



The Groom Team USA, Inc. Code of Ethics

**As a member in good standing of Groom
Team USA, I promise to:**

- **Aspire to the highest standards in the pet styling profession**
- **Treat all team members and pet care professionals with respect, honesty and kindness**
- **Treat all pets with kindness, patience and place priority on their health and safety while they are in my care**
- **Continue to develop my styling skills**
- **Encourage unity among pet stylists by promoting professionalism, education and creativity through effective communication**



GroomTeam USA Conflict of Interest Policy
Board of Directors Approved: February 2015

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

1. GroomTeam USA Board Members, Officers and Team Coordinator are prohibited from competing in GT Sanctioned Classes or judging Open Division in GT Sanctioned classes.
2. 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, which ever is greater, in order to be eligible to earn GT points
 - Entry provided by judge
 - Entry prepared by judge
 - Familial relationship with judge
 - Personal Mentoring Relationship with judge (excluding post contest critiques)
 - Private or semi private instruction (less than six attendees) within four months of competition.
 - Instructor/Student/Apprentice within 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
3. 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
 - 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
4. 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 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

GroomTeam USA 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 GroomTeam USA Board of Directors, Team Liaison, or Team Coordinator immediately. At least one of these GroomTeam USA leaders are present at almost all shows. Contact information can be found at WWW.groomteamusa.org.

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.



GroomTeam USA, Inc. ®
Contestant Suggestion/Grievance Form

Name: _____

Address: _____

City, State, Zip Code: _____

Best Contact Phone Number: _____ Email _____

Suggestion: _____

Grievance: _____

Show: _____ Class: _____ Judge: _____

By my signature, I am hereby stating that information provided is true and accurate.

Signature: _____ Date: _____

GroomTeam USA has the responsibility to address issues directly related to the awarding of points as referenced in sections 1, 2 and 3 in the Conflict of Interest Policy or direct violations of GT Code of Ethics or Sportsmanship Policies. In an effort to quickly resolve issues in an expedient manner, please bring the perceived infraction to the attention of the GroomTeam USA Board of Directors, Team Liaison, or Team Coordinator immediately. At least one of these GroomTeam USA Leaders is present at almost all shows. Contact information can be found at WWW.groomteamusa.org. Grievances must be submitted in writing, within 7 days of perceived infraction.

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.