

Airport Wildlife Management Technician Knowledge Requirements

Training outcomes pursuant to CAR 322.307



**Bird Strike Association of Canada
Research-Based Airport Wildlife Management**

Airport Wildlife Management Training Program

The Bird Strike Association of Canada (BSAC) is a professional association with membership drawn from wildlife management practitioners from airports and the consulting community. Other members include pilots, airlines, ATC personnel, wildlife control equipment suppliers, radar engineers, aircraft manufacturers and military personnel.

CAR 322.307 **outlines** the matters in which the operator shall provide training to persons having duties in respect of the airport wildlife management. However, the outline is general and does not describe in detail the material which is included by reference in the regulation. This document seeks to develop a more detailed outline of the training required by CAR 322.307 with the hope that trainers will develop a structured curriculum to achieve these training outcomes.

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Knowledge Expectations for Airport Wildlife Management Technicians

1.0 Wildlife Hazards to Aircraft

AWMTs should know:

- The definition of a wildlife strike¹ (as per CARs);
- The history of bird strikes and the magnitude of the problem² (when did strikes start occurring, the number of civilian fatalities, cost to the airline industry, number of strikes per year in Canada);
- What are the contributing factors to the current levels of bird strikes globally³ (why is there an increasing number of reported strikes);
- The impacts and costs of strikes⁴ (how do strikes affect airlines and what contributes to direct and indirect costs);
- Parameters that contribute to aircraft damage as the result of a strike⁵ (both aircraft and avian);
- Engine and airframe requirements related to wildlife strikes⁶
- Where and when bird strikes occur⁷ (e.g., phase of flight, altitude, time of day, season);
- Liability and the duties and responsibilities of the airport.⁸



Wreckage of Eastern Airlines Flight 375 as a result of a bird strike with European Starlings, Boston, MA, 4 October 1960

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2.0 Laws, Regulations & Standards

AWMTs should know:

- the basic laws and regulations pertinent to airport wildlife management including:
 - federal and provincial/territorial wildlife laws, including trapping and hunting laws;
 - Migratory Bird Treaty Act;
 - Species-at-Risk Act;
 - local ordinances that may affect the use of wildlife control measures;
 - International Civil Aviation Organization standards;
 - Canadian Aviation Regulations (CARs) 302 and 322;
 - Transport Canada wildlife management publications including bulletins:
 - Sharing the Skies (TP13549);
 - Wildlife Control Procedures Manual (TP11500);
 - Land Use in the Vicinity of Airports (TP1247).⁹
- how different laws and regulations may pertain to the control and management of specific wildlife and how they influence:
 - which species can be managed;
 - the techniques or methods used;
 - the considerations and safeguards needed to protect non-target species;
 - humane and ethical considerations for control, killing and disposal.¹⁰
- the federal and provincial agencies that enforce laws and regulations pertinent to wildlife management.¹¹



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3.0 Bird Identification

AWMTs should know:

- the higher hazard bird species present at your airport¹² and able to categorize birds into groups using key characteristics;¹³
- the relative mass of the birds at your airport;¹⁴
- the hazard category of each species¹²(six hazard categories);
- how to use a bird identification field guide and be aware of specialty guides¹⁶ (Know what field marks are and how to use them to identify birds and how to identify birds by general impression of size, shape and behaviour);
- the principles of field identification of birds and how to use them;¹⁶
- the names of the parts of the birds for use in identification.¹⁶

4.0 Bird Biology and Ecology

AWMTs should:

- be familiar with bird species present at your airport and understand their general biology, ecology, and management tactics for each;¹⁵
- know the temporal patterns of presence, relative abundance, breeding status of birds at your airport.¹⁴

4.1 Population Dynamics

AWMTs should know:

- how populations of birds may be influenced by:
 - migration;
 - brood size;
 - habitat requirements;
 - survival rates;

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- lifespan;
- climate & climate change.¹⁶
- how populations of birds may be affected by the following external factors:
 - food sources and abundance;
 - shelter;
 - water;
 - habitat fragmentation;
 - predators/diseases.¹⁷

4.2 Behavioural Characteristics

AWMTs should:

