the victim (human). Our policy states that no person will come into contact with an elephant without at least two qualified Elephant Keepers in attendance. The zoo radio will be the lifeline for the handlers in this case. A Code Blue warning should be called along with details, to alert appropriate staff to the emergency. This will free the Elephant Keepers to give their full attention to placing the elephant in a safe area thereby diffusing the situation of further danger. Quick response by zoo Elephant Keepers is a must to keep injury to a minimum.

Attack- In the event of an attack on zoo personnel or zoo visitors, quick decisions need to be made to determine if the animal(s) are stable or out of control. The Code Red alert and/or Code Blue alert must be given to alert zoo staff for proper response to the event. In any event provide for your own safety while assuring visual contact with the elephant. Prevention is the key to avoiding an attack emergency. Elephant Keepers must be aware of the moods of their animals, keep track of and report any changes in behavior that might indicate a potential problem in the making. As stated previously, equipment failure could also lead to animal emergencies. Elephant Keepers must be aware of any weaknesses in their holding compound.

B. Elephant Escape

In the event of an elephant escaping the confines of the compound, or becoming startled while outside the compound with handlers in attendance, your first job will be to return them safely to the compound in as short a time as possible. The following sequence of events must take place:

1. Call a Code Red, Category II over the radio to alert other zoo staff of the emergency. Give all of the pertinent information regarding the location of the animal(s), and if moving, the direction of the elephant(s). Keep the animal in view at all times.
2. Determine that no human is in danger because of the elephant escape. If there is a chance of a human life being endangered, our response may switch from recapture of the animal to disposition of the animal.
3. Gather all of the safety equipment necessary for your personal protection.
4. Confer with other handlers and zoo supervisors to determine the best way to bring the situation under control and return the elephant to the compound. Act in accordance to the plan formulated by the OIC and your supervisor.
5. Upon safe return of the elephant(s) to their compound, confer with fellow handlers and supervisors to determine the cause of the escape. If equipment in the compound

failed, it must be immediately repaired to prevent further escape as the animals will quickly test that area when given the opportunity.

6. Determine the mood of the escaped animal(s). Are they excited about the event, are they tractable? Will they eat if given hay or some other food item? Is there any possibility the excitement will cause the elephants to do harm to one another? Elephant handlers must determine it is safe to leave their animals with no handler present.
7. In the event we acquire a Male Elephant, no personnel will be approved to approach the escaped animal. If it is determined we can safely immobilize the animal for return to the exhibit, a plan will be formulated with the zoo veterinarian, along with personnel from the zoo's shooting team.

C. Power Failure (For new enclosure)

1. To move hydraulic doors manually in an emergency (doors will not be lockable).
2. Shut off power to hydraulics.
3. Red levers are mains to shut off flow of hydraulic fluid.
4. Disconnect lines at top of black tubes on hydraulic unit. Have a bucket available as fluid will leak.
5. Doors may now be pushed open or closed. Lines will bleed as the doors are pushed.
6. For power outage that last more than 12 hours we bring in a portable generator that will operate doors, and lights.

IX. Dealing With The Public

A. Introduction

Our Zoo is dedicated to elephant conservation. We have committed hundreds of thousands of dollars to this cause in the form of a new physical plant, a full time elephant staff, and conservation education. We give educational demonstrations which show the strength and agility of working elephants, and allow public access to our trained female elephants to increase empathy for elephants and to heighten awareness of the plight of these creatures in the wild. While people watch an elephant working and performing a variety of behaviors, they are simultaneously entertained and educated.

