

VIRGINIA DEPARTMENT OF WILDLIFE RESOURCES

COMMERCIAL NUISANCE ANIMAL PERMIT INFORMATION MATERIALS

New applicants for the Commercial Nuisance Animal Permit (CNAP) are required to complete the Virginia Wildlife Control Training Program. This high-quality training program provides comprehensive and up-to-date information specifically developed for wildlife control operators in Virginia. This course is administered online via the National Wildlife Control Training Program (NWCTP) website, online via the National Wildlife Control Operators Association (NWCOA), and in-person at the Virginia Wildlife Damage Management Association spring or fall meetings (contact govwdma@gmail.com for information). Upon completion of the course, applicants must demonstrate knowledge, skill, and proficiency in wildlife conflict management by correctly answering at least 80% of questions on the training program exam and each of the training quizzes.

This self-paced online training and testing program can be accessed from computers and other devices with internet access. The exam and related quizzes can only be taken after enrolling in the online course. A printed copy of the training manual for the NWCTP course (optional but recommended) can be ordered for an additional \$54.95. Ordering information can be found at the following websites:

NWCTP Virginia Wildlife Control Online Training Program & Exam:

<https://store.nwctp.com/shop/ols/products/virginia-wco-online-training-and-certification> (\$200)

Printed Copy of Virginia Wildlife Control Training and Wildlife Species Damage Management Information Manual (optional but recommended): <https://store.nwctp.com/shop/ols/products/virginia-wco-training-manual> (\$54.95)

NWCOA Virginia Wildlife Control Operator Training Course:

<https://nwcoa.thinkific.com/courses/Virginia-Only-nwcoa-wildlife-control-operator-training-course>
(\$360 members, \$435 non-members)

Once you have successfully completed the training program and passed the test and quizzes with a minimum 80% score, you will receive a certificate of completion, permit application, and instructions. The non-refundable application fee is \$75, payable at the time you apply for the permit. The permit will be valid for three calendar years, beginning with the year of permit issuance.

New requirement: Beginning January 1, 2025, the NWCTP Virginia Wildlife Control Online Training Program and associated Virginia Commercial Nuisance Animal Permit Refresher Course will no longer authorize permittees to perform bat conflict management services. If you plan to offer bat management or exclusion services after January 1, 2025, you will be required (with limited exceptions) to complete an additional bat-specific training course and successfully pass the exam and each of the related quizzes with a minimum 80% score (see I.F.3). Authorization provided to perform bat conflict services will be valid for five (5) calendar years, beginning with the year the training was completed. Bat training courses can be found at the following websites:

NWCTP Virginia Bat Training Course: <https://store.nwctp.com/shop/ols/products/va-bats> (\$150.00)

NWCOA Bat Training Course: <https://nwcoa.thinkific.com/courses/batstandards> (\$185 members, \$250 non-members)

Renewal applicants must also demonstrate continuing knowledge, skill, and proficiency in wildlife conflict management. The following options are available to fulfill this requirement: 1) complete the Virginia Commercial Nuisance Animal Permit Refresher Course (link listed below) and successfully pass the online exam and each of the related quizzes with a minimum 80% score; OR 2) provide evidence of 24 hours attendance in Department-approved continuing education training directly related to wildlife conflict management (see Approved trainings for continuing education on pages 1 and 2) acquired between the dates of permit issuance and expiration; OR 3) provide evidence of certification as a wildlife control professional by a wildlife management organization recognized by the Department (see Approved trainings for continuing education on pages 1 and 2).

Virginia Commercial Nuisance Animal Permit Refresher Course (renewal applicants only): <https://store.nwctp.com/shop/ols/products/va-cnap-refresher-course-e794a3> (\$150)

Approved trainings for continuing education include those hosted by the VWDMA (Virginia Wildlife Damage Management Association), NWCTP (National Wildlife Control Training Program), and NWCOA (National Wildlife Control Operators Association). If you are considering a training opportunity provided by an organization not listed above and would like to verify that it will count towards continuing education, please email course information to Leah Card at Leah.Card@dwr.virginia.gov at least 14 days prior to the start of the course. Hours will be credited based on the duration of the training (1 hour of training = 1 hour of continuing education credit) with proof of attendance (usually a certificate).

If you have questions regarding the online training course, continuing education requirements, or professional certifications, you may contact the Department staff member listed below. Please **do not** contact the Department to sign up for the training program or request a test. Please use the web links on page 1.