- know how the following may influence management:
 - age of bird;
 - flight characteristics;
 - flocking behaviour;
 - cover or shelter;
 - migrations;
 - activity patterns (diurnal/seasonal).¹⁴
- know the following anatomical/ physiological characteristics of birds that affect their behaviour and management:
 - Vision (how does it compare to humans in wavelength, field of view and acuity);
 - Hearing (frequency range relative to humans);
 - Smell¹⁴ (significance to birds).
- know the timing of bird migration in your area.¹⁴
- know the altitudes typical for seasonal and local movements and what weather conditions affect these movements (and know which birds soar, when and where).¹⁴
- know how different species and bird categories (i.e., young vs



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older, resident vs migrants) often respond to aircraft and what behaviour creates aviation hazards.¹⁴

4.3 Habitats

AWMTs should know:

- the preferred habitats used by birds at your airport;¹⁴
- the preferred foods of the hazardous birds at your airport.¹⁴



Ivory Gull

4.4 Disease & Cause of Death

AWMTs should:

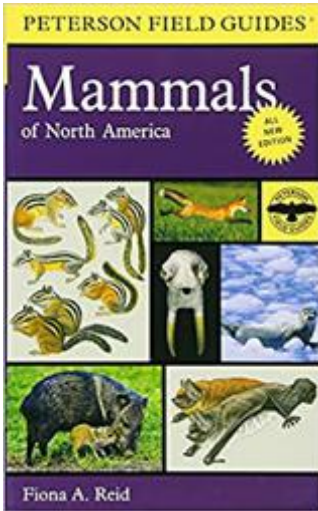
- know the diseases that can be transmitted from birds to humans and the common species carriers;¹⁷
- be able to identify the probable cause of death for birds found on the airfield¹⁸ (e.g. be able to differentiate between predation and scavenging).

5.0 Mammal Identification

AWMTs should:

- be familiar with the mammal species present at your airport;¹⁹
- know the relative mass of the mammals at your airport;²⁰
- get or make a checklist for the mammals at your airport¹⁹ (know their temporal patterns of presence, relative abundance, habitats, social habits, etc.);
- know the hazard category of each species;²¹
- know how to use a mammal identification field guide and be aware of specialty guides.²² (You should have access to one quality mammal field guide and be aware of on-line resources as well).

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6.0 Mammal Biology and Ecology

AWMTs should know the general biology, ecology, and management tactics for each species at your airport.¹⁹

6.1 Population Dynamics

AWMTs should know:

- how populations of mammals may be influenced by:
 - time to maturity;
 - litter size;
 - number of litters per year;
 - cyclic population trends;
 - habitat requirements;
 - survival rates;
 - lifespan.²³
- how populations of mammals may be limited by the following external factors:
 - food sources and abundance;
 - shelter;
 - water;
 - habitat fragmentation;
 - predators/diseases.²³

6.2 Behavioural Characteristics

AWMTs should:

- know the following anatomical/ physiological characteristics of birds that affect their behaviour and management:
 - Vision (how does it compare to humans in wavelength, field of view and acuity);
 - Hearing (frequency range relative to humans);

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- Smell²⁴ (significance to mammals).
- be able to describe how the following may influence management:
 - hibernation/estivation;
 - dietary changes;
 - bait shyness;
 - neophobia;
 - cover or shelter;
 - soil moisture and composition;
 - migrations;
 - activity patterns (diurnal/seasonal).²⁵
- know how different species respond to aircraft and what behaviour creates aviation hazards directly and indirectly.¹⁴

6.3 Habitats

AWMTs should:

- know the preferred habitats used by mammals at your airport;²⁶
- know the preferred foods of the mammals at your airport;²⁶
- be able to describe the visible signs of the mammals at your airport²² (i.e., burrows, runways/trails, droppings, food caches, etc.);
- know how to distinguish between an active and inactive burrow, vole runway, lodge (etc.).²²

6.4 Disease & Cause of Death

AWMTs should:

- know the diseases that can be transmitted from mammals to humans and the common species carriers;¹⁷
- be able to identify the probable cause of death for mammals found on the airfield¹⁸ (e.g. be able to differentiate between predation and scavenging).

