

JUDGE CONTRACT | 01 JULY 2019 – 30 JUNE 2020
for The Arabian Horse Judges and Officials Guild of Australia Pty Ltd
Listed with the Arabian Horse Society of Australia Pty Ltd

ALL sections must be completed and ALL pages initialed and returned either by post or email

AHSA Membership #.....
Please note: current financial membership is a requirement of all Judges

THIS CONTRACT, made this day of **20**..... **BETWEEN THE ARABIAN HORSE JUDGES and OFFICIALS GUILD OF AUSTRALIA PTY LTD** (herein after called 'The Guild') as the official organization overseeing Judges and Officials on behalf of the **ARABIAN HORSE SOCIETY OF AUSTRALIA PTY LTD (ABN 12 001.281.590)**, a company duly incorporated and having its registered office situated at Unit 12 / 40 Bowman Street, Richmond 2753 in the State of New South Wales (hereinafter called "the Society") of the one part

and (you).....of (address).....

.....in the State of.....
(Hereinafter called the "Judge") as licensed by The Guild

WHEREAS the Society has established a National Panel of Judges appointed to represent the Arabian Horse Society of Australia Limited (hereinafter called the "Panel") and the Judge desires to be (re)appointed as a recognised Judge of the Panel.

NOW THIS CONTRACT WITNESSES

1. That the Judge is hereby (re)appointed as a recognised Judge in the Category (Level) of until **30 June, 2020** unless earlier retired or suspended or expelled by the Guild Council and/or the Board of Directors of the Society.
2. That the Judge shall judge by observing and complying with all of the obligations of the contract on his/her part contained in Schedules 1, 2 and 3 hereto and in accordance with any amendments thereto made during the term hereof provided that such alterations have been approved by The Guild. The Judge accepts that failure to comply with all of the obligations under this contract may result in their suspension, downgrade or removal from the Panel, or loss of license.
3. That the Judge may retire as a recognised Judge upon the expiry of thirty (30) days notice of his intention so to retire given in writing by the Judge to The Guild.
4. This Agreement shall be construed according to the law for the time being in force in New South Wales and the parties hereby submit to the jurisdiction of the courts of New South Wales.

IN WITNESS WHEREOF the parties hereunto set their hands on the date first hereinbefore written.

Signed for and on behalf of
The Judges and Officials Guild
(ABN 80.626.200.520)

Signed by the said Judge

..... (The Guild)

..... (Judge)

In the presence of

..... (Witness)

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THE JUDGES PANEL OF THE ARABIAN HORSE SOCIETY OF AUSTRALIA LIMITED
SCHEDULE 1 – DEFINITIONS