DWR Contact: Leah Card - Furbearer Project Leader, email: Leah.Card@dwr.virginia.gov, phone (804) 801-4108

VIRGINIA DEPARTMENT OF WILDLIFE RESOURCES

Permits Section
P. O. Box 3337
Henrico, Virginia 23228

COMMERCIAL NUISANCE ANIMAL PERMIT CONDITIONS

As provided for under Sections 29.1-103, 29.1-412, and 29.1-417 of the *Code of Virginia*, and 4 VAC 15-30-50 of the Virginia Administrative Code, the Department administers the Commercial Nuisance Animal Permit (CNAP). This permit authorizes permit holders, in accordance with permit conditions and other applicable law, to capture, temporarily hold or possess, transport, release, and, when appropriate, humanely dispatch wildlife that is causing damage to property, causing refuse problems, or posing a risk to human health or safety. It also permits the removal of certain animal carcasses from private property.

I. GENERAL CONDITIONS

- A. **WILDLIFE OWNERSHIP:** All wildlife captured, temporarily possessed, transported including for dispatching, or released under the authority of this permit shall remain the property of the Commonwealth of Virginia and under the primary jurisdiction of the Virginia Department of Wildlife Resources.
- B. **COMPANION ANIMALS:** This permit does not extend to companion animals because the Virginia Department of Agriculture and Consumer Services has jurisdiction over companion animals. See §§ 3.2-6500 to -6596 of the *Code of Virginia*. As the Department of Wildlife Resources does not have jurisdiction over companion animals, it cannot permit any activity pertaining to them. Consequently, the CNAP does not pertain to companion animals, which includes feral cats and dogs. See § 3.2-6500 (defining “companion animal” and including feral cats and dogs in the definition). Permittees should consult their local laws and/or contact a local animal control officer for issues related to companion animals, including feral cats and dogs.
- C. **INSURANCE:** The Department of Wildlife Resources recommends that the permittee maintain adequate liability insurance to cover all damages, losses, and claims arising from the activities authorized by this permit.
- D. **FEDERAL, STATE, and LOCAL LAWS:** This permit does not absolve the permittee of any responsibilities or conditions of any other federal, state, or local laws and regulations, including those that apply to migratory species, threatened or endangered species, and companion animals.
- E. **RABIES IMMUNIZATION RECOMMENDATION:** The Department of Wildlife Resources recommends that all permittees who capture and handle rabies vector species (e.g. bats, foxes, groundhogs, raccoons, and skunks) consult with a doctor or other qualified, licensed medical professional to determine if they should receive a pre-exposure rabies vaccination series and maintain an adequate rabies antibody titer as evidenced through biannual serologic testing.
- F. **KNOWLEDGE, SKILL, PROFICIENCY REQUIREMENTS, AND RECOMMENDATIONS:**
 1. Knowledge, Skill, and Proficiency – First-Time Applicants: A first-time permit applicant must demonstrate knowledge, skill, and proficiency in wildlife conflict management by completing a Department-approved training course and correctly answering at least 80% of questions on a proficiency exam and related quizzes (see pages 1 and 2).
 2. Knowledge, Skill, and Proficiency – Renewal Applicants: A permit renewal applicant must demonstrate continuing knowledge, skill, and proficiency in wildlife conflict management by:
 - a. Completing a Department-approved renewal training course and correctly answering at least 80% of questions on a proficiency exam and related quizzes (see pages 1 and 2), OR
 - b. Providing evidence of 24 hours attendance in Department approved education seminars or training workshops (see Approved trainings for continuing education on page 2) related to wildlife conflict management acquired between the dates of permit issue and expiration, OR
 - c. Providing evidence of certification as a wildlife conflict management professional by a professional wildlife management organization recognized by the Department (see Approved trainings for continuing education on page 2).

3. **Knowledge, Skill, and Proficiency – Bat Conflict Management (New requirement):** Beginning January 1, 2025, any permittee who performs bat conflict management services must also complete either the NWCTP Virginia Bat Training Course or NWCOA Bat Training Course approved by the Department (see page 1) and pass a proficiency exam and each of the quizzes with a minimum 80% score. After passing the bat training proficiency exam and related quizzes, applicants and permittees must submit the course completion certificate to the DWR contact person listed on page 2. ***This specific bat training course requirement does not apply to exclusion services performed outside of the maternity season (see definition in I.G.3.f), provided that no bats are present in the structure when the exclusion services are being conducted.***

