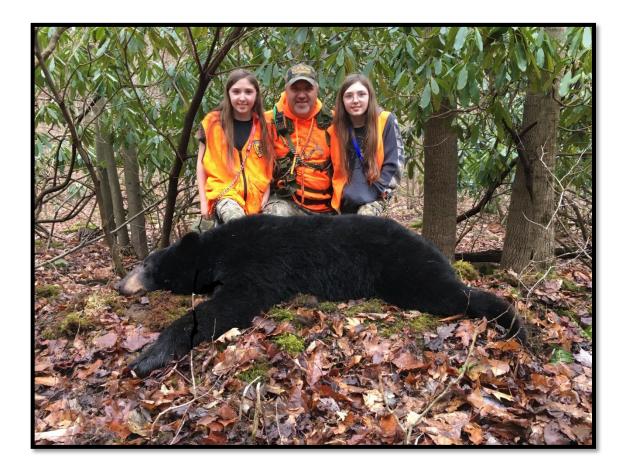
2024 WEST VIRGINIA HUNTING OUTLOOK AND MAST SURVEY



AUTHORS

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Wildlife Resources Bulletin Number 24-5

WEST VIRGINIA DIVISION OF NATURAL RESOURCES WILDLIFE RESOURCES SECTION

HUNTING OUTLOOK

Holly Morris, Eric Richmond, Chris Ryan, and Ethan Barton

Black Bear

The black bear season structure is very similar to 2023. Seasons that produce the majority of the harvest didn't change, we have a healthy bruin population in the Mountain State, hunters are afforded numerous diverse opportunities and statewide oak mast conditions are close enough to average to have a <u>Similar Harvest in 2024</u>.

Archery hunting success rates depend greatly on mast conditions. Harvests decrease in years of increased mast abundance and improve in years of mast scarcity. **The statewide bear archery harvest should be similar in 2024.** Bears often concentrate on hickory production early on the year. This year's hickory is down across the state and should make it easier to locate good bear sign. However, white oak acorn indices are much higher in the mountain counties so bears would be more scattered than last year. Combing all factors will lead to good hunting and a lot of great memories.

<u>The firearms bear harvest will be slightly higher than the harvest of 2023.</u> Oak mast, and most importantly white oak, is better than the 54-year average in the mountain counties. The majority of the late season harvest comes from this area in the National Forest. This should prolong bears entering dens and allow hunters opportunities for harvests through December if the weather doesn't impede

White - tailed Deer

<u>The total white – tailed deer harvest in 2024 should be similar to that of 2023.</u> This year, we saw a mixed bag when it comes to red and white oak mast production. White and chestnut oak acorn production was up from last year in many parts of the state. Red/black oak and scarlet oak were near the long-term average, but down compared to the production we saw last year. Scouting will be essential to seeing how your back-forty and deer camp compared to what we observed in this year's survey. Overall, oak mast exists in pockets and if you find these 'hot spots', you'll find deer. Deer populations throughout the state remain strong; however, there may be localized effects of epizootic hemorrhagic disease (EHD) which could affect local deer populations and harvests. EHD is cyclical in nature and relatively common; the virus can be prevalent during exceptionally dry late summer/early fall months when deer are most vulnerable to biting midges at minimalized water sources. Deer populations easily recover from this unpreventable, untreatable virus.

We are predicting a similar archery harvest in 2024. Early season, hunters should focus on white and chestnut oaks, which produced mast well this year. Scouting is key, and we recommend you jump on scouting your hunting grounds as soon as possible to see what produced well in your area. Also, it is important to continue to monitor available mast as the season progresses to determine how you should change your tactics and stand locations.