- a) "The Guild" means the Arabian Horse Judges and Officials Guild Pty Ltd.
- b) "The Council" means the Councilors of The Guild.
- c) "The Society" means the Arabian Horse Society of Australia Limited.
- d) "The Board" means the Board of Directors of the Society.
- e) "Board Member" means a current Director of the Society.
- f) "Affiliate" means an incorporated group of people so recognised by the Board.
- g) "Society Rules" means the Society's current Rule Book.
- h) "The Panel" means the AHSA Panel of Judges of the Society.
- i) "License" means the judge's license as issued by The Guild.
- j) "Recognised Shows": The Guild may compile and keep current, from time to time, a list of recognised Shows held in Australia and their appropriate Gradings as well as International Shows deemed by The Guild to be International Title Shows.
- k) "Show Gradings": Recognised shows will be graded as to importance by The Guild and Society. Until otherwise advised such show grading will consist of the following: AAA; AA; A and B show grading in decreasing order of importance.
- l) Judges shall be a minimum age of 18 years and shall not exceed 75 years of age.
- m) "Level One Probationary Judge" is a person who has passed The Guild official written and practical Assessment and is therefore so licensed by The Guild and appointed by the Board, and is entitled to officiate alone at any recognised show with a show grading of 'B' (Non-Titled), which he/she is invited to judge. All persons when first appointed for classification as an AHSA Panel Judge shall first receive a Level One Probationary Judge status unless the Judge has previously qualified as a recognised Arabian Judge on a Judges' Panel of another country, as recognised by The Guild, or unless the Judge fulfills the requirements for entry to Level Two. Upon application to The Guild, a Level One Probationary Judge may be considered for promotion to Level Two Judge status once he/she has satisfied The Guild that he/she has gained sufficient experience and knowledge, has passed The Guild full examination and meets all other requirements as laid out in the Judges Contract. Level 1 Probationary Judges who have previously passed an examination prior to 1/9/2015 will be required to pass the new examination. Level One Probationary Judges are required to attend Guild authorised workshops and/or seminars to further their knowledge. Please note that natural horsemanship courses, international guest speakers, farriers' courses, etc. are not considered 'authorised'. Level One Probationary Judges are required to submit an annual Judges' Return and to maintain their Judge's License on an annual basis and pay the corresponding licensing fee to The Guild. As of 1/09/2015 there shall be a maximum time limit of six (6) years at this level unless a longer period has been granted by The Guild upon application. Failure to upgrade to Level 2 within six (6) years will result in termination as a licensed judge removal from the AHSA Level 1 Judge Panel unless exemption has been granted by The Guild.
- n) "Level Two Judge" is a person so qualified and licensed by The Guild and appointed by the Board, who has passed The Guild full examination and has demonstrated sufficient knowledge and experience to be upgraded. 'Level Two Judges' are required to submit an annual Judges' Return, to reaccredit their license with The Guild on a biannual basis and pay the corresponding licensing fee to The Guild. He/she is entitled to officiate alone at any recognised show with a grading of 'A', or 'B' (Non-Titled), with the exception of State Royal Shows that he/she is invited to judge in Australia or New Zealand. It is strongly recommended that Level Two Judges attend Guild authorised workshops/seminars to further their knowledge, including the annual Judges, Members and Enthusiasts Congress.
- o) "National Judge" is a person so qualified and licensed by The Guild and appointed by the Board and is entitled to officiate alone at Show in Australia or New Zealand irrespective of show grading he/she is invited to judge, in the section of the schedule for which they are qualified. National Panel Judge status may be awarded for Purebred Halter (PH), for Derivative Halter (DH) for Saddle/Performance (P), or two or all of these categories. Before admission to the National Panel for Halter, the Judge must undergo an assessment on the Numerical Scoring System as well as an observation practical assessment by a Guild approved National Panel Judge/Examiner. National Panel Saddle/Performance Judges, unless licensed with another approved Australian performance National judges panel, must undergo an observation practical assessment by a Guild approved National Panel Judge/Examiner.
All National Panel Judges will have officiated competently at Level Two status and have met all other requirements as laid out in the Judges Contract prior to advancement to the National Panel. A National Panel judge is required to reaccredit their license with The Guild every three (3) years. 'National Panel Judges' are required to submit an annual Judges' Return and to maintain their Judge's License on a triannual basis and pay the corresponding licensing fee to The Guild.

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A National Panel judge must be a National Purebred Halter (PH) and Derivative Halter (DH) judge in order to fulfill the requirements to be eligible to advance to the International A or International B list of Judges. Any judge who has been suspended from the judging panel by The Guild and/or as a member by the AHSA Board of Directors will be ineligible for inclusion on the International A or International B lists of Judges. A National Panel Performance (P) judge is able to officiate alone in the Performance Section only at any International Show, regardless of the grading, he/she is invited to judge provided that any National P list judge who has been suspended from the judging panel by The Guild and/or as a member by the AHSA Board of Directors will no longer be eligible to accept any International judging appointment. The Guild reserves the right to request feedback from any show organiser that any National panel judge has officiated for as an ongoing performance assessment evaluation tool.

- p) "International B-Level Judge" is a person so qualified and licensed by The Guild and appointed by the Board to be certified and licensed to officiate alone at any Australian or New Zealand show or any International show, excluding those shows listed by The Guild on the official A list of International Title Shows, he/she is invited to judge in the section of the schedule for which they are qualified. Before admission to the International B Panel the Judge must be a resident of Australia. The Judge must never have been suspended from the judging panel by The Guild nor as a member by the AHSA Board of Directors. The Judge must have been an active Judge on the National Panel (PH) and (DH), or the equivalent from a WAHO-recognised country for a minimum of three (3) years, and in this time successfully completed a Guild certified and approved seminar on the numerical scoring system.