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7.0 Rare & Endangered Species & Species of Concern

AWMTs should know:

- the federally and provincially designated rare and endangered species and species of concern in your area²⁷ (**Species at Risk Act and provincial endangered species legislation**);
- the restrictions on harassing and killing those species;²⁷
- the restrictions on nest and habitat destruction for those species.²⁷

8.0 Wildlife Control Procedures

AWMTs should know:

- what factors affect the success of an airport wildlife management program²⁸ (**be able to describe at least 4 factors and how they affect success**);
- the steps taken to insure proper wildlife control²⁹ (**be able to describe at least 5 steps and why they are important**);
- the factors that must be considered in determining whether a management action should be taken²⁹ (**be able to describe at least 4 factors and why they need to be considered**);
- what to do in the event that a significant risk exists that cannot be effectively managed²⁹ (**both immediate and long-term**);
- when and why to talk to the tower.³⁰

8.1 Harassment

AWMTs should:

- know the “tools” available for “harassment” and how and when to use them³¹ (**know at least 10 different**

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effective tools used for harassment);

- know what tools are not particularly effective and should not be used at airports³¹ (know the limitations of tools that make them less effective or ineffective);
- know the different types of pyrotechnics, their approximate ranges, their action and how they are “launched”, and what safety precautions need to be taken;³²
- be able to explain how habituation may influence the effectiveness of many harassment methods;³²
- know the methods to reduce habituation and/or to increase the efficacy of harassment methods.³³

8.2 Exclusion

AWMTs should know:

- the various methods for preventing access by wildlife to the airport or airport habitats;³³
- the various methods for preventing access by wildlife to airport buildings.³³



8.3 Removal

8.3.1 Trapping

AWMTs should:

- know the reasons that trapping of birds and/or mammals would be used;³⁴
- know what trap types would be used for the following species (groups)
 - Canada Geese
 - Raptors
 - Passerines
 - Raccoons
 - Coyotes
 - Beaver³⁵

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- recognize the problems of translocation of vertebrates, the legality of translocation, the reasons that translocation may be useful, and the permitting requirements for translocation.³⁶

8.3.2 Shooting/Hunting

AWMTs should:

- be able to explain when shooting/hunting is an effective control method;³⁵
- know what species can effectively be managed using shooting/hunting as part of an integrated control program;³⁴
- must be able to demonstrate accuracy and control when using a firearm;³⁷
- know how to properly dispose of wildlife killed on the airfield³⁸ (disposal or other requirements under permit, this may vary by species and by jurisdiction of permits).

8.3.3 Chemical Repellents/Poison

AWMTs should:

- know at least 3 different types of chemicals used in wildlife control;³⁵
- be able to describe how chemical repellents deter/control vertebrates;³⁵
- know what is required to use chemical repellents and toxicants;³⁵
- explain limitations of chemical repellents/poison.³⁵

8.3.4 Handling Animals

AWMTs should know:

- know how to handle the various species of domestic and wild animals that may be encountered at your airport;³⁹
- know the safety measures needed to insure personal safety.⁴⁰

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9.0 Habitat Management⁴⁰

AWMTs should know:

- how the following habitat issues in airport situations can impact wildlife hazards:
 - grass height management⁴¹ (how does grass height affect wildlife use of the airport);
 - grass types⁴² (are some grasses better to have than others, why);
 - what are the sources of food on the airport (how can they be managed);⁴¹
 - water management (permanent and ephemeral);⁴¹
 - building management⁴¹ (what modifications can be done to reduce use by wildlife).
- the options for airport wildlife management for the following topics:
 - worm management;^{43&41}
 - grass cutting & management;⁴³
 - rodent control;³⁵
 - perch management;⁴¹
 - perimeter & overhead barriers;⁴¹
 - insect control.⁴³



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10.0 Off Airport Land Use Issues⁴⁴

AWMTs should know the land use types that are prohibited within the following Bird Hazard Zones:

- Primary;
- Secondary;
- Special.⁴⁵

11.0 Firearm Safety

AWMTs should:

- have a valid Possession and Acquisition Licence (PAL) and know its expiration date;⁴⁶
- have taken and passed an official provincial hunter safety course;⁴⁷
- know what other types of permits are required to use firearms at your airport;⁴⁸
- know the 9 firearm safety precautions (**ACTS & PROVE**);⁴⁹
- know how to clean, maintain and store the firearms and ammunition you use;⁵⁰
- know the correct ammunition for the species you are hunting and the range of that ammunition.⁵⁰