G. PERMIT AUTHORITY AND DEFINITIONS:

1. Authorization: The permittee is authorized, upon complaint of a landowner, lessee, or property owner or manager, to use the following techniques at any time upon the complainant's property to manage all native or naturalized wildlife, except those listed in section I.G.2, that are causing damage to property, causing refuse problems, or posing a risk to human health or safety (for a list of native and naturalized wildlife, please see the following link: <https://dwr.virginia.gov/wp-content/uploads/virginia-native-naturalized-species.pdf>).
- a. Capture and/or remove wildlife from the interior or exterior of a building or dwelling for release upon the curtilage of such building or dwelling (see I.G.3.b) at the consent of the landowner or tenant (do not release rabies suspect animals [see section I.H.3], also see PPE requirements in section I.H.1 for performing work associated with bats),
 - b. Capture and temporarily possess injured, sick or orphaned wildlife for transport to an individual or organization possessing a Category II or III wildlife rehabilitation permit issued by the Department (for a list of permitted wildlife rehabilitators, please see the following link: <https://dwr.virginia.gov/wildlife/injured/rehabilitators/>),
 - c. Capture, temporarily possess, and transport wildlife for humane dispatch (see I.I.3) at another location (live translocation and release off-site are prohibited),
 - d. Capture for humane dispatch on-site, or
 - e. Immediately dispatch on-site (i.e. kill traps, shooting, etc.).

EXCEPTIONS:

- (1) Under state law (§ 29.1-545 of the *Code of Virginia*), nutria may not be possessed or released, so only techniques (d) and (e) may be used for this species. Disposal shall be in accordance with the terms of this permit.
 - (2) Under state law (§ 29.1-530 of the *Code of Virginia*), squirrels creating a nuisance in areas where firearms cannot be lawfully discharged may be trapped and disposed of, except by sale. This includes release on other property, with permission of the landowner at the release site. Squirrels trapped in areas where the use of firearms is legal must only use techniques (a) through (e). Disposal shall be in accordance with the terms of this permit.
 - (3) Snakes may be translocated and released under certain conditions (see I.I.2).
 - (4) Coyotes and feral swine may not be possessed or released and must be humanely dispatched. Non-target coyotes may be released on site immediately after capture.
 - (5) Due to concerns related to possible transmission of the COVID-19 virus to wildlife, permittees who test positive for COVID-19 may not have direct contact with any mammalian wildlife species until completing the CDC recommended guidelines for isolation and precautions for people with COVID-19 (see <https://cdc.gov/respiratory-viruses/prevention/precautions-when-sick.html>).
2. Non-Authorization: The permittee is not authorized to capture, possess, transport, or kill the following species:
- a. State or Federal Threatened or Endangered species, list can be found at this link:

<https://dwr.virginia.gov/wp-content/uploads/media/virginia-threatened-endangered-species.pdf>

- b. Federal protected migratory bird species, list can be found at this link: <http://www.fws.gov/birds/management/managed-species/migratory-bird-treaty-act-protected-species.php>
 - c. Black bear (except for disposal of animals found dead on homeowner's property, see section I.I.7),
 - d. White-tailed deer (except for disposal of animals found dead on homeowner's property, see section I.I.7),
 - e. Wild turkey (except for disposal of animals found dead on homeowner's property, see section I.I.7).
3. **Definitions:**
- a. **Temporarily possess** is defined as taking into possession live wildlife species for a period not to exceed 48 hours after removal from a capturing device. Transportation time is included as part of the 48 hours.
 - b. **Curtilage** is defined as the grounds and areas immediately adjacent to such building or dwelling and routinely used by the occupants.
 - c. **Personal Protective Equipment (PPE)** is defined as consisting of (at minimum) disposable or reusable gloves that can be disinfected and a mask (e.g., surgical or homemade cloth mask) or respirator (e.g., N95 mask with no vents).
 - d. **Disinfection** is defined as the removal of debris with soap and water, rinsing, drying, spraying with or submerging in a 10% bleach solution (1/2 cup 6% or 8.25% household bleach in 1 gallon of water) for at least ten minutes, a second rinse, and drying before use.
 - e. **E. multi zone** - The *E. multi* zone is composed of Clarke, Fairfax, Fauquier, Frederick, Loudoun, Prince William, and Warren counties.
 - f. **Bat Maternity Season** is from May 1 to August 15, inclusive.