As a representative of the Honolulu Zoo, you must be aware that you are an integral part of this highly visible program. The public is watching the elephants and you. You must be an exemplary member of the zoo keeping/elephant handling profession. A clean, complete uniform is a must. Personal cleanliness and acceptable grooming are required. A friendly, polite attitude is always encouraging to the public; this usually makes people more captivated by you and your elephants, and more willing to engage in conversation about elephants. Answer all questions enthusiastically, even the ones that are asked hundreds of times each day. While working your elephant(s), don't look bored with the job, or mad at the elephants or other people. As always, if you must use your elephant guide, use it discreetly to achieve your goal. Remain positive, informative and upbeat at all times in front of the public. Visitors will consistently have enjoyable, educational visits to our Zoo because of you. Public appreciation of our individual elephants will translate to support for conservation of elephants in the wild!

Your job as a professional handler is to determine daily, which elephants will work and whether they will perform outside. This is accomplished by monitoring the health and well being of your charges each morning and throughout the day. If you feel an animal should not be worked due to health problems, supervisory and curatorial staff must be notified. They will contact the veterinary staff. All parties will evaluate the problem and determine that specimen's work status for the day following a health examination, in addition to health, other factors may effect times and duration of work periods (i.e. inclement weather or other stressors). Schedules will be made by consultation with elephant supervisory staff. With the above in mind, the three elephant-public protocols follow.

B. Demonstration Protocol

1. Warm up elephants before demonstration.
2. Handlers will use the written demonstration routine unless otherwise approved by senior staff.
3. Remember: as the handler, you are "on-stage" with the elephants. As stated, you are expected to: wear a clean, complete uniform; be personally clean and well-groomed; be polite and friendly at all times.

C. Public Access Protocol

1. Handlers may permit feeding of elephants by visitors during behind the scenes tours.
2. Visitors must remain on behind the yellow lines. This includes hands, legs, feet, heads, etc. These visitors may touch elephants under supervision of handlers.
3. Answer all questions politely and accurately.
4. If a member of the public has a complaint, always try to deal with the situation as pleasantly and professionally as possible. If the problem is unresolved, refer the complainant to the front office.

X. SSP approved protocols will be utilized where applicable (SEE ATTACHED)

XI. References, recommended reading

1. Don't Shoot the Dog. Pryor, K., 1984
2. Asian Elephant SSP and Husbandry Manual. AZA
3. The Asian Elephant; Ecology and Management. R. Sukumar, 1989
4. Elephants. Eltringham, S. K., 1982
5. Zoo and Wild Animal Medicine. M. Fowler, ed. pp 436-454. 3rd ed, 1993
6. Managing Elephants. A. Roodcroft & D. Zoll, 1994
7. Natural History of the African Elephant. Sikes, S., 1971
8. Wild Animals in Captivity. Hediger, H., 1964
9. Wild Elephants in Captivity. Adams, J., 1981
10. Restraint and Handling of Wild & Domestic Animals. M. Fowler, pp 231-239, 1978
11. The Elephant's Foot/Prevention and Care of Foot Conditions in Captive Asian and

This Protocol Will Be Revised Yearly; Everyone on the EMC must read and sign off on this document

Zoo Director

Assistant Zoo Director

Zoo Veterinarian

General Curator

Mammal Specialist

Elephant Keeper II

Keeper

Keeper

Keeper

Keeper

Keeper

Keeper

This document is under revision: Items needed include; Zoo and elephant program mission statements, update on birth watch protocols, list of behavioral components we have accomplished, environment enrichment section, research section, all SSP protocols, updated diet sheet, utilization of interns, summer employees and interns.

The Honolulu Zoo ENRICHMENT PROGRAM

DEFINITION OF ENRICHMENT as suggested by the AZA's Behavior and Husbandry Advisory Group and adopted for the Honolulu Zoo's Enrichment Program:

"Environmental enrichment is a process for improving or enhancing zoo animal environments within the context of their behavioral biology and natural history. It is a dynamic process in which changes to structures and husbandry practices are made with the goal of increasing behavioral choices available to animals and drawing out their species-appropriate behaviors and abilities, thus enhancing animal welfare"

I. PROGRAM GOALS AND DESCRIPTION

Goals: To maintain a zoo-wide program of effective environmental enrichment that involves virtually all staff members. To be effective, there are three main goals: 1) To maintain the highest standards of animal welfare, where animals are healthy, active and exhibit a wide diversity of behaviors. Enrichment is to be made part of daily animal care on par with feeding and cleaning. 2) To enhance public experience of animals. 3) To facilitate captive breeding.