12.0 Aircraft Identification

AWMTs should know:

- the parts of the airplane for accurate and complete bird strike reporting;⁵¹
- the major aircraft manufacturers and be able to identify the

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models of each that use your airport.⁵²



13.0 Airport Operations

AWMTs should know:

- How the type of aircraft using the airport impacts dispersal techniques and timing;⁵³
- How the active runway end(s) effect wildlife dispersal strategies;⁵⁴
- How different approach and departure paths effect dispersal strategies;⁵⁵
- How long it takes for different aircraft types to arrive at the aerodrome from different arrival points (e.g. final approach);⁵⁴
- How airfield infrastructure may be impacted by the presence of vehicles and other equipment associated with wildlife dispersal;⁵⁶
- Safe distances for operating near localizers, glide path indicators, and radars;⁵⁶
- Safe locations to position yourself while conducting wildlife dispersal (relative to considerations such as jet blast and vortices);⁵⁶
- The top three risk areas and the top three safety hazards associated with conducting wildlife dispersal at their aerodrome.⁵⁶

14.0 Reporting & Statistics

AWMTs should know:

- what constitutes a wildlife strike and near miss (close call) and what an adverse effect event is;⁵⁷
- the reasons for reporting all strikes, near misses (i.e., close calls) and adverse effect events;⁵⁸
- the steps that should be taken in the event of a bird strike

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(when a carcass is found on departure or arrival, when no carcass is found on departure or arrival);⁵⁹

- how to fill out and submit the Transport Canada Bird/Wildlife Strike Report;⁶⁰
- how to collect and store/preserve wildlife strike evidence (includes DNA, photos, etc.);⁶¹
- what equipment and PPE is necessary to safely collect wildlife strike information and samples;⁶²
- why and how to collect stomach samples from struck wildlife and where to get those samples analyzed;⁶²
- if software is used to collect wildlife management data, how to

A screenshot of the Transport Canada Bird/Wildlife Strike Report form. The form is titled "Bird/Wildlife Strike Report" and includes a "Report Information" section with fields for "Date of Occurrence", "Location", "Time of Day", "Weather", "Visibility", "Altitude", "Temperature", and "Wind". There is a "Remarks" section for "Detailed Description of Incident" and a "Remarks" section for "Remarks". The form also includes a "Remarks" section for "Remarks". The form is displayed in a web browser window with the Transport Canada logo and navigation tabs at the top.

use all components of the software. If paper is used, what to put in all of the fields and know any codes required;⁶³

- the types of data that should be collected regarding wildlife interventions;⁶⁴
- the types of data that should be collected regarding wildlife presence;⁶⁵

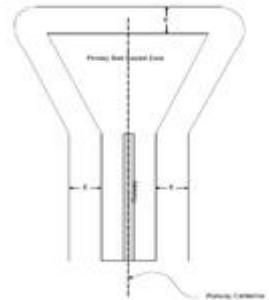
- what other types of data should be kept^{43 & 65} (includes time on the airfield, habitat modifications, groundside inspections, nest/egg interventions, animal culls, weather data, etc.);
- the basic types of information that should be reported to the airport regarding the wildlife management program on a regular basis;⁶⁵
- the problems associated with reporting numbers of strikes per unit of aircraft movements and some alternative approaches.⁶⁶

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15.0 Wildlife Management Plan & Risk Assessment

AWMTs should know:

- what conditions trigger the requirement to develop and maintain an Airport Wildlife Management Plan (AWMP);⁶⁷
- what information is needed to conduct a risk assessment and at least two different approaches to risk assessment;⁶⁸
- the two major components of risk and the ecological factors that affect hazards and risk;⁶⁹
- the significant flaws in the Transport Canada risk assessment model and how to mitigate these flaws;⁶⁹
- the main components of an AWMP;⁶⁹
- the sources of wildlife data for your airport;⁷⁰
- the types and locations of hazardous land uses in the vicinity of your airport;⁷¹
- Know the hazardous species at your airport and types of issues that need to be discussed for each species;⁷²
- the 5 characteristics of high risk species;⁷³
- the 5 primary approaches to minimizing the potential for serious strikes with wildlife at airports;⁷³
- the three “Cs” of Safety Management Systems;⁷³
- Know the 7 primary performance measures of the AWMP;⁷³