H. WILDLIFE CONFLICT MANAGEMENT METHODS AND CONDITIONS:

1. **Methods:** Wildlife control measures may include capturing, live trapping, kill trapping, shooting, or killing using legal capture, trapping, and shooting methods recommended in the National Wildlife Control Training Program publication "*Virginia Wildlife Control Training and Wildlife Species Damage Management Information Manual*".

Proper PPE (defined in I.G.3.c) is highly recommended when entering an active bat roost site or performing any work that may result in direct contact (e.g. handling or capture). Any PPE that is not discarded must be disinfected as set forth in I.G.3.d before its next use.

Special Condition: Bats may not be excluded or removed from a structure during the maternity season (defined in I.G.3.f) except when no young bats are present or there is a threat to human health or safety.

This permit does not authorize the permittee to use or recommend the use of pesticides or chemical repellents to kill or repel any wildlife species. Certification as a commercial pesticide applicator or registered technician is required to perform these duties. Questions regarding Federal and State pesticide regulations and applicator certification should be directed to the Virginia Department of Agriculture and Consumer Services, Office of Pesticide Services, (804) 786-3798;

<https://www.vdacs.virginia.gov/pesticides.shtml>.

2. **Trap identification and check interval:** Any trapping device used under this permit must be marked with the

permittee's name and address or a permanent identification number issued by the Department (§ 29.2-521(A)(7) the *Code of Virginia*). Permittees setting or in possession of steel foothold traps, body-gripping traps, and snares must have them marked with a nonferrous metal tag bearing this information (4 VAC 15-40-170 of the Virginia Administrative Code). Other types of traps do not require a nonferrous metal tag, but they must still be marked. It shall be unlawful to fail to visit all traps once each day and remove all animals caught, and immediately report to the landowner as to stock, dogs, or fowl which are caught and the date (§ 29.1-521(A)(9) of the *Code of Virginia*). However, body-gripping traps that are completely submerged must be visited at least once every 72 hours (4 VAC 15-40-195(B) of the Virginia Administrative Code). Remote trap checking systems may be used in lieu of a physical trap check as provided for in 4 VAC 15-40-195(C) of the Virginia Administrative Code.

3. Human and Domestic Animal Exposure to Rabies Vector Species:

- a. The permittee must immediately notify the local health department and/or the local animal control office of each and every incident involving possible human and domestic animal exposure to rabies.
- b. Do not release any animal involved in a possible human or domestic animal rabies exposure incident or any animal that appears ill with clinical signs that could be compatible with rabies.
- c. If the suspect rabid animal must be dispatched, the head region should be preserved undamaged if at all possible as the head/brain is needed for further testing.
- d. If the permittee, any other person, or domestic animal receives a bite, scratch or has any other contact with a mammalian wildlife species where saliva or brain tissue entered an open, fresh wound or comes in contact with a mucous membrane by entering the eye, mouth, or nose of the person or animal, contact the local health department for rabies exposure evaluation and guidance.
- e. Potential exposure to rabies via a bat also includes being in the same room with a bat and not being able to positively rule out exposure (i.e. infant, small child, sleeping adult, unconscious adult, or senile adult).
- f. Domestic animals are considered potentially exposed if they are witnessed in direct contact with or in close proximity to (where contact cannot be ruled out) a laboratory confirmed rabid animal or suspect rabid animal.
- g. The permittee shall provide local animal control officers and health department personnel immediate access to any rabies suspect wildlife specimens captured or killed by the permittee under the authority of this permit, and shall adhere to all guidelines set forth in the Virginia Department of Health publication "*Virginia Guidelines for Rabies Prevention and Control*" (see following web link: <https://www.vdh.virginia.gov/animal-contact-human-health/rabies-control/virginia-guidelines-for-rabies-prevention-and-control/>).

4. Wildlife confinement and transport: All wildlife temporarily possessed or transported (see I.G.3.a for time limits on temporary possession) pursuant to this permit must be securely confined to prevent injury or exposure to the public and other animal species and shall be subject to inspection by any law enforcement officer, including conservation police officers and animal control officers. Confined wildlife must be adequately sheltered to prevent hypothermia or hyperthermia and provided access to clean, fresh, potable water of a drinkable temperature which is provided in a suitable manner, in sufficient volume, and at suitable intervals (at least once every 12 hours) to maintain normal body tissue hydration. To minimize disease potential, cages used for transporting or holding raccoons should not be utilized for other species. It is recommended to wear proper PPE and disinfect traps and carriers after each use, especially after holding wildlife with suspected illness or injury. See I.G.3.c and I.G.3.d. **Special requirement:** All equipment (e.g., cage traps and carriers) used to capture or transport foxes originating from the *E. multi* zone (see I.G.3.e) or any rabbits must be properly disinfected after each use in accordance with I.G.3.d. If interacting with domestic rabbits after handling wild cottontails (and vice versa), a shower and change of clothes between interactions is strongly recommended.

