

# Exhibit “B”

## Zookeeper Assistant Program Admissions Policies and Physical Requirements

### Admission Requirements

To enroll in ABC programs an individual must:

- Possess a high school diploma, GED, high school equivalency or pass the Ability to Benefit Test
- Be at least 18 years of age
- Pass a computerized entrance exam covering basic English and Math skills
- Have a phone interview with an Admissions Counselor to determine eligibility for enrollment

If an application is not accepted, any and all tuition paid to the College will be refunded.

### Essential Function

Student will participate in home study course work.

### Essential Skills: Minimum Skills Required

- **Reading:** Student must be able to read English at a High School equivalency level.
- **Writing:** Student must be able to write English at a High School equivalency level.
- **Communication:** Student must be able to communicate verbally in English.
- **Physical Demands:** See specific Physical Requirements below.

### Physical Requirements for Admission

Zookeeper Assistants are expected to be able to work with a variety of animals and reptiles living on land or in water. They vary in ages, sizes and temperaments. Many animals are fast moving and have quick responses to stimuli in their environment. Some animals can be stressed, fearful or aggressive in a kennel or enclosed areas. Because of these factors, it is essential that the student enrolling in this program is capable of all the tasks noted in the below chart.

**\*\*If you are pregnant and out in the field, please consult your physician\*\***

Activity	Not Done (0%)	Occasional (1%-32%)	Frequent (33%-66)	Constant (67%-100%)
Sitting various positions			X	
Standing				X
Walking		X		
Bend/Stoop				X
Squat				X
Crawl		X		
Climb		X		
Reach above shoulder		X		
Reach below shoulder				X
Crouch			X	
Kneel			X	
Balance			X	
Push/Pull up to 80lb		X		
Twist/Turn			X	
Lifting: Up to 100lb			X	
Carrying: 1-50 lb		X		

1. Student must be able to use both hands for repetitive actions such as handling large and small animals, applying leashes and collars, and demonstrating hand signals:
  - Firm Grasp: Both Hands
  - Fine Manipulation: Both Hands
  - Hands are exposed to water or other liquids on a repetitive basis: Yes
  
2. Disposable gloves required: May be needed
  
3. Work glove required: Yes, for the handling of certain animals
  
4. Repetitive Movement for feet is required:
  - Walking: Occasional
  - Walking at brisk pace: Occasional; both forward and backwards keeping eyes on animal interaction and human/animal interaction. Must be able to turn sharply to change direction. Must have a reasonable degree of agility to move through tightly cramped areas in various situations.
  
5. Visual Requirements and Hearing Requirements:
  - Does the program and/or occupation require a minimal visual acuity? Yes, student must be able to visually observe persons and animals up to 50 feet away and in a full circle peripherally.
  - Does the program and/or occupation require differentiation of color? Yes, student must be able to identify color changes in the animal's body and or face.

- Can the student wear glasses/contacts? Yes
- Does the program and/or occupation require minimal hearing acuity? Yes, normal speech at close contact and up to 100 feet away. Also the ability to hear and discern animal vocalizations both soft and loud.
- Does the program require driving motorized vehicle or equipment? No.

6. Personality:

- Student must like working with zoo animals and enjoy their company
- Student must possess or develop skills to tame, calm and build a relationship with the animals
- Student must be able to build a level of trust and establish relationships with the Zookeeper and team
- Student must be able to lead and take charge of training sessions and direct the animal in collaboration with the Zookeeper
- Student must have patience when working with animals and reptiles

7. Other specific criteria:

- Must possess excellent hand-eye coordination
- Student must have good range of motion in joints; especially wrists, knees, hips, shoulders, elbows and back
- Student must have an acceptable sense of balance when standing
- Student must have an acceptable range of dexterity in hands and fingers
- Student must be able to withstand being jumped on by small and large animals
- Student must be able to physically restrain small and large animals
- Student must have reasonable degree of agility to move through tightly cramped areas in various physical positions including crawling, reaching and bending
- Student must be able to cope with the handling and processing of bodily fluids
- Student must be able to accept and withstand being scratched and bitten by small animals

**Environmental Conditions:**

<b>Extreme Temperatures</b>	May be outdoors or indoors with exposure to extreme cold or heat and sun and rain
<b>Noise</b>	Traffic in proximity to training areas, loud animal noises in kennel and enclosed area
<b>Fumes, Dust, Odors</b>	Chemical odors, animal odors, natural organic odors
<b>Exposure to Chemicals</b>	Cleaners and disinfectants used in the zoo
<b>Other</b>	Constant close exposure to animal dander and hair. Consult your physician if you have allergies, asthma or any health concerns. May be required to walk on uneven surfaces; such as parks, curbs, stairs and wet/damp areas.

**Ability to Use Equipment**

- Students must have access to a computer and the internet.
- Students must have basic computer skills and know how to use the internet.
- Students must be able to learn how to use specific equipment used to care for the zoo animals
- Students must be able to attach and detach animal training collars and leads

## **Inability to meet Physical Requirements**

Students who are unable to meet the above physical requirements should notify ABC faculty immediately. Animal Behavior College welcomes the opportunity to provide reasonable accommodation to students who do not meet one or more of the Physical Requirements to allow students to successfully and safely complete all program requirements.