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- the active and passive management tools that are available and the advantages and disadvantages of each;⁷⁴
- Know what bird hazard zones are and how to develop them for your airport;⁷⁵
- how to obtain aircraft movement statistics for your airport⁷⁶ (preferably by aircraft make/model and runway);
- what triggers a review of the AWMP.⁷⁷

16.0 Awareness Programs & Communications

AWMTs should know:

- what stakeholders should be involved in an awareness program;⁷⁸
- what constitutes an effective awareness program;⁶⁹
- the various methods of communicating wildlife hazard information to pilots.⁷⁹

17.0 Professional Development

While regulations only require initial training and retraining every 5 years, BSAC believes this is inadequate to maintain professional status as an AWMT. Consider the poor state of safety on airports if pilots or firefighters received only initial training and the exact same training 5 years later. We believe that training should occur at least annually and consist of any of the following:

- Certified Airport Wildlife Management course;
- Attendance at a bird strike conference;
- Relevant on-line or in-person course, seminar/webinar, discussion group;

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- Literature review on a related topic;
- Sponsored or independent research on a related topic.

18.0 Guidance Material

At a minimum, AWMTs should be familiar with:

Transport Canada wildlife management publications including bulletins, especially, Sharing the Skies (TP13549), Wildlife Control Procedures Manual (TP11500), and Land Use in the Vicinity of Airports (TP1247)⁸⁰. These and other valuable reference resources are available by contacting Transport Canada or in an e-library that can be accessed through membership in the Bird Strike Association of Canada (canadianbirdstrike.ca). The BSAC e-library contains thousands of articles and reference materials on airport wildlife management.

19.0 Referenced Documentation

¹ CAR302.303, see also <https://canadianbirdstrike.ca/useful-information-for-airport-wildlife-managers/>

² CAR322.307(a) & Sharing the Skies, Introduction & Chapter 7. See also Transport Canada Annual Reports: Wildlife strikes at Canadian airports & TP11500E

³ Sharing the Skies, Introduction

⁴ Sharing the Skies, Chapter 1

⁵ Sharing the Skies, Chapter 1

⁶ Sharing the Skies, Chapter 5, Appendices 5.1 & 5.2

⁷ Sharing the Skies, Chapter 7

⁸ Sharing the Skies, Chapter 1

⁹ CAR322.307(b)

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¹⁰ These topics all fall under various federal and provincial wildlife permitting requirements

¹¹ This follows from the need to have the necessary permits to operate an airport wildlife management program.

¹² Hazard categories postdate both the current version of CAR302 & 322 and Sharing the Skies. The hazard ranking in CAR322.302(1) is simply wrong and should be replaced by the risk matrix developed under contract to Transport Canada and can be found at <https://canadianbirdstrike.ca/useful-information-for-airport-wildlife-managers/>

¹³ CAR322.307 (c)

¹⁴ Sharing the Skies, Chapter 3

¹⁵ CAR322.307(c)

¹⁶ CAR322.307(c) & Sharing the Skies, Chapter 3

¹⁷ TP11500E, Appendix 2 & Sharing the Skies, Appendix 3.1

¹⁸ CAR302.303(2) require wildlife remains that are found within 200 feet of a runway or an airside pavement area to be presumed as a wildlife strike unless another cause of death is identified. Therefore, it is necessary to be able to determine the cause of death (when possible) to prevent over-reporting.

¹⁹ CAR322.307(f)

²⁰ Sharing the Skies, Chapter 4

²¹ There is no hazard ranking for mammals. The hazard ranking in CAR322.302(1) is simply wrong and should not be used. A general hazard ranking based on mass is likely the best ranking at the current time.

²² CAR322.307(f)

²³ CAR322.307(e)

²⁴ CAR322.307(e) and Sharing the Skies Chapter 4

²⁵ CAR322.307(e). While bait shyness and neophobia are not exactly part of the ecology and biology, they are critical knowledge for trapping/removal of some mammal species which is covered in TP11500E.