In order to advance to an International A list license and be recognized on the International A List of AHSA accredited judges the International B Judge must:

- i) complete and pass the A-list advancement accreditation examination as set by The Guild **OR**
- ii) report any accepted international judging assignments to The Guild prior to the assignment show date so that a performance evaluation can be conducted. Following the successful completion and positive evaluation result from five (5) such international shows, the B list International judge is eligible for advancement to the International A list for accredited Judges.

Any International B-Level judge must apply to The Guild in writing to be considered as a candidate to be evaluated for the A list advancement examination. The Guild reserves the right to utilise any International B list Judge's score sheets from any show that they have officiated at as an ongoing performance assessment evaluation tool. Any candidate unsuccessful in passing the International A list advancement accreditation examination must wait a minimum of two (2) calendar years before being eligible to apply to be re-examined. An International B list judge is required to reaccredit their license with The Guild every three (3) years. 'International B list Judges' are required to submit an annual Judges' Return and to maintain their Judge's License on a triannual basis and pay the corresponding licensing fee to The Guild.

- q) "International A-Level Judge" is a person so qualified and licensed by The Guild and appointed by the Board to be certified and licensed to officiate alone at any Australian or New Zealand show or any other International show including those on The Guild list of International Title Shows he/she is invited to judge in the section of the schedule for which they are qualified. Before admission to the International A panel the Judge must be a resident of Australia. The Judge must never have been suspended from the judging panel by The Guild nor as a member by the AHSA Board of Directors. The Judge must be an active judge on the National (PH) and (DH) panel or the equivalent from a WAHO-recognised country for a minimum of three (3) years and have successfully completed a Guild certified and approved seminar on the numerical scoring system.

In addition the Judge must:

- i) pass the A list advancement accreditation examination as set by The Guild **OR**
- ii) report any accepted international judging assignments to The Guild prior to the assignment show date so that a performance evaluation can be conducted. Following the successful completion and positive evaluation result from five (5) such international shows, the B list International judge is eligible for advancement to the International A list for accredited Judges or
- iii) must have judged any one of the listed Arabian International title shows within the last five (5) years, as of 1st October 2015.

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The Guild reserves the right to utilise any International A list Judge's score sheets from any show that they have officiated at as an ongoing performance assessment evaluation tool. An International A list judge is required to reaccredit their license with The Guild every three (3) years. 'International A list Judges' are required to submit an annual Judges' Return and to maintain their Judge's License on a triannual basis and pay the corresponding licensing fee to The Guild.

Official A list of INTERNATIONAL TITLE SHOWS - exclusive to the A list Judges

EUROPE

- World Arabian Championships – Paris, France
- All Nations Cup – Aachen, Germany
- European Arabian Championships - Belgium/Italy
- All Mediterranean and Arab Countries Championships - Menton, France
- British National Show - United Kingdom
- Polish National Show - Poland

ARABIAN GULF/MIDDLE EAST

- Dubai International Arabian Horse Championships - Dubai, UAE
- Abu Dhabi International Arabian Horse Championships - Abu Dhabi, UAE
- Qatar International Arabian Horse Championships - Doha, Qatar
- Prince Sultan Abdulaziz International Arabian Horse Festival - Riyadh, Saudi Arabia

NORTH AMERICA

- US National Arabian Championships – USA
- Arabian Breeders World Cup - Las Vegas, USA
- Scottsdale Arabian Horse Show - Scottsdale, USA

SOUTH AMERICA

- Brazilian National Arabian Championships – Brazil

GUEST JUDGES

- r) "Specialist Guest Judge" is a person in his own particular field qualified as a current EA, SHC, AHHA or HSAA panel judge so recognized and approved by The Guild and is entitled to officiate alone at any show he/she is invited to judge but may occupy this classification for no more than one show per state per calendar year. For a Specialist Judge that is not on one of these approved panels or not at the appropriate level on one of these panels a Judge Application form must be sent to The Guild at least 90 days prior to the event with a non-refundable fee of \$50.

Guidelines for assessing Specialist Guest Judge applications:

1. Internationally celebrated Breeder
2. Nationally celebrated Rider
3. Judging experience
4. Availability of equally qualified judges

- s) "International Guest Judge" is a Judge approved by The Guild. Note: Trainers will not be approved for International Guest Judge status. A Judge Application form must be sent to The Guild at least 90 days prior to the event with a non-refundable fee of \$50.

