

**Purpose:** To help prevent bear encounters and increase safety for personnel working in bear country.

### Minimizing Human/Bear Encounters

The following is required to minimize human/bear encounters:

- **DO NOT FEED WILDLIFE.** Feeding of wildlife on or off site is prohibited.
- Store all food waste in bear proof bins or other receptacles providing an equivalent level of deterrent as approved by Environmental Ops.
- Remove all attractants from vehicles, especially open truck beds, and store in closed, lockable structures. This includes used/soiled PPE, food, food waste and anything else with strong odours.
- Doors and windows of buildings that contain food must always be closed and secure.
- Gates allowing access to camps or operating areas will be maintained functional with repairs completed immediately as needed.
- Work planning in remote areas or areas frequented by wildlife will incorporate the hazards and defenses required for wildlife mitigation.

### Assessing Bear Behavior

**All bears are individuals, so all bear behavior and encounters will be unique.**

Serious attacks are rare, but you must always be cautious and alert when outdoors in bear country. Consider the following when assessing behaviour:

Behavior	Signs
Normal	<ul style="list-style-type: none"><li>• Bears are normally wary of people and will leave when they notice you</li></ul>
Defensive: offspring or food source	<ul style="list-style-type: none"><li>• Aggressive body posture</li><li>• Vocalization such as teeth popping, blowing and huffing</li><li>• Body movements (ears going back, swatting, swaying the head)</li></ul>
Predatory: no signs of stress	<ul style="list-style-type: none"><li>• Approaches</li><li>• No vocalization</li><li>• Stalking, circling around a person, slow approach then rush.</li></ul>

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### Reporting Bear Sightings

All bear sightings and encounters must be reported. Bears that pose an imminent threat must be reported immediately for assessment and response by trained and qualified personnel as follows:

Location	Action
Surmont	<ul style="list-style-type: none"><li>• Contact Surmont ERT on radio channel 1 or 780-334-7111</li><li>• Contact local work supervisor and inform them ERT has been notified.</li></ul>
Montney	<ul style="list-style-type: none"><li>• Contact local work supervisor and assigned HS or Environmental Coordinator per the established local contact list.</li></ul>

Report non-emergency bear sightings through wildlife cards, or through the BBS app in Intellex. Include notes on location and behavior observed.

### Encountering a Bear

Consider the following defenses when encountering a bear:

- Stay calm, back away slowly, talk softly, don't look in the eye, appear passive, do not raise your voice.
- Never run away and don't harass or chase the bear.
- If your vehicle is nearby, get in as quick as possible.
- If there are cubs in area, move away from them.
- Leave the bear an escape route.
- If the bear charges and it is not bluffing use your bear spray.

### Hazing a Bear

Bear hazing kits will be maintained at work sites in bear country.

- Trained and qualified personnel are permitted access to bear deterrents
- Kits include equipment such as whistles, air horns, bear spray, bear bangers and screamers.
- Develop a plan to allow the bear to escape the fenced area by using approved techniques.
- Do not make the bear feel trapped or cornered, open gates and provide egress points for the bear to escape.

### Removing a "problem" Bear

If a bear cannot be hazed away, it may have to be removed or "handled" as follows:

- Per the local work supervisor, a professional bear deterrent contractor shall be retained supported by Environmental Ops Team.
- If risk requires the contractor to be armed, corporate requirements shall be followed including approval by Canada BU President.
- Problem bears require involvement of local Fish and Wildlife authority