



Disciplinary Procedure – This procedure is used to modify undesirable performance and behaviour. It also identifies the process to submit a formal complaint as well as a course of action to follow.

Groom Team Canada asks that all competitors represent Canada with pride while showing kindness to animals and humans alike.

- GTC requires shows to include reading of the Code of Ethics to competitors at the shows competitors meeting.
- GTC provides oversight to Canadian competitors and will review and collect relevant information in the event of a breach in code of Ethics or conflict of Interest. GTC highly recommends shows adapt their own grievance form that applies to that show.
- In case of an infraction during a show the GTC Board must be notified by the following procedures.
 - A completed grievance form must be submitted to the Board for review and evaluation. Form is available on groomteamcanada.ca website.
 - Completed form to be emailed to the Board at info@groomteamcanada.ca
 - Signed affidavits will be required by witnesses. Sufficient proof of infraction must be obtained and kept on record.
 - GTC Board will provide recommendations for change or formal disciplinary action will take place.
 - Minor infractions will include a verbal and written warning. Points may be revoked from show in question. Examples of a



minor infraction include, but not limited to: rough handling in the ring, poor sportsmanship.

- A major infraction will result in points being revoked as well as a one-year suspension from competing in Canada. If competitors choose to compete internationally, no points will be tallied within a year of suspension. Examples of major infraction include, but not limited to: physical or verbal abuse to a dog, judge, fellow competitor or any person. Bullying, cheating, slandering fellow competitors on social media or in person
- The final course of disciplinary action will be decided between the show coordinator and the GTC Board. In the case of a split decision, GTC will take the conflict to a third-party arbitrator of their choice.
- All parties involved will receive written notice of the course of action.