

2006 California Team Excellence Award Board of Judges

Conflict of Interest Statement

Judges and team competition committee members will avoid placing themselves in a situation where their personal interest may, or appears to, conflict with the best interests of the California Team Excellence Awards. This restriction applies not only to obvious conflict situations where an individual is directly involved in both sides of a transaction, but also in more subtle situations. For example, if a judge or committee member has a close relationship with a person dealing with the organization, the true independence of that judge or committee member may be subsequently challenged. If an actual or perceived conflict exists, the judge or committee member may be required to prove the intrinsic fairness of the challenged transaction to avoid liability.

Judges or committee members should heighten their sensitivity towards conflict issues. Because individuals frequently do not focus on perceived conflicts, frequent inquiries and reminders concerning potential conflict situations are suggested.

Where a potential conflict is identified, the judge or committee member with the conflict should be removed from the decision-making process, if at all possible. For example, if a judge or committee member has a team in the competition they must refrain from any decision, judging or interaction with the team that could be perceived as unfair.

In summary, when an actual, perceived or potential conflict is identified by any person, the following steps should be taken:

- Precisely identify the actual, perceived or potential conflict;
- Fully disclose the conflict to the committee, and;
- Develop an appropriate response, including where necessary disqualification from voting and discussion, disclosure to the members of the organization or other remedial action.

Also, judges and team competition committee members agree to keep confidential all Team Excellence Award applicant information pertaining to team identities, scores processes, finances, etc., with the exception of such information as may become public as part of the final judging process at the annual education conference.

I agree to abide by the above information.

Print Name

Date

Signature