<u>We are predicting a similar buck firearms season harvest in 2024.</u> The 2023 buck firearms harvest was slightly above the 5-year average. The two biggest factors that always influence the buck firearms harvest are weather and participation (especially during the first 3 days of the season). You can't kill them from the couch! The amount of mast remaining on the ground throughout the state by Thanksgiving week will influence the ability of hunters to see deer out in fields. If deer clean up the preferred white oak mast early in the season, by the time buck firearms season rolls around, deer may be actively searching for different food sources such as the spotty scarlet, chestnut, and red/black oak observed on the landscape.

<u>The antlerless harvest in 2024 should be similar to the harvest in 2023.</u> Antlerless harvest levels are influenced by the same factors that influence the buck firearms harvest. Antlerless season structures are very similar in 2024 to what was offered in 2023. Opportunities to harvest antlerless deer are available throughout the fall and we encourage hunters to harvest antlerless deer early in the season. Doe harvest early in the hunting season eliminates the worry of needing to harvest a doe after harvesting the first buck in those counties with 'earn-a-buck' regulations (hunters must harvest a doe in that county before harvesting a second buck). Hunters should refer to the 2024-2025 Hunting Regulations starting on page 15 regarding deer hunting seasons.

<u>The muzzleloader harvest should also be similar to the harvest in 2023.</u> Like the buck firearms and antlerless seasons, the muzzleloader harvest is influenced by weather and participation. Muzzleloader season provides a great chance to get after that buck that slipped by you or you never caught up with in buck firearms season. Also, the likelihood of hunting in snowy conditions is increased.

<u>The Mountaineer Heritage Season harvest should be similar to the past</u> <u>season (January 2024).</u> The Mountaineer Heritage season gives hunters a chance to bring out their traditional muzzleloading rifles and pursue deer that haven't been pressured in several weeks. This time of year, deer will return to their normal habits of focusing on food sources when January winter conditions can be tough. In addition, hunters are unlikely to experience interference from other hunters during this season. Again, this season provides an increased likelihood of hunting in snow.

Gray and Fox Squirrels

Mast from the previous year is the primary influence on squirrel populations the following year. In 2023, red/black oak and scarlet oak mast production was well above the 2022 levels and the long-term average. Squirrels should have been in excellent condition going into the spring breeding season and be physically able to raise 2 litters of squirrels. Squirrel-favored mast such as beech, hickory, and walnut mast production are all substantially down this year. White oak should be the targeted mast species as it is near average production, but certain regions of the state will see much higher production compared to last year. Hunters should also check out areas with chestnut oak as it produced well this year, too. Take advantage of the early season when leaves are still on and scout your favorite spots for available mast. Squirrel hunting is a great way to get novice hunters involved in the outdoors. With the almost 6-month long season, squirrel hunting provides a low-pressure opportunity to get out in the woods and pursue bushytails almost any day! <u>Squirrel harvest should be similar to that of 2023-2024.</u>

Wild Turkey

Fall turkey harvests are heavily influenced by brood production in that year and available mast. Based on brood surveys this summer, brood production is 3.8% higher than last year and up 4.5% from the 5-year average. Hard mast production this year is slightly below average; however, in ecological regions 2 and 3, white oak and chestnut oak production were up compared to last year. Preferred early season mast species did not fare well this year, with beech down considerably over the 54-year trend. Scouting will be essential to determining if white oak and chestnut oak did well on your hunting grounds. This information will help you plan where to hunt and help seal the deal on bagging a fall bird. The wild turkey harvest should be similar to last year.

Every county will again have some length of fall turkey season in 2024. Traditional counties will continue to have a 4-week season. Non-traditional counties will have either a one or two – week season. Hunters should refer to the 2024-2025 Hunting Regulations on page 44 to find out the fall turkey hunting regulations specific to their county. The Mountaineer Heritage Season in January 2025 permits participants to harvest one eithersex turkey. See page 35 of the 2024-2025 Hunting Regulations for more details on legal weapons.

