

Conflict Of Interest Policy



This policy helps to establish the highest standards in the pet styling profession as stated in the GroomTeam USA, Inc® Code of Conduct and guidelines for point acceptance.

GroomTeam USA, Inc® Board Members, Officers, and Team Coordinator are prohibited from competing in GroomTeam USA, Inc® Sanctioned Classes or judging Open Division in GroomTeam USA, Inc® Sanctioned classes.

1. Competitors will not be eligible to earn GroomTeam points under the following conditions:

- **Accepting judging or apprentice judging assignments for any GroomTeam Sanctioned classes. There will be a waiting period of one year from the last class judged or the next team cycle, whichever is greater**
- **Entry provided by your judge(s)**
- **Entry prepared by any judge(s) throughout the duration of the show**
- **Familial relationship with any judge(s) assigned during the timeframe(s) of that sanctioned class(es)**
- **Personal Mentoring Relationship with judge(s) assigned during the timeframe(s) of that sanctioned class(es). (Excluding post contest critiques)**
Including:
 - **Private or semi-private instruction (less than six attendees) within four months of competition.**
 - **Instructor/Student/Apprentice within the last six months.**
- **Vested business relationship, defined as an involvement having the element of personal gain, within the last twelve months including but not limited to:**
 - **Employee/Employer/Subcontractor**
 - **Consulting**

- Professional Handling or Handling Assistant
- Business Partnership or Venture

2. Show Organizers must adhere to the following conflict of interest policies pertaining to GroomTeam USA, Inc® sanctioned classes to retain sanctioning status. Show management:

- May not influence or advise contest placements
- May not utilize the services of judges who:
 - Are employees/employer (free-lance authors/sub-contractors are exempt).
 - Are directly involved with the planning and production of the contest.
 - Are relatives of show management.
 - Have a business ownership/partnership with show management.
 - Use professional handler services for/with show management.

3. Although judge/competitor conflicts of interest are ultimately the competitor's responsibility, it is in the best interest of show management to hire judges that have retired from the competition ring.

- Show Management should prohibit judges from:
 - Judging their students, relatives, or employees/employers.
 - Judging contestants with whom they have a vested business relationship.
 - Providing contest dogs to contestants in a class that they are judging.
 - Personally assisting a competitor with dog preparation during the show duration.

GroomTeam USA, Inc® has the responsibility to quickly address issues directly related to the awarding of points as referenced in sections 1, 2, and 3, above. To resolve issues, immediately submit a Grievance Form for the perceived infraction to the attention of the GroomTeam USA, Inc® Board of Directors, Team Liaison, or Team Coordinator. At least one of these GroomTeam USA, Inc® leaders are present at almost all shows. Contact information can be found on the GroomTeam USA, Inc® website.

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.