



**Groom Team Canada Conflict of Interest Policy**  
**Board of Directors Approved: Dec 2018 for 2019-2020 cycle**

In order to aspire to the highest standards in the pet styling profession as stated in the Groom Team Canada Code of Ethics and establish guidelines for point acceptance, the Conflict of Interest Policy has been created.

1. **Competitors** will not be eligible to earn Groom Team points under the following conditions:
  - Entry provided by judge
  - Entry prepared by judge
  - Family members (Judge mother / competitor Daughter)
  - Active Employee (competitor) Employer (Judge) relationship
  - Professional Handling of Judges personal show dogs.
  - Business Partnership or Venture with the judge
2. **Show Organizers** must adhere to the following conflict of interest policies in order to retain sanctioning status. Show management:
  - May not influence or advise on contest placements
  - Must not hire a judge that is an active competitor for the sanctioned classes.
3. **Judges** should be prohibited from:
  - Judging their relatives or employees/employers
  - Judging contestants they are in direct competition with
  - Judging contestants that they have a business relationship with
  - Providing contest dogs to contestants in a class that they are judging
  - Personally assisting a competitor with dog preparation during the show duration
  - Sharing a hotel room with competitors.
4. All grievances against competitors need to be addressed through the Groom Team Canada email [info@groomteamcanada.ca](mailto:info@groomteamcanada.ca) . The board can then record and address the problem.
  - \* Complaints or derogatory remarks will not be addressed through social media.
  - \* Grievances must be filed within 7 days of incident.
  - \* Negative or critical comments will not be tolerated.
    1. Verbal and written warning will be issued.
    2. Points may be revoked depending on the severity of the abuse.

Groom Team Canada has the responsibility to address issues directly related to the awarding of points as referenced in sections 1, 2 and 3, above. In an effort to quickly resolve issues in an expedient manner, please bring the perceived infraction to the attention of the Groom Team Canada Board of Directors. At least one of these Groom Team Canada leaders is present at almost all shows. Information can be found at [groomteamcanada.ca](http://groomteamcanada.ca)

All other concerns should be brought to the attention of the Show Promoter/Contest Coordinator, utilizing the protocol established for the specific contest in question.