Wild Boar

Hunters recorded the fourth highest harvest on record, in 2023/2024, since the implementation of a hunting season in 1979. Wild boar harvests have been on an upward trend since the introduction of the winter season. In the wild boar area of southern WV, poor mast production in 2023 will have had a negative impact on reproduction. Excellent white oak and red/black oak production in Ecological Region 3 for 2024 will have boar spread out among the abundant food sources and negatively impact the archery harvest. Hunters will once again have the opportunity to pursue boar in February, where the bulk of the harvests are recorded. Piecing all of this together, hunters should enjoy another excellent season, but <u>hunters should expect a lower harvest during the 2024-2025 seasons.</u>

Raccoon

Raccoon reproductive rates are directly reflected upon the mast conditions of the previous year. Statewide, the hard mast abundance was above average in 2023. Red/black oak, scarlet oak, beech, and hickory all contributed to providing excellent food sources for raccoons. This in turn led to good physical condition coming into the spring breeding season. Good reproduction should result in similar numbers of available raccoons as in 2023. Hunters should expect similar harvests in 2024-2025.

Cottontail Rabbits

Precipitation has a major factor on rabbit populations come hunting season. The drought conditions have killed a lot of the low vegetative cover that protects rabbits from all of the predators that enjoy a tasty meal. Therefore, **statewide harvest predications are extremely poor, if not the worst in recent history.** Hunters will experience the hardest hunting conditions of their beagles' lives. Cover that normally provides rabbit cover early in the year may be nonexistent in 2024. Luckily because of their reproductive output populations should rebound next year with proper rainfall.

Ruffed Grouse

Ruffed grouse populations this year continue a similar downward trend. The 2023-2024 DNR Grouse Cooperator Survey was comprised of 21 cooperators from all 4 ruffed grouse ecological regions. Flush rates per hour remain relatively unchanged for the past 3 years (average 0.5 birds/hour); however, this average is 54% down from the 31-year average flush rate of 1.1 birds per hour. Developing and maintaining early successional habitat is the best tool to combat declining populations.

The lack of beech mast this year will push grouse to scour the woods for other food sources in the mountains, focusing on available soft mast such as black cherry. Areas where white oak produced well should be targeted, as those are preferred acorns. In most regions, chestnut oak produced above average but will not be utilized until later in the season when other options are depleted. Statewide, most soft mast is below the long-term average except for crabapple. Pockets of mast will concentrate birds, but these pockets are hit-or-miss. As always, scouting is highly encouraged to ensure your favorite cover will lead to successful hunting. <u>Hunters should expect lower flushing rates and harvests this year.</u>

Table 1. 2024 quick check chart of predicted statewide wildlife harvests.

Species	Higher	Similar	Lower
Gray and Fox Squirrels		х	
Cottontail Rabbits			Х
Ruffed Grouse			Х
Raccoon		Х	
White-tailed Deer		х	
Wild Boar			Х
Wild Turkey		Х	
Bear		Х	
Quail		Х	

Table 2. 2024 quick check chart of deer harvest forecast by region.

Region	Total Kill
1	Higher
2	Lower
3	Lower
4	Lower
5	Similar
6	Higher
Statewide	Similar

2024 West Virginia Mast Survey

Holly Morris, Eric Richmond, Chris Ryan, and Ethan Barton

The Division of Natural Resources (DNR), in conjunction with the Division of Forestry, annually surveys the state to determine relative abundance of soft and hard mast produced by trees and shrubs of importance to wildlife populations. Information on the quantity of wildlife food is provided to our cooperators, hunters, and various media outlets.

Mast surveys were completed at 286 locations covering all regions of West Virginia in 2024. Professionals and volunteers -- including wildlife managers, foresters, wildlife biologists, Natural Resources Police Officers, Natural Resources Commissioners, and retired personnel from a multitude of natural resources related disciplines -- devoted their time and effort to collect data for this survey. Without the participation of these individuals, completion of the statewide mast survey would not be possible. We would like to extend our sincerest gratitude to everyone who assisted with data collection in this year's survey.

