



CODE OF ETHICS AND PERSONAL CONDUCT

May 2019

1. PREAMBLE

It is a privilege to be a part of The German Shepherd Schutzhund Club of Canada (GSSCC). We are all held to a high standard and must conduct ourselves in a way that is responsible, lawful and promotes the values of the GSSCC.

The GSSCC is a not-for-profit corporation. All members, judges, helpers, tracklayers, handlers, trial managers, volunteers, appointed officials, event officials and all directors (as defined in the by-laws and policies) of the GSSCC (the "Corporation"), are obligated and have a responsibility to act in accordance with the ideals, standards and principles of the GSSCC.

In order to assure that these standards are upheld, disciplinary action must follow when violations of The Code of Ethics and Personal Conduct occur. The action and process is set out in the addendum which is at the end of this document.

The Code of Ethics and Personal Conduct components complement each other. The first, (Code of Ethics) sets out the goals to which members attempt to achieve. The second, (Code of Personal Conduct) specifies the rules that must be achieved to avoid possible disciplinary action. They are interrelated. Members who make the Code of Ethics part of their culture of practice will have no fear of breaching the Code of Personal Conduct.

GSSCC Clubs must uphold the same standards and should communicate The Code of Ethics and Personal Conduct to all members and pending members.

Members of the GSSCC are to be good ambassadors and adhere to the Code of Ethics and

Personal Conduct when involved with events of affiliate associations such as, but not limited to, CWDF, AWDF, UScA, WUSV, FCI. In addition, all relevant legislated laws apply. If travelling outside your home country, the laws of the country you are in apply.

Prohibited Conduct in relation to the GSSCC and GSSCC events includes, but is not limited to, the following:

- (a) Assault, including sexual assault or other sex offenses;
- (b) Violent or threatening behaviour toward other members or a third party in any GSSCC setting;
- (c) All federal, provincial and municipal laws.
- (d) Conduct that undermines or risks the integrity of the GSSCC, GSSCC clubs, or GSSCC members. (Such as falsification of GSSCC documents, failing to uphold trial event regulations, awarding titles and/or certifications where the standards under the regulations have not been met.)
- (e) Conduct as defined by the Code of Ethics and Personal Conduct.

2. CODE OF ETHICS

Members strive to achieve the following ideals:

- (a) Members must act with honesty and integrity.
- (b) Members must respect human rights.
- (c) Members will not discredit or lower the dignity of another member of the Corporation.
 - (i) This does not prevent a Member from providing, in a professional manner, an honest and competent second or expert opinion about the actions of another Member when appropriate.
- (d) Members must be transparent and candid in all of their communications. For example, members will not misrepresent in any manner their skills, training, professional credentials, identity or services.
- (e) Members will support the mission of the Corporation and adhere to all programs of the GSSCC including, but not limited to, the By-laws, the Trial Rules, the Policies and Procedures, the Code of Ethics and Personal Conduct.
- (f) Members should make themselves aware of the relevant policies, rules, regulations and local legislation.
- (g) Members in assigned paid or/and voluntary roles for the GSSCC must keep their commitments by integrating the ideals, standards and principles of the GSSCC.

3. CODE OF PERSONAL CONDUCT

Members must comply with the following Code of Personal Conduct:

(a) Responsibilities to the Corporation

- (i) Members have the responsibility to report to the appropriate authority any misconduct by another Member in a complete and trustworthy manner.
- (ii) Members must report to the Corporation a breach of the Code of Ethics and Personal Conduct by another Member.
- (iii) Members must treat other members, officials, guests and representatives with dignity and in a respectful manner. (Including, but not limited to, in person, written, verbally, electronically)
- (iv) Members must cooperate fully with any inquiries, investigations or requests for information by the Corporation and its regions, including replying promptly to any communications from them.
- (v) Members must attend or respond, when requested, before the Ethics Committee (or subcommittee) to receive verbal caution, advice, fines or disciplinary action.
- (vi) Members must fulfill any direction given to them from the Corporation.
- (vii) Members/Clubs must accept and/or use only WUSV affiliated officials for all GSSCC events (ie, GSSCC, UScA, SV)

(b) Responsibilities of Members

- (i) Members must declare any potential conflict of interest. (See Section 4)
- (ii) Members must not violate the human rights of an individual.
- (iii) Members will not submit financial accounts that are false or misleading.
- (iv) Members will not physically, emotionally, verbally or sexually assault, abuse, harass or intimidate another member, guest, official, representative, participant or any other person in any form (including, but not limited to, in person, direct or indirect, third party or electronic).
- (v) Members will not make a document or statement that is false or misleading.
- (vi) Members must not engage in conduct that is regarded as disgraceful, dishonourable, unprofessional or illegal.