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- ²⁶ Sharing the Skies, Chapter 4 & TP11500E, Section I
- ²⁷ CAR 322.307(i)
- ²⁸ CAR322.307(o)
- ²⁹ CAR322.307(l)
- ³⁰ Sharing the Skies, Chapter 9
- ³¹ Sharing the Skies, Chapter 8 and TP11500E, Section E
- ³² Sharing the Skies, Chapter 8
- ³³ TP11500F, Section J
- ³⁴ CAR322.307(m) and TP11500F, Section G
- ³⁵ TP11500E, Section G
- ³⁶ TP11500E, Section G mentions translocation, but does not delve into the issues raised by translocation which legally, biologically and ethically need to be considered and understood before embarking on a translocation program and while seeking a permit to conduct translocations.
- ³⁷ CAR322.307(n)
- ³⁸ This will be a requirement of a “lethal removal” permit.
- ³⁹ Handling animals is implied by the “live capture” section in TP11500E, Section G. As well, incidental capture of injured wildlife and domestic animals is a common occurrence on airports.
- ⁴⁰ CAR322.307(j)
- ⁴¹ TP11500E, Section C
- ⁴² This topic is referred to in passing by TP11500E, Section C
- ⁴³ TP11500E, Section F
- ⁴⁴ CAR322.307(k)
- ⁴⁵ Safety Above All as referenced by TP1247 which in turn is referenced by Sharing the Skies, Appendix D.
- ⁴⁶ CAR302.307 1(b)
- ⁴⁷ While not specifically required by CARs, these courses are required to hunt by provincial authorities. It behooves airports to adhere as much as possible to the hunting regulations to avoid safety issues and conflicts with public interest groups.
- ⁴⁸ CAR322.306 (b)

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⁴⁹ Course content of Possession and Acquisition Licence for firearms

⁵⁰ Course content for provincial Hunter Safety Courses

⁵¹ CAR322.304 (a) see information note

⁵² CAR322.304 (c)

⁵³ Sharing the Skies, Chapter 6

⁵⁴ Sharing the Skies, Chapter 8

⁵⁵ Sharing the Skies, Chapter 7

⁵⁶ Sharing the Skies, Chapter 8 and CAR 322.307(I)

⁵⁷ While not called “Adverse Effect Events”, identification of these is required on the wildlife strike reporting form. As well, these are the most hazardous strikes and the ones that we are most trying to prevent.

⁵⁸ While not required by regulation, it stands to reason that knowing why to report these incidents will lead to more accurate and consistent reporting.

⁵⁹ These are operational steps that enable personnel to fulfill all the requirements of strike reporting.

⁶⁰ Sharing the Skies, Chapter 7

⁶¹ the operational aspect of CAR322.306(c)

⁶² Sharing the Skies Chapter 3 & 4 identifies the importance of knowing the food that wildlife are consuming on the airport. Thus it stands to reason that identifying those foods from dead animals on the airfield is important and should be done in sufficient numbers over the course of the year to document the foods consumed.

⁶³ Although not in regulation, it stands to reason that staff know how to operate the software available at the airport to insure complete and accurate data collection according to CAR322.306 (d)

⁶⁴ TP11500 Section K

⁶⁵ CAR322.304, CAR322.306 and Sharing the Skies, Chapter 8

⁶⁶ This is not addressed in regulation or by reference. However, it is critically important for airport wildlife managers to know the inherent biases in using strike data in order to better assess risk.

⁶⁷ CAR302.305

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- ⁶⁸ CAR322.304. While TC has provided a framework for risk assessment, this framework is severely flawed and a more robust risk assessment method should be used.
- ⁶⁹ CAR302.306 and 322.306
- ⁷⁰ Sharing the Skies, Chapter 9
- ⁷¹ TP1247
- ⁷² CAR322.307 (o) and TP11500 Section H and Section I
- ⁷³ CAR322.307 (o)
- ⁷⁴ CAR322.307 (j), Sharing the Skies, Chapter 8 and TP11500, Section C
- ⁷⁵ Safety Above All
- ⁷⁶ CAR322.304 (b)
- ⁷⁷ CAR203.305 (6)
- ⁷⁸ CAR302.306 (h) and CAR302.307 (p)
- ⁷⁹ CAR302.308
- ⁸⁰ CAR322.305(1)