The mast survey is a relative estimation of mast produced by 18 different tree and shrub species that are widespread and locally common throughout the state and are of nutritional value to wildlife. A sample of the survey form is appended at the end of the report. Cooperators are assigned counties and areas familiar to them to collect mast production information, and the same areas are generally surveyed each year to ensure consistency in the survey across years. Mast crop production is subjectively evaluated as abundant, common, or scarce for each species encountered by the observer in the surveyed area. The surveyor also documents species that are not encountered, along with additional mast-producing species of local importance (e.g., Pawpaw, Persimmon, Cucumber-tree, Blueberry, Huckleberry, etc.) that do not appear on the statewide survey form. The mast index is calculated for each species, and in some cases guilds of species (e.g., hard mast producers, all oaks, oak-cherry-hickory, etc.), via the following formula:

Mast Index = [(Abundant Observations/Total Observations) + ((Common Observations X 0.5)/Total Observations)] X 100

The mast index is calculated by species for each ecological region and elevation (high or low, relative to the local terrain of the surveyed county). The current year's index is compared to the previous year's index and the running long-term average spanning the life of the survey, which was first conducted in 1971. The mast survey was not conducted in 1978, 1982, and 1984. Readers unfamiliar with West Virginia ecoregions should refer to Figure 1 to determine the region(s) in which they hunt.

Many wildlife species are highly dependent upon mast crops produced by trees and shrubs, and dynamic factors -- including survival and reproduction or fecundity -- are affected by mast availability. Caloric value available in mast is much more important to the survival of many wildlife species than the caloric value in agricultural crops, herbaceous plants, and supplemental feed. Seeds and fruits from trees and shrubs are necessary not only for overwinter survival, but also for ensuring animals are in good physical condition for reproduction in following months. Generally, animals that enter the winter months with abundant fat reserves will be more likely to survive the lean months of the year and will produce and successfully rear more offspring during the subsequent spring and summer months. Wildlife biologists and managers can predict hunting prospects and forecast population dynamics of black bears, squirrels, white-tailed deer, wild boars, wild turkeys, and other game species by using mast production information gathered during the annual survey.

West Virginia suffered drought conditions of historic proportions that affected most of the state during the summer of 2024. Drought likely affected mast quantity and quality substantially in some areas; Ecoregion 1 (eastern panhandle) was the worst affected by drought and the mast crop suffered accordingly. Compared to the 2023 survey year (Table 1), the statewide combined index for all monitored species was down approximately 7% for survey year 2024. While the statewide crops of White Oak and Chestnut Oak acorns were up substantially from 2023 levels (+76% and +24%, respectively), production of mast by most other monitored species decreased. Red and Black Oak (-10%) and Scarlet Oak (-13%) performed somewhat worse than in 2023, but both were slightly above the long-term survey average. White oak was on par with the long-term average, while Chestnut Oak was off by -19%. Among other hard mast producing species, Beech (-46%), Walnut (-60%), Hickory (-41%), and Scrub Oak (-45%) performed substantially worse than last year. Relative to the 54-year long-term survey average, all hard mast producers except for Red Oak/Black Oak and Chestnut Oak were substantially down. The mast crops in half of West Virginia's six ecoregions were measurably down, while the other three were close to 2023 levels (Table 3). Compared to the long-term average, some ecoregions- especially the eastern panhandle- were substantially down across all or nearly all oak species, while others were more mixed (Table 4). Due to a heterogeneous oak crop, areas with available acorns probably offer the best prospects in general in the 2024 Fall hunting seasons and diligent hunters should put in scouting effort to "find the food" this year.