4. CONFLICT OF INTEREST

- (a) A conflict of interest is a situation in which an individual has competing interests or loyalties. Conflicts of interest involve dual relationships; one person in a position in one relationship and a relationship in another situation. A conflict of interest may be actual, potential or perceived.
- (b) For the purpose of the Code of Personal Conduct, a conflict of interest also exists when the Member permits his or her personal beliefs or values to interfere with, or appear to interfere with, the exercise of the Member's professional expertise or

- judgment.
- (c) Members must declare a potential, perceived or real conflict of interest and not engage in any conflict of interest.
 - (d) A Member will promptly provide to a representative of the Corporation any document or explanation requested about the Member's arrangement or relationship with another person to enable the Corporation to assess whether there is a conflict of interest.
 - (e) Examples of conflict of interest detailed in the addendum.

5. ROLE SPECIFIC CONDUCT

Follow all GSSCC By-Laws, Code of Ethics and Personal Conduct, Rules, Policy and Procedure, Programs, Documents and, in addition:

- (a) **As a GSSCC member:**
 - (i) Have the ethical responsibility to raise and adequately train their dog. The applied methods must meet the standards of behavioural scientists and be effective socially accepted methods of training as is related to the working dog, especially in regards to the breed. (Refer to GSSCC trial rules page 2).
 - (ii) Will always conduct themselves in a professional manner and represent the organization in a positive and sportsmanlike manner, including any social media use/comments.
 - (iii) Must uphold the highest standards of the GSSCC.
 - (iv) Will abide by the By-laws, rules and policy accepted and followed by the GSSCC.
- (b) **As a breeder:**
 - (i) At all times breedings should reflect a betterment of breed over propagation solely for financial gain.
 - (ii) Register your kennel, dogs, litters and pups with appropriate organization/club (such as CKC, AKC, SV).

Refer to GSSCC Policy Section 37 - RECOMMENDED GUIDELINE FOR BREEDERS and Section 26(b) MEMBERSHIP INFORMATION.)

- (c) **As a competitor:**
 - (i) Members must dress appropriately while on the field. (Refer to GSSCC policy-Section 11 HANDLER PROTOCOL).
 - (ii) Not knowingly compete with an injured or ill dog. (Refer to GSSCC Trial rules).
 - (iii) Do not participate in any behavior detrimental to other competitors.
 - (iv) Seek professional help for any animal in physical distress.
 - (v) When competing outside the country, laws of that country must be respected.

www.fairplayinternational.org
www.cces.ca
www.athletescan.ca

(d) As a certified trial helper:

- (i) Will not act in any way that is detrimental to any dog, competitor or the GSSCC, and will act in the best interest of the dog/competitors at all times.
- (ii) Will perform at any trial in an equitable, safe and sportsmanlike manner and treat all dogs/competitors fairly.
- (iii) Will only accept monies for any helper work they perform from any GSSCC member or GSSCC club only as reimbursement for their expenses and per diem, the same as any GSSCC Judge. (Refer to GSSCC policy Section 12 (d)).
- (iv) Can receive sponsorship in the form of equipment from companies. (Refer to GSSCC policy Section 12)
- (v) Income must not be derived by teaching and/or training dogs in Schutzhund/IPO/VPG (IGP). (Refer to GSSCC policy Section 12(f)).
- (vi) Will not engage in any behavior or substance use that could influence your performance while engaged as a helper.
- (vii) Will not use any illegal substance while engaged as a helper.
- (viii) Will wear protective clothing: footwear, pants, jacket and protective sleeve.
- (ix) Withdraw from duties if you are unable to uphold any of the above.