Guidelines for assessing Specialist Guest Judge applications:

1. Internationally accredited Judge
2. Nationally celebrated Breeder
3. Internationally celebrated Rider
4. Judging experience

Note: Where herein used and where the context shall so admit, words importing the singular number or plural number shall include the plural number or the singular number respectively, and words importing the masculine gender shall include the female gender.

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SCHEDULE 2 | RESPONSIBILITIES

JUDGES' RESPONSIBILITIES

- a) The Judge shall maintain a license with The Guild.
- b) The Judge is to maintain current financial membership of the AHSA.
- c) The Judge shall complete and return an Annual Judge's Return in a form issued by The Guild and returned by the date due as set by The Guild and shall regularly maintain their personal Judges' Profile page on the AHSA website.
- d) In their capacity as an AHSA appointed Panel Judge, the Judge is at all times deemed a representative of the Society, and so, must always uphold the best interest of the Society and its office bearers.
- e) Judges should be correctly and neatly attired as outlined in the current Rule Book and to suit the occasion. A Judge may remove a jacket in excessive heat and give permission to exhibitors to remove their jackets.
- f) Whilst judging classes the Judge will refrain from smoking, drinking alcohol or taking any substance that may impair the ability of the Judge to judge effectively.
- g) The use of mobile phones whilst judging is strictly prohibited.
- h) A judge must refrain from posting any comments on social media regarding the Show, the horses, the competitors/exhibitors at any time during the show at which they are officiating.
- i) The Judge should report on the day of Show to the Show Manager or Secretary in good time before the commencement of classes.
- j) If, after accepting a judging commitment, a Judge is unable to meet such a commitment, the Judge shall communicate this to the Show Society immediately to allow the Show Society maximum time in which to seek a replacement. It must be accepted by Show Societies that, occasionally, such exceptional circumstances may arise.
- k) To renew your Judges License all Judges are required to re-accredit.
 - 1. For reaccreditation the Judge shall attend the Annual Judges Congress at least once every three (3) years. For those judges residing in remote locations from which travel is especially challenging or for those experiencing a particularly difficult financial setback, a point system has been created to accommodate alternative options of educational experiences required for reaccreditation that would substitute for mandatory Congress attendance. The alternative point system process will be considered on an individual basis and upon application to The Guild only.
 - 2. To make this process clear and simple the Guild has developed the following accreditation point system

Level one judge requires 100 points annually
Level two Judge requires 125 points biennially
National Judge requires 125 points triennially
International B requires 125 points triennially
International A requires 100 points triennially

Accreditation Points -

The Judges and Members Congress - - - - - 100 points
A Guild Approved Seminar - - - - - 40 points
A Guild Approved Workshop - - - - - 25 points
The Guild official Score card workshop - - - - 20 points (limit of 1 per reaccreditation)
A Guild Approved Mentored session - - - - - 15 points (limit of 2)
A Guild Open Book training module - - - - - 10 points (limit of 4)

Please note that natural horsemanship courses, international guest speakers, farriers' courses, etc., not approved by The Guild, do not qualify

- k) The Judge shall officiate at shows, seminars and any other activities where he/she is representing the Panel, in an honorary capacity and may claim genuine out of pocket expenses. Receipts should be provided to the Show Secretary/Event Official. Any further remuneration is discouraged as Show Societies are non-profit organizations and expenses should be kept to a minimum. It should be noted that Judges charging a "Judging Fee" may not be covered under the insurance of the Society as they are no longer acting in the capacity of volunteer. If such fees are charged, the Judge should submit his/her ABN to the Show Society. It is recommended that Judges use official "Judges Acceptance Sheets" to minimise any misunderstandings.
- l) The Judge will evaluate Arabian exhibits at shows in accordance with the Standard of Excellence published by the Society or such other Standards of Excellence as the Society may publish from time to time.
- m) The Judge will evaluate Arabian Derivatives and Performance exhibits in accordance with the Standard of Excellence published by the Society or such other Standards of Excellence as the Society may publish from time to time based upon the correct observance of points in the selection of the best horses or riders for the purpose described by the conditions of the class.