This permit does not authorize the permittee to transport wildlife into or out of the Commonwealth of

Virginia.

5. Non-permitted wildlife capture: Any non-permitted wildlife incidentally captured shall be immediately released at the site of capture, and any non-permitted wildlife incidentally killed shall be reported in the annual report. Any threatened or endangered wildlife (see I.G.2.a) incidentally killed shall be reported to a Department of Wildlife Resources Conservation Police Officer by calling 1 (800) 237-5712 within 24 hours.

I. WILDLIFE DISPOSAL: The legal disposition of wildlife taken under this permit, their carcasses, parts, products, or progeny thereof, shall be as follows:

1. Release: Captured wildlife removed from the interior of a building or dwelling may be released upon the curtilage of such property (see I.G.3.b) with landowner permission or humanely dispatched as provided for in I.I.3. Captured wildlife, not dispatched, must be released within 48 hours of capture and may not be translocated for release off-site (except for snakes, see I.I.2, below). Proper PPE (defined in I.G.3.c) must be worn when handling animals that are released.
2. Exception: Snakes may be translocated from the original property and released at another location under the following conditions:
 - a. The release site must be in suitable habitat within the same city/county or an adjacent city/county. Snakes may only be released in an adjacent city/county if the species has been previously documented there. See the following link for the most current snake distribution information: <https://virginiaherpetologicalsociety.com/reptiles/snakes/index.html>.
 - b. The permittee must have written permission of the recipient landowner at the release site.
 - c. Snakes that show any visible indication of disease, recent injury, or other health concerns may not be released. These snakes should be dispatched, with the exception that injured snakes may be taken to a local wildlife rehabilitator permitted by the Department. Dispatch is not permitted for snakes listed as a State or Federal Threatened or Endangered species (see G.2.a).
3. Humane Dispatch: Captured wildlife that are not released as specified in section I.I.1. above or transported for rehabilitation as specified in section I.I.4. below, must be humanely dispatched, within 48 hours if captured alive and temporarily possessed, by using a method of humane dispatch recommended in the National Wildlife Control Training Program publication "*Virginia Wildlife Control Training and Wildlife Species Damage Management Information Manual*" (Module 11). Drowning is a prohibited form of dispatch. ***Humanely dispatched means putting the animal to death with minimal suffering and without public spectacle.*** Permittees are not authorized to dispatch threatened or endangered species, or domestic companion animals, which include feral cats and dogs.
4. Rehabilitation: Captured wildlife that are injured, sick or orphaned and were not dispatched must be delivered by the permittee, within 48 hours of capture, to an individual or organization possessing a category II or III wildlife rehabilitation permit issued by the Department [<https://dwr.virginia.gov/wildlife/injured/rehabilitators>]. Proper PPE (defined in I.G.3.c) is highly recommended for any direct contact with wildlife being transported to wildlife rehabilitators.

EXCEPTIONS:

- (1) During the calendar year, fox pups captured on or after June 1 until and including December 31 that originated from the *E. multi* zone (defined in I.G.3.e) may only be transported to permitted wildlife rehabilitators located within the *E. multi* zone. There are no restrictions for transport of fox pups captured before June 1.
- (2) Injured or sick adult foxes originating from the *E. multi* zone (defined in I.G.3.e), regardless of date of capture, may only be transported to wildlife rehabilitators within the *E. multi* zone.

5. Fur, pelt, and carcass salvage: The furs, pelts, or any parts of any wildlife taken under this permit may not be bought, sold, traded or exchanged, nor reduced to personal possession, except fur-bearing species taken by legal hunting and trapping methods by licensed hunters or trappers during the legal hunting or trapping season, respectively.
6. Carcass disposal: The carcasses of wildlife that are taken outside of the legal furbearer hunting or trapping season, as well as the carcasses of furbearers not salvaged by licensed hunters or trappers during the legal furbearer hunting or trapping season, must be disposed of in accordance with state and local laws (burial, incineration, etc.). **Special condition**: Carcasses of cottontail rabbits from anywhere in the state and all carcasses of foxes originating from the *E. multi* zone (defined in I.G.3.e) must be buried at least two feet deep, incinerated, or double-bagged for disposal in a landfill.
7. Disposal of wildlife found dead on homeowner's property: Except for state or federal threatened and endangered species, and federally protected migratory bird species, permittees are authorized to temporarily possess, transport, and dispose of the carcass of wildlife found dead on a homeowner's property. No part of any animal found dead may be bought, sold, traded or exchanged, or reduced to the permittee's or another's personal possession. The entire carcass must be disposed of in accordance with state and local laws. **Special conditions**: Deer carcasses originating from Chronic Wasting Disease (CWD) Disease Management Areas (DMAs) must be transported in accordance with restrictions described at the following web link: <https://dwr.virginia.gov/wildlife/diseases/cwd/cwd-information-for-hunters>. Bears with mange must be reported to the Wildlife Conflict Helpline at 1-855-571-9003 before disposal in case samples need to be collected.

