



Identifying & Managing Officials' Conflicts of Interest (as at 18 January 2019)

<p>Please refer to the OAS Conduct Policy on conflicts of interest considerations for officials, which can be found at https://ontarioartisticswimming.ca. This Policy does not prohibit conflicts of interest but provides a basis to manage such situations as they arise. Conflicts of interest are commonplace and cannot always be avoided. Those people who dedicate a lot of time to our sport and, as a result, fill several roles are generally most at risk for finding themselves in a conflict of interest. Officials must declare any conflict(s) of interest at the beginning of the competitive season (or as they arise) to the Ontario Officials Committee (OOC) in the manner prescribed by Ontario Artistic Swimming (OAS).</p>
<p>EXCEPTIONS: ALL officials must declare any conflict(s) of interest, for the sake of transparency. However, OAS and the OOC have determined that the following conflicts can be managed simply by declaring them:</p>
<p>1. REFEREES</p>
<p>Referees must disclose any conflict of interest situation, however referees with conflicts may officiate ANY event.</p>
<p>2. SCORERS</p>
<p>Scorers must disclose any conflict of interest situation, however scorers with conflicts may officiate ANY event.</p>
<p>3. JUDGES – LEVEL 3 OR HIGHER</p>
<p>Judges Level 3 or higher with a declared conflict of interest <u>who are not also coaches</u> may judge ANY competitive stream figures event. Coaches who are also judges Level 3 or higher may judge any competitive stream figures event where the figures score does not count towards a championship score. Judges Level 3 or higher with a declared conflict of interest may judge ANY Novice event.</p>
<p>4. PRACTICE JUDGES</p>
<p>Practice judges must disclose any conflict of interest situation, however practice judges with conflicts may judge ANY event (i.e., they may practice and give a mark). Practice judges WITHOUT a declared conflict may judge ANY Novice event.</p>
<p>5. EARLY BIRD SKILL TESTING EVENT (LTAD)</p>
<p>Judges with a declared conflict of interest may judge the Early Bird Skill Testing Event (LTAD).</p>
<p>6. NOVICE EVENTS</p>
<p>Judges Level 3 or higher with a declared conflict may judge ANY Novice event.</p>
<p>7. LISA ALEXANDER FIGURES MEET (FIGURES ONLY; NON-QUALIFYING EVENT)</p>
<p>Coaches with a declared conflict of interest that ONLY COACH ROUTINES may judge the Lisa Alexander Figures Meet. Judges Level 3 or higher with a declared conflict of interest may judge the Lisa Alexander Figures Meet.</p>



Identifying & Managing Officials' Conflicts of Interest (as at 18 January 2019)

JUDGES		
Deemed conflicts of interest raise the most serious concerns about impartiality. Judges must declare any deemed conflict of interest and withdraw from events when appropriate.		
Conflict	Status	Comment
<p>Family member of a competitor</p> <p>Family member includes a spouse, partner, natural or adoptive parent, grandparent, child or step-child, sibling, aunt, uncle, nephew or niece, the parents or close relatives of a spouse or partner, people who are in an intimate relationship and people who permanently reside together or are financially dependent on each other.</p>	Deemed	May judge but not the event(s) for that competitor
<p>Current coach of a competitor</p> <p>Coach means any person who instructs figures or routines on a regular basis</p>	Deemed	<p>May judge but not the event(s) for that competitor</p> <p>EXCEPTION: Coaches who are also judges Level 3 or higher may judge any competitive stream figures event where the figures score does not count towards a championship score.</p>
<p>Club manager of a competitive club</p> <p>INCLUDES:</p> <ul style="list-style-type: none"> - Head coach of a competitive club - Assistant head coach of a competitive club - Novice or recreational stream coordinators - Anyone with a significant financial interest in the club <p>Does NOT include:</p> <ul style="list-style-type: none"> - Volunteer board or executive member of a competitive club - Volunteer committee member of a competitive club (e.g., Registrar, meet manager, fundraising, etc.) 	Deemed	<p>May judge but not the competitive stream(s) for which the club manager has administrative and/or coaching responsibility</p> <p>EXCEPTION: Where the competitive club is not entered in an age group or event, there is no limit on events that can be judged (e.g., no entry in solo event or 11/12 age group or regional event where home club is in a different region)</p>



Identifying & Managing Officials' Conflicts of Interest (as at 18 January 2019)

Conflict	Status	Comment
Major conflict situations still raise concerns about impartiality but are less serious than deemed conflicts of interest. They might be best described by the expression "too close for comfort." Judges must declare any major conflict of interest and withdraw from events when appropriate.		
Family member of a current coach of a competitor	Major	May judge but not the event(s) for that coach
Competitor resides in the home of the official for the competitive season (e.g., a billeted athlete)	Major	May judge but not the event(s) for that competitor
Minor conflict situations could still create a perception of impartiality however do not limit the events that may be judged. Such situations must be declared for the sake of transparency.		
CAS or OAS board or committee member	Minor	May judge
CAS or OAS employee or contractor	Minor	May judge
Volunteer board or committee member of a competitive club	Minor	May judge
Family member of a club manager of a competitive club	Minor	May judge
Family member of a CAS or OAS board or committee member	Minor	May judge
Family member of a CAS or OAS employee or contractor	Minor	May judge
Family member of a volunteer board or committee member of a competitive club	Minor	May judge