

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.