Soft mast producers generally performed better than hard mast producers in 2024 despite droughty conditions, although production was mixed. Greenbrier (+37%), Apple (+25%), Sassafras (+21%), and Crabapple (+12%) production increased, while Hawthorn (-15%) and Grapes (-5%) were noteworthy species where production decreased. Relative to the long-term average, most surveyed soft mast producing species were off from 4% (Hawthorn) to 24% (Yellow Poplar). Black Cherry (+13%), Crabapple (+20%), and Apple (+16%) performed better than average in 2024. Soft mast was mixed across West Virginia's six ecoregions compared to 2023 (Table 3); compared to the long-term average, several regions were substantially down, presumably due to drought (Table 4). Where available, soft mast provides significant and calorie-rich food resources for wild turkeys, ruffed grouse, black bears, and raccoons, all of which use soft mast extensively when and where it is available. Hunters should take note of regional mast survey information and scout accordingly -- species that heavily use soft mast may be concentrated in pockets of available food early in the season, and knowing where these pockets exist should make the likelihood of a successful harvest higher. These species may have to roam more to find soft mast as the autumn wears on and available fruit begins to disappear, and with general decreases in hard mast this year, soft mast may be very important especially in earlier Fall hunting seasons.

Diligent hunters should always pay attention to mast crop production in their area (Table 3; Table 4). Survey year 2024 revealed a crop that was generally worse than that of 2023 across all ecoregions of West Virginia except Regions 2 and 3, where White Oak

and Chestnut Oak increases likely pushed the index above average. Comparisons to the long-term average provide a more tempered index to the mast crop than do annual comparisons, wherein small variations in production can dramatically influence percent change and thus may not provide a representative index to true abundance. The overall mast crop across half of the state was down substantially compared to the historic average, while conditions were about average for the remainder of the state.

Considering the long-term comparisons, the total mast crop of survey year 2024 is about 7% below average driven primarily by substantial departures in hard mast production. Acorn production decreases will likely lead to heavy competition for limited resources. Increased big game movement to search for food should occur as the Fall season wears on, and hunters should reap the rewards in terms of game harvest.

We recommend hunters review regional trends in mast production as reflected in Tables 3 and 4 to learn the wildlife food conditions in the regions of the state they intend to hunt. While this information should prove to be a valuable asset to all readers, local and regional differences are always at play when it comes to mast production. The West Virginia Mast Survey is intended to provide a representative regional and state-wide picture of wildlife food conditions "on the ground," but it is not a substitute for diligent scouting!

2024 Mast Survey Highlights

- All Species Combined mast index is below (-12%) the long-term average statewide, and 7% below 2023.
- While White and Chestnut Oak acorn production was up from 2023 in parts of the state, production of Red/Black and Scarlet Oak was generally down. Compared to the long-term average, Red/Black Oak and Scarlet Oak were near average, White Oak was average, and Chestnut Oak was down substantially. Availability of acorns for game will be mixed- at best- across much of the state.
- Beech, Walnut, and Hickory production was down markedly from 2023 levels and substantially below average across the overwhelming majority of the state.
- Soft mast production was mixed although many species were near or above the long-term average statewide. However, soft mast production varied markedly by ecoregion.

Species	2023 Index	2024 Index	Percent Change
Beech	35	19	-46
Walnut	58	23	-60
Hickory	58	34	-41
White Oak	21	37	76
Chestnut Oak	21	26	24
Black/Red Oak	48	43	-10
Scarlet Oak	39	34	-13
Black Cherry	52	52	0
Grapes	37	35	-5
Scrub Oak	44	24	-45
Yellow Poplar	31	34	10
Hawthorn	54	46	-15
Crabapple	58	65	12
Dogwood	47	44	-6
Blackberry	50	48	-4
Greenbrier	27	37	37
Sassafras	24	29	21
Apple	53	66	25
All Species	41	38	-7

Table 1. 2024 statewide index by species compared to 2023 mast index.