(Refer to GSSCC Helper program) <http://www.gsscc.ca/media/139676/gsscc%20helper%20program--updated%20april2018.pdf>

(e) As a Judge:

A GSSCC judge's conduct is expected to be of the highest caliber while representing the GSSCC. Judges are expected to be more than just trial and show judges; they are ambassadors of the GSSCC and the sport and have proven by their actions to embrace the goals and objectives of the organization. GSSCC judges must be teachers, not just of rules, regulations, training and breeding, but also of the history and makeup of the German Shepherd Dog.

A GSSCC judge will always judge and conduct him or herself while judging with the highest levels of integrity and represent the organization in a positive and sportsmanlike manner, including any social media use/comments. This means:

- (i) Acting with prudence and reasonable care.
- (ii) Acting with skill, fairness, competence, and diligence.
- (iii) Acting objectively and impartially with all members and competitors.
- (iv) Communicating with members and competitors and the GSSCC (and other) authorities in a timely, accurate, and transparent manner.
- (v) Maintaining an approachable and supportive demeanor.
- (vi) Avoiding even the "hint" of impropriety.
- (vii) Not to engage in any behavior that could influence your performance while engaged as a judge.
- (viii) Act in the best interest of the dog/competitors, officials and spectators at all times.
- (ix) Abide by the dress code. (Refer to GSSCC policy Section 55 JUDGES PROGRAM)

- (x) May accept monies for judging only as reimbursement for their expenses and per diem as per GSSCC policy. (Refer to GSSCC policy Section 59-FINANCE FOR JUDGES.)
- (xi) Income must not be derived by teaching and/or training dogs in Schutzhund/IPO/ IGP. (Refer to GSSCC policy Section 51-JUDGES PROGRAM.)
- (xii) Will withdraw from duties if unable to uphold any of the above.

(Refer to GSSCC POLICY MANUAL-GSSCC JUDGES PROGRAM-Sections 47 to 60)

(f) As a trial manager/chairman, tracklayer or volunteer of a GSSCC event:

- (i) Treat all dogs/competitors fairly and do not favour one over the other.
- (ii) Do not engage in any behavior that would be detrimental to any dog or competitor.
- (iii) Do not engage in any behavior that could influence your duties.
- (iv) Withdraw from duties if you are unable to hold any of the above.

(g) As a GSSCC Board of Director

- (i) Treat all members fairly and do not favour one over the other.
- (ii) Do not engage in any behavior that would be detrimental to any member.
- (iii) Become familiar and understand all documents of the GSSCC.
- (iv) If you are unable to perform your assigned duties, immediately notify the GSSCC president or appropriate chairperson.

(Refer to GSSCC Policy Sections 14 to 15.5-EXECUTIVE POSITIONS)

6. COMMUNICATION

- (a) All communication by GSSCC members (verbal, written, newspaper, radio, television, electronic, social media, all other) must be respectful, truthful and not detrimental or damaging to the GSSCC or any GSSCC member.
- (b) All communication must not violate The Freedom of Information and Privacy Act/s or other legislation (federal or provincial).
- (c) Do not post photos of other people's children without the parent's permission.
- (d) Photo credit must be given if the photo is not taken by you.
- (e) Do not post photos, comments or statements in relationship to the GSSCC that do not uphold the highest standard of the GSSCC.

(Refer to Social media guidelines in Addendum to the Code of Ethics and Personal Conduct)

7. LIMITATIONS

The Corporation may decline to proceed with a complaint against a Member, past or current after 1 year from the incident if the Corporation concludes that there are insufficient reasons why the complaint was not reported earlier.

Codes of Ethics and Personal Conduct – Complaint Procedures ([Forms on line](#))

PLEASE NOTE:

In the case of a complaint, the Ethics committee will refer to:

- Federal, provincial and municipal law
- When travelling, the laws of the country travelling in
- Legal counsel
- GSSCC By-Laws, Code of Ethics and Personal Conduct
- Addendum attached to the Code of Ethics and Personal Conduct
- GSSCC trial rules, policies and procedures, judge's program, helper program, trial manager program and pending programs as they develop
- Other resources as required

ASK YOURSELF:

- Is my behavior/action appropriate?
- If this behavior/action was done to me, how would I feel?
- Is this a breach of any of the above?