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- n) Unless the Show's own Rules state otherwise, judging shall be by the comparative system.
- o) The Judge shall adjudicate each class at a show in conformity with the rules and specifications in that class in accordance with the rules of:
 - a. 1st – The Society's current Rule Book.
 - b. 2nd - The Relevant Show Society.
 - c. Should a show conduct a special or novelty class that is not covered within the society's current rule book then The Rules of the Relevant Show Society for that class will take precedence. Unless in the case of an Affiliate show the rule is in direct conflict with any rule from the society's current rule book or Judges contract, then, the Society's current Rule Book shall take precedence.
- p) The Judge has the authority to require the removal or alteration of any piece of equipment or accoutrement which, in his opinion, would give a horse an unfair advantage, or which may be, in his opinion, inhumane or unsafe. In such cases the horse is excused from the Ring to adjust or remove offending gear.
- q) At no time should a Judge interfere with a competitor's tack or gear in the ring nor will they touch the competitor.
- r) The Guild reserves the right to investigate and/or pursue at any time any alleged breaches of a Judges contract or their ethical behaviour. Further to this, The Guild reserves the right to act on any proven breach of the Judges Contract or unethical behaviour by a judge, whereby the said judge may be suspended, downgraded or removed from the AHSA Judges' panel and/or have their Guild license revoked.
- s) A Judge will not accept gifts, invitations or hospitality from competitors/exhibitors or be the guest of any competitor/exhibitor from the date of acceptance of a judging appointment nor should the Judge accept any other benefit that may bring into question the Judge's integrity or honesty. If the show concerned is a State Championships, AA Show, National Championships or any International show then a withholding period of three months (90 days) prior to the show will apply or from the date of acceptance of the appointment, whichever is period is longer. If any possible conflict should arise regarding gifts, invitations and/or remuneration, etc., received from a possible competitor/exhibitor then this must immediately be declared by the judge, in writing, to the Guild and to the relevant Show Committee. Failure by the Judge to declare any possible conflict may result in the judge being suspended, downgraded or removed from the AHSA Judges' panel and/or have their Guild license revoked.
- t) A Judge is the Official Guest of the Show Committee prior to the Show. A Judge shall not during the period of a Show at which he/she is judging, be the house guest of a person who is exhibiting at the Show in the Horse section. Many Shows are social occasions and organisers sometimes arrange social evenings during the course of the Show to which a Judge may be invited. Provided Judges use common sense and integrity they may attend such gatherings.
- u) The Judge will evaluate Arabian exhibits at shows in accordance with the Standard of Excellence published by the Society, or such other Standards of Excellence as the Society may publish from time to time.
- v) A Judge may not judge a section of a horse show which the Judge has judged in the past three (3) months within a radius of 50 kms or in any one zone of the greater Sydney region in one calendar year.

NOTE: The greater Sydney region has now been split into 3 zones:

Zone 1: North of the F4 Motorway and Parramatta Road and East of the Cumberland Highway, Pennant Hills Road and Sydney – Newcastle Freeway F3.

Zone 2: North of the M4 Motorway and West of the Cumberland Highway, Pennant Hills Road and Sydney – Newcastle Freeway F3.

Zone 3: South of the M4 Motorway and Parramatta Road.

- w) No Judge may judge more than one AAA or AA class show within a State in the same section within a 12-month period.
- x) A Judge shall not adjudicate any class in which any of his/her clients are competing, unless, the client/pupil relationship has been terminated at least six (6) months prior to the show; nor should he/she judge a horse he/she has sold or leased to a client within the last six (6) months or twelve (12) months prior to the Australian Championships.
- y) A Judge shall not adjudicate any class in which an immediate member of his family or any of his horses is competing. He/she shall not adjudicate any class in which his trainer is competing unless the relationship has been terminated for at least three months prior to the show. The onus is on the Competitor to withdraw from the class.
- z) The Judge shall not advertise, solicit, canvass his/her judging services and they must not directly or indirectly broadcast their forthcoming Judging appointments on social media or elsewhere. Any Judge found to be actively canvassing for Judging appointments or personally broadcasting his/her forthcoming Judging appointments may have their Judges' license suspended for a term as determined by The Guild.

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CONDUCT OF JUDGES

- a) The qualities and conduct required by an AHSA appointed judge are honesty, sincerity, integrity, fairness, politeness and an unbiased attitude.
- b) Judges must at all times show discretion when entering into discussion or commenting on photos on social media, whether positive or not, on Arabian and Arabian Derivative horses currently being shown
- c) A judge, as appointed by AHSA:
 - i) Shall be subject to reaccreditation and licensing as required by The Guild
 - ii) Shall be subject to the conditions of this contract
 - iii) Shall be subject to the conditions of membership under the AHSA Articles of AssociationMust not enter into posting denigrating comments on social media with regard to other judges, shows, Arabian or Arabian Derivative horses, the Society or any of its officials or volunteers
- d) The Judge shall complete and return an Annual Judge's Return in a form issued by The Guild and returned by the date due as set by The Guild or shall regularly maintain their personal Judges' Profile page on the AHSA website.