Species	Average Index	2024 Index	Percent Change
Beech	39	19	-51
Walnut	39	23	-41
Hickory	48	34	-29
White Oak	37	37	0
Chestnut Oak	32	26	-19
Black/Red Oak	41	43	5
Scarlet Oak	33	34	3
Black Cherry	46	52	13
Grapes	41	35	-15
Scrub Oak	36	24	-33
Yellow Poplar	45	34	-24
Hawthorn	48	46	-4
Crabapple	54	65	20
Dogwood	49	44	-10
Blackberry	51	48	-6
Greenbrier	39	37	-5
Sassafras	34	29	-15
Apple	57	66	16
All Species	43	38	-12

Table 2. 2024 statewide index by species compared to 54-year (1971-2023) average mast index.

			Ecologic	cological Region		
Species	1	2	3	4	5	6
Beech	-62	-4	-59	-79	-26	-39
Walnut	-76	-55	-71	-68	-42	-61
Hickory	-49	-58	-39	-58	-44	-22
White Oak	17	264	614	14	-3	-8
Chestnut Oak	-57	243	212	-23	-40	-2
Black/Red Oak	-75	-36	23	31	-4	-23
Scarlet Oak	-79	-36	9	52	9	-29
Black Cherry	-31	-8	42	-27	1	-23
Grapes	-46	48	16	-24	-12	-9
Scrub Oak	-60	0	-84	0	0	0
Yellow Poplar	-26	50	8	-21	6	26
Hawthorn	26	-3	20	-31	-11	-46
Crabapple	114	12	42	-10	10	4
Dogwood	-33	8	-3	2	-17	-28
Blackberry	27	-21	4	-12	-7	0
Greenbrier	-33	-3	69	40	17	84
Sassafras	-5	111	62	10	-10	-5
Apple	159	14	119	-18	16	97
All Species	-42	0	13	-18	-10	-15

Table 3. Percent change in mast index by species between 2023 and 2024 by ecological region.

	Ecological Region					
Species	1	2	3	4	5	6
Beech	-41	-35	-59	-82	-37	-35
Walnut	-64	-32	-56	-52	-20	-33
Hickory	-34	-37	-45	-51	-30	12
White Oak	-55	25	28	-13	-6	5
Chestnut Oak	-80	-11	-22	-29	-28	22
Black/Red Oak	-69	-13	14	28	12	29
Scarlet Oak	-71	0	3	41	38	11
Black Cherry	-32	18	17	-17	37	-2
Grapes	-45	-16	-49	-10	2	26
Scrub Oak	-52	-32	-75	-11	150	6
Yellow Poplar	-42	-11	-48	-33	-21	12
Hawthorn	-15	7	32	-31	0	-4
Crabapple	10	24	39	-8	18	47
Dogwood	-26	11	-35	-10	-8	-7
Blackberry	-57	-4	-4	-14	17	10
Greenbrier	-45	-15	-49	26	5	20
Sassafras	-28	38	-32	-30	12	-14
Apple	32	37	19	-14	27	16
All Species	-45	0	-19	-16	2	6

Table 4. Percent change in mast index by species between 2024 and the 54-year (1971-2023) average by ecological region.



Figure 1. Ecological regions of West Virginia for 2024 mast survey.

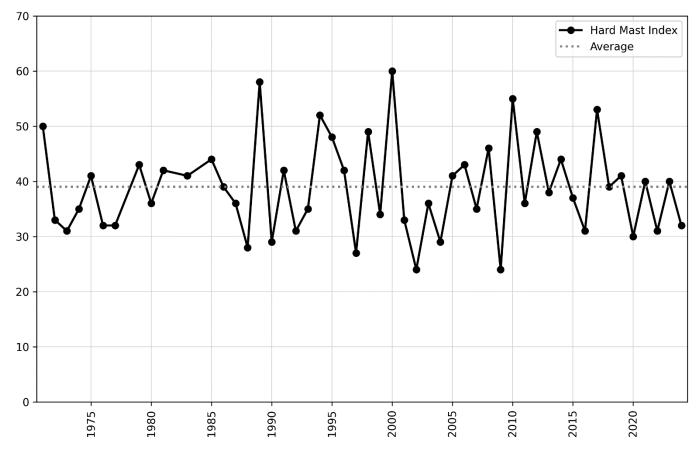


Figure 2. All West Virginia hard mast species average index from 1971 - 2024.