II. PERMIT POSSESSION, RECORD KEEPING, ANNUAL REPORTS, AND PERMIT RENEWAL, SUSPENSION, AND REVOCATION

- A. Permit in possession: The Commercial Nuisance Animal Permit shall be in the possession of the permittee while engaging in activities authorized under the permit and shall be made available for inspection by law enforcement officers and customers when requested.
- B. Record keeping: The permittee shall maintain records of all activities relating to wildlife conflict management performed under the authority of the permit, including: the customer's name, address and telephone number; the dates, times, and location (county or city, distance and direction from nearest road intersection or other landmark) of service; the species of wildlife and the damage or safety issue of concern; the number and species of animals captured, and the disposition of the animals. Such records shall be retained for three years and shall be open to inspection by a representative of the Department during normal business hours.
- C. Annual reports: The permittee will submit by January 10 of each year, on paper or electronic forms provided by the Department, a report of all activities relating to wildlife conflict management performed under this permit. Failure to submit the Annual Report may result in the immediate revocation or suspension of the permit.
- D. Renewals: It is the responsibility of the permittee to initiate renewal of the permit at least 30 days prior to the expiration date. Renewal applicants must demonstrate continuing knowledge, skill, and proficiency in wildlife conflict management as described in section I.F.

Renewal extension: As provided for in 4 VAC 15-30-7 of the Virginia Administrative Code, if issuance of a permit renewal has been delayed past the expiration date of the permittee's previous permit at no fault of the applicant, the permittee may continue the specific activities authorized by the expired permit until the Department has acted on such person's application for renewal. To qualify for this allowance, applicants must submit a completed renewal application to the Department at least thirty days prior to the expiration date of the permit. The Department may deny renewal of a permit to any applicant who fails to meet the issuance criteria set forth in the Commercial Nuisance Animal Permit Conditions.

- E. Change of Address: The permittee must notify the DWR Permits Section within no more than seven days of any change of name, address, phone number, or e-mail address. Notification should be provided by email to

III. CODE OF ETHICS

The permittee shall abide by the Commercial Nuisance Animal permittee code of ethics as follows:

CODE OF ETHICS

- 1) The Commercial Nuisance Animal permittee must abide by all local, state, and federal laws and regulations pertaining to wildlife conflict management.
- 2) The Commercial Nuisance Animal permittee should ascribe to a professional code of conduct that embodies the traits of honesty, sincerity, and dedication.
- 3) The Commercial Nuisance Animal permittee should show exceptionally high levels of concern and respect for people, property, and wildlife.
- 4) The Commercial Nuisance Animal permittee should promote the understanding of, and appreciation for, the numerous values of wildlife and biological diversity, as well as an appreciation for the economic and health concerns of humans adversely affected by wildlife activity.
- 5) The Commercial Nuisance Animal permittee should be sensitive to various viewpoints on wildlife conflict management.
- 6) The Commercial Nuisance Animal permittee should provide expertise on managing wildlife conflict to all people upon request and should provide information from organizations and agencies that provide expertise on preventing and alleviating conflicts with wildlife.
- 7) The Commercial Nuisance Animal permittee should promote competence and present an image worthy of the profession by supporting high standards of education, employment, and performance.
- 8) The Commercial Nuisance Animal permittee should strive to broaden their knowledge, skills, and abilities to advance the practice of wildlife conflict management.
- 9) The Commercial Nuisance Animal permittee should require good-faith efforts of clients, co-workers, and themselves in resolving wildlife conflicts with the most humane, selective, practical, and effective management techniques available.
- 10) The Commercial Nuisance Animal permittee should encourage, through word and through deed, all wildlife conflict control professionals to adhere to this code.