Description:

1. "Front-line" of Enrichment

Keepers are the front-line employees who are ultimately responsible for the safety, good health and psychological well-being of their animals. Keepers oversee the provisioning of all animal enrichment.

2. Honolulu Zoo Enrichment Committee

The Enrichment Committee is comprised of the Assistant Director, General Curator, Research Scientist, Interpretive Specialist, Horticulturist, Volunteer Coordinator, Veterinarian, and a representative Keeper from each section (reptile, bird, mammal, and Savannah). The purpose of the committee is to facilitate zoo-wide enrichment efforts, in part through the budgeting of zoo resources towards enrichment goals. The EC also is responsible for the purchasing of materials and equipment, promotes sharing of information, and advances interpretation for the public.

3. Program Support

- Volunteers are incorporated into the enrichment process in a support capacity to provide extra manpower for constructing/preparing, and sometimes implementing enrichment, interacting with the public and researching enrichment sources for new ideas. Volunteers also are trained to use a standardized evaluation form to assess the effectiveness of enrichment activities by observing animal activity and use of enrichment items. Volunteers also work with the Horticulturist to construct and maintain special garden plots used for growing plants used as enrichment.

- Groundskeepers are kept informed of enrichment needs. Plant trimming activities are communicated to animal staff to provide browse, flowers, fruits and mulch.

3. Financial support

- Annual budget of \$5000 for purchase of materials

- Honolulu Zoological Society (HZS) and AAZK do additional fundraising for exhibit modification and other needs
- Donated materials are received through solicitations on the Zoo website and in Zooview, HZS quarterly publication.

4. Information resources available in zoo

- AAZK Enrichment Guidelines
- SHAPE of Enrichment
- Internet access for Enrich@aza.org listserv discussions and enrichment websites
- Volunteer online information sharing
- Books: various throughout Zoo
- Enrichment section on Zoo Website
- Digital camera photos added to documentation for idea sharing (Keoni Papas).
- Enrichment idea books for birds, reptiles, and mammals.
- Enrichment Workshop for all staff and volunteers, summer, 1999 by Dr. Kathy Carlstead. Outlines of workshop distributed to all participants.
- Volunteer Discussion group for enrichment evaluation, April, 2000 by Dr. Kathy Carlstead.

II. PLANNING and IMPLEMENTATION

Responsibilities of staff in planning, scheduling and implementing enrichment are as follows:

1. Front-line employees (keepers):

- Participate in sectional enrichment planning
- Propose new enrichment ideas to the section
- Ensure animal safety when enrichment activities are conducted
- Implement and evaluate

2. Sectional enrichment supervision - Keeper IIs:

- With all section employees and volunteers, oversee development of SOPs that incorporate enrichment scheduling in the section
- Accountable for implementation, ensuring that enrichment schedule is followed, and that record-keeping is carried out
- Work with vet and general curator to review and approve new enrichment ideas for safety, nutritional concerns, etc.

3. Keeper Enrichment Representatives from each section:

- Represent their section on Enrichment Committee
- Conveys information to their section on enrichment resources.
- Propose new enrichment ideas to the section
- Tracks progress, accumulates records, uses evaluation data to suggest modifications to the section's program.
- Work with volunteers and educators to implement enrichment.

III. SCHEDULING, DOCUMENTATION and EVALUATION.

Sample forms are provided on the following pages for:

1. Sectional enrichment activity list (per species).
2. Monthly schedule of enrichment and documentation of completion (per species/exhibit).
3. Enrichment description and evaluation documents (digital photos by Keoni Papas).
4. Approved zoo-wide browse list, available on computer, searchable by species.