THE RESPONSIBILITIES OF THE GUILD and THE SOCIETY

The Guild will supply to the Judge:

- 1) An Annual Judge's Return Form.
- 2) A Judge's Badge.
- 3) The Society Rule Book, which will be updated from time to time. The Rule Book shall be available for download on the Society website and may be supplied for no fee at Guild sanctioned seminars and workshops. A printed copy can be supplied and posted upon request and receipt of any associated postage cost.
- 4) The Standards of Excellence, these shall be available for download on the Society website and may be supplied for no fee at Guild sanctioned seminars and workshops. A printed copy can be supplied and posted upon request and receipt of any associated postage cost.
- 5) Newsletters, these will be distributed to judges via email or a printed copy can be supplied and posted upon request and receipt of any associated postage cost.
- 6) The Guild shall conduct at least one General Meeting of the Panel at the annual Judges Congress each year.

SCHEDULE 3 – PROTESTS, CHARGES, HEARINGS AND PENALTIES

PART 1: Filing and Contents

- a) The Guild reserves the right to investigate and/or pursue at any time any alleged breaches of a Judges contract or the Judge's ethical behaviour. Further to this, The Guild reserves the right to act upon any proven breach of the Judges contract or behaviour of the Judge that, in the opinion of The Guild, may be considered unethical. Subject to the investigation, the Judge may be suspended, downgraded or removed from the AHSA Judges' panel and/or have their Guild license revoked.
- b) Should any judge have litigation against The Guild or the AHSA, or is currently under investigation by The Guild for a breach of their Judges' Contract and/or for unethical behavior, their Judges' Status on the AHSA website may be listed as inactive until all proceedings are finalized.
- c) Outside of The Guild's right to investigate a Judges' conduct and/or behavior at any time, a protest concerning a member of the Panel may be made to The Guild for any breach of this Contract by the Judge.
 1. by a competitor, an exhibitor, an agent, a trainer or a parent of a junior exhibitor (defined as a person who has not reached his 18th birthday).
 2. by an official of the Show, Board Member or Member of the Judges Panel.

This protest must be:

 - i. in writing
 - ii. signed by the protester
 - iii. addressed to the Chief Councilor of The Guild
 - iv. received by The Guild with ninety (90) days of the alleged breach.
- d) A protest or charge must state the full name of the Judge, the event the alleged breach took place, the subject of the protest or charge and contain a complete and definitive statement of the acts which constitute the alleged breach. Precise details regarding a breach of this Agreement are necessary. The maker must state their full name and address and be prepared to substantiate the protest or charge by personal testimony at a hearing or by sworn statements, witness or other evidence.
- e) The Guild may intervene at its discretion in any protest and present evidence concerning any protest or charge of the alleged breach.

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PART 2: Non-Protestable Decisions

- a) A defect in conformation or action of a horse, when determined by an official veterinarian of the Show or by the Judge is not protestable.
- b) The Judge's decision representing his individual preference is not protestable unless it is alleged to be in breach of the Society's Rule.
- c) The Judge's decision made under the relevant Show Rules is not protestable.
- d) A protest with respect to the height of a horse may only be made to the Show Committee. The decision of the Show Committee shall not be reversible by The Guild.

PART 3: Hearings and Duties of The Judges Executive Committee

The Guild may elect at its discretion to resolve a protest or charge by means of written evidence or responses only.