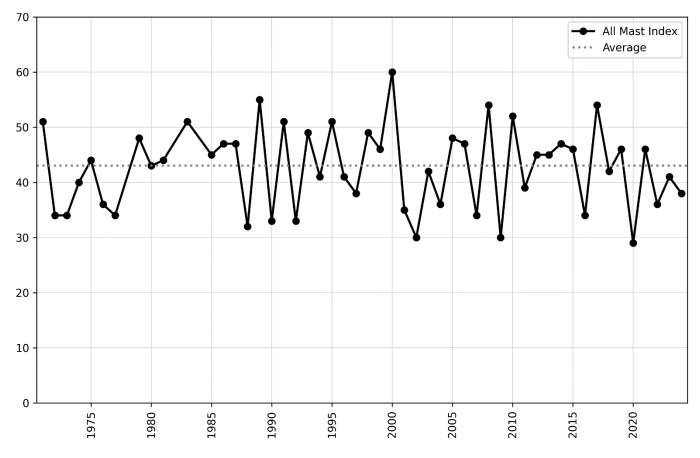


Figure 3. All West Virginia mast species average index from 1971 - 2024.

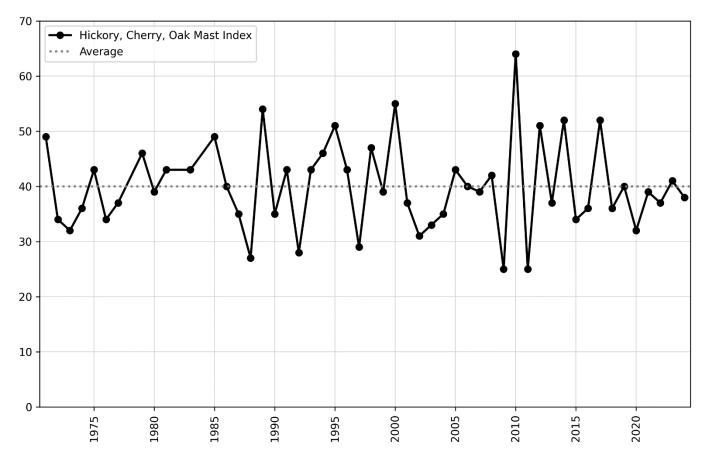


Figure 4. West Virginia hickory, black cherry, and oak species mast index from 1971 - 2024.

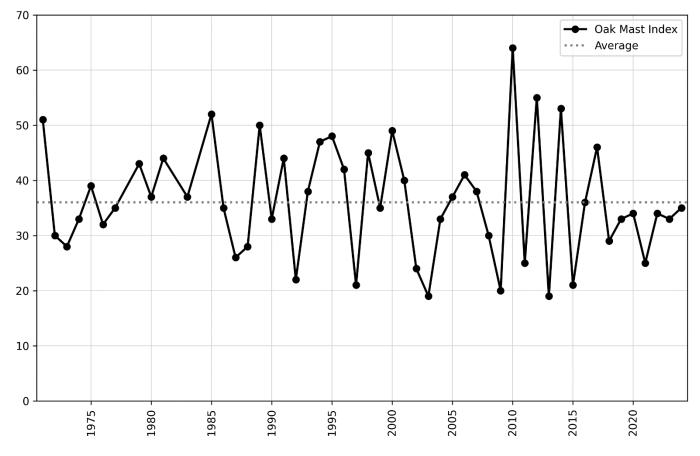


Figure 5. West Virginia oak mast species index from 1971 - 2024.

REPORT OF MAST CONDITIONS

2024

(See opposite side for instructions)

LOCATION:	ELEVATION: High Low
COUNTY:	DATE:
ELEVATION:	Month Day Year ASPECT:

AVAILABLE MAST, FRUIT, ETC.

SPECIES	Abundant	Common	Scarce	Species Not Seen
BEECH				
WALNUTS				
HICKORIES				
WHITE OAK				
CHESTNUT OAK				
BLACK/RED OAK				
SCARLET OAK				
BLACK CHERRY				
GRAPES				
SCRUB OAK				
YELLOW-POPLAR				
HAWTHORNE				
CRABAPPLE				
DOGWOOD				
BLACKBERRY				
GREENBRIER				
SASSAFRAS				
APPLE				
REMARKS				
NAME OF PERSON RE				
NAME OF PERSON RE	PORTING			
DIVISION:				
ADDRESS:				
	City			 State Zin

INSTRUCTIONS FOR REPORTING MAST CONDITIONS

PLEASE PRINT CLEARLY USING A BLUE OR BLACK INK. USE CAPITAL LETTERS AS ILLUSTRATED BELOW.

LOCATION: Give the nearest post office address or some other adequate description. Example: Alpena Post Office, or two miles south of Alpena near head of Roaring Creek. Do not give such descriptions as "on the ridge above George Walker's Store."

<u>COUNTY</u>: Name the county in which the survey was made.

DATE: Enter the date (month/day/year) on which the survey was made.

ELEVATION: Give the approximate elevation. Example: 2,500 feet, 800 feet, etc.

AVAILABLE MAST, FRUIT, ETC.

Please indicate the relative abundance of the mast, fruit, etc. this season by placing an X in the box under the proper column opposite the species concerned. Do not write in any wording such as poor, very poor, not so good, etc. Place a X in the box under the "Species Not Seen" column if you did not see the tree or shrub species, or if the species does not occur in the area you conducted the survey.

Please return the forms by August 31, 2024 so that compilations can be made immediately thereafter.

Mail completed forms to:

WV Division of Natural Resources Mast Survey PO Box 67 Elkins, WV 26241

RETURN BY AUGUST 31, 2024

Important! The form should be completed IN CAPITAL LETTERS using a BLACK or DARK BLUE ballpoint/fountain pen. Characters and marks used should be similar in the style to the following:

ABCDEFGHIJKLMNOPQRSTUVWXYZI234567890 🛛 🗹

2024 HUNTING PROSPECTS

PLEASE CHECK BELOW WHETHER YOU THINK HUNTING WILL BE THE SAME, BETTER OR POORER THAN 2023 FOR EACH GAME SPECIES LISTED. LIST THE COUNTY YOU ARE RATING. USE A SEPARATE SHEET FOR EACH COUNTY. IF YOU DO NOT KNOW, OR IF THE GAME SPECIES IS NOT PRESENT IN YOUR WORK AREA, DO NOT CHECK ANYTHING. USE CAPITAL LETTERS AS ILLUSTRATED BELOW.

COUNTY RATED:		DATE	Month Day
	DETTER	CANE	
GAME SPECIES	BETTER	SAME	POORER
SQUIRRELS			
RABBITS			
GROUSE			
RACCOON			
DEER			
TURKEY			
QUAIL			
BEAR			
OTHERS (LIST)			
REMARKS:			
NAME OF PERSON R	EPORTING:		
DIVISION:			
DIVISION:			
DIVISION: ADDRESS:	City		 ate Zip

ABCDEFGHIJKLMNOPQRSTUVWXYZ1234567890



Mast Survey

Wildlife Resources West Virginia Division of Natural Resources

324 Fourth Avenue South Charleston, WV 25303

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Bulletin 24-05





It is the policy of the Division of Natural Resources to provide its facilities, services, programs, and employment opportunities to all persons without regard to sex, race, age, religion, national origin or ancestry, disability, or other protected group status.

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