- a) Any Judge against whom a protest or charge is filed shall be entitled to a right of reply to The Guild. Notice of a protest or charge of alleged breach shall be given to the Judge within ninety (90) days from the date of the protest or charge of alleged breach is reported in writing to The Guild. The Judge then has thirty (30) days from the date of Notice to lodge his/her reply with The Guild.
- b) Every opportunity will be pursued to settle disputes by letter or submission with the option of a hearing before The Guild or the Board, should The Guild or the Board consider it necessary.
- c) Those Judges requesting a personal representation will be afforded this opportunity should The Guild or the Board considers this feasible or necessary.
- d) The Guild shall officiate protests and charges in connection with alleged breach of this Contract in accord with the powers and duties referred to below:
 - 1) The Guild shall give all parties a fair opportunity and act as authorised by the Council.
 - 2) The proponent of a protest or charge has the burden of proof.
 - 3) The record shall show each finding and conclusion.
 - 4) All decisions, including initial, recommended and final decision shall include a statement of findings and conclusions and the appropriate sanctions, relief or denial thereof.
 - 5) If a Judge, the subject of a protest or charge is a member of The Guild, he/she shall not sit at the relevant Guild meeting, nor take part in any resolution of the protest or charge.

PART 4: Breaches

A breach is any act prejudicial to the best interest of the Panel, The Guild and/or the Society, including but not limited to the following:

1. Breaches of the regulations and conditions of this Contract.
2. Breach of the Society's Rules.
3. Acting or inciting or permitting any other person to act in a manner contrary to the regulations and conditions of this Contract.
4. Failure of the Judge to perform his/her duties at a show in accordance with the regulations and conditions of this Contract or those conditions agreed with the Show Committee at the time of accepting the invitation to judge.

PART 5: Penalties

If the protest or charge is upheld, the Judge, the subject of such protest or charge, shall be subject to such penalty as The Guild may affirm including but not limited to:

- a) A notice of Censure may be listed under the Judge's name in the Society's list of Panel Judges. If a further protest or charge is upheld in respect of the Judge he/she shall be subject to a heavier penalty than for the first offence.
- b) Suspension from the Panel for such period as determined by The Guild.
- c) Revocation of the judging license from The Guild.
- d) Expulsion from the Panel in revocation of that Judge's appointment.
- e) Downgraded to a lower level license and listing on the AHSA Panel of Judges

PART 6: Appeals

If the Judge is dissatisfied with the finding of The Guild in relation to any protest or charge concerning the Judge he/she may give notice in writing to The Guild Council of his/her desire to have the finding and any penalty imposed on him/her in consequence thereof reviewed by The Guild. The Guild may, in its sole and unfettered discretion, determine whether to grant such a review and if so, then when and on what terms it will grant and conduct such review. Such determination by The Guild and any ruling or imposition of any penalty by it as a result of such review shall be final and binding on the Judge and no further appeal shall lie against the same.

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SCHEDULE 4 – DECLARATION OF CAPACITY FOR JUDGING

Accepting judging appointments on behalf of The Guild and the Arabian Horse Society of Australia Limited (AHSA) is conditional on the Judge being suitable for the assignment and fully able to perform the inherent requirements for the position. When completing the health declaration you, as an AHSA Judge must do so in the full knowledge of the associated risks involving horses and ponies.

The primary purpose of this health declaration is to assist The Guild to ensure that no person is placed in an environment or given tasks that will result in physical or mental harm. It is not the intention of The Guild's health declaration to deny a person an assignment because of disability, illness or injury. The health declaration is required so that The Guild may take the appropriate and reasonable action to ensure the Judge's health, safety and wellbeing.

You are required to disclose to The Guild any pre-existing illness, disease, injury, ailment or condition that you have suffered or continue to suffer of which you are aware and which could have an effect on your judging capabilities.

Privacy

The AHSA takes your privacy very seriously. All details provided to The Guild and the Society are treated confidentially. The completed health declaration form will be retained on your personnel file, which is kept secure at all times. Where your judging status is altered, all documents relating to your health declaration will be retained for six months and then destroyed.

The Guild may use the information in your health declaration for the purpose of assessing your suitability for judging assignments only should the need arise. Further, the Society may disclose that information to its legal advisers and/or insurance agents for the purpose of obtaining advice concerning your health declaration and any legal proceedings in which your health declaration is relevant.

Should any circumstances change that may affect your capacity to perform the inherent requirements of the position that you are undertaking, you are obliged to inform The Guild Council.

This Agreement, duly signed and witnessed on the first and last page and initialed each subsequent page by the Judge is to be returned, in it's entirety to:

The Arabian Horse Judges and Officials Guild of Australia
P.O. Box 415 RICHMOND NSW 2753
or
emailed to: TheGuild@ahsa.asn.au

It is advisable to make a copy of this Contract for your personal files.