

### Conflict of Interest Summary of Council Members Declarations 2021-2022

Each year, the Council members are required to complete an annual Conflict of Interest Declaration that identify where real or perceived conflicts of interest may arise.

As set out in the College by-laws, a conflict of interest is:

#### 16.01 Definition

For the purposes of this article, a conflict of interest exists where a reasonable person would conclude that a Council or Committee member's personal or financial interest may affect their judgment or the discharge of their duties to the College. A conflict of interest may be real or perceived, actual or potential, and direct or indirect.

Using an Annual Declaration Form, the College canvasses Council members about the potential for conflict in four areas:

Based on positions to which they are elected or appointed;

Based on interests or entities that they own or possess;

Based on interests from which they receive financial compensation or benefit;

Based on any existing relationships that could compromise their judgement or decision-making.

The following potential conflicts have been declared by the Council members for the period April 1, 2021 to March 31, 2022.

### **Elected or Appointed Positions**

Council Member	Interest	Explanation	
None			

#### **Interests or Entities Owned**

Council Member	Interest	Explanation
Dr. Brenda Lessard-Rhead, ND (Inactive)	Partner, BRB CE Group	BRB CE Group provides continuing education courses for NDs through in-person conferences and on-line webinars and records.
		The College requires NDs to take continuing education courses and approved courses for credits.



### Interests from which they receive Financial Compensation

Council Member	Interest	Explanation
Dr. Kim Bretz, ND	CCNM, Designs for	Paid on a per
	Health, New Roots	engagementbasis.
	Herbal (Europe	
	only), and	
	Cytomatrix/Canprev	
	<ul> <li>fee for speaking</li> </ul>	
	events	
Dr. Shelley Burns, ND	Robert Schad Naturopathic	Provides supervision to
	Clinic (at CCNM) – PT	students of CCNM at
	Faculty	theclinic.

### **Existing Relationships**

Council Member	Interest	Explanation	
None			

### **Council Members**

The following is a list of Council members for the 2021-22 year and the date the took office for this program year<sup>1</sup>, the date they filed their Annual Conflict of Interest Declaration form and whether any conflict of interest declarations were made.

Council Member	Date Assumed Office	Date Declaration Received	Any Declarations Made
Asifa Baig	May 26, 2021	June 2, 2021	None
Dr. Jonathan Beatty, ND	May 26, 2021	May 6, 2021	None
Dr. Kim Bretz, ND	May 26, 2021	April 20, 2021	Yes
Dr. Shelley Burns, ND	May 26, 2021	April 24, 2021	Yes
Dean Catherwood	May 26, 2021	May 17, 2021	None
Brook Dyson	May 26, 2021	May 10, 2021	None
Lisa Fenton	May 26, 2021	May 17, 2021	None

<sup>&</sup>lt;sup>1</sup> Each year, the Council begins anew in May at its first Council meeting. This date will typically be the date of the first Council meeting in the cycle unless the individual was elected or appointed.

Sarah Griffiths-Savolaine	May 26, 2021	May 13, 2021	None
Dr. Brenda Lessard-Rhead, ND (Inactive)	May 26, 2021	March 31, 2021	Yes
Dr. Jennifer Lococo, ND	May 26, 2021	May 18, 2021	None
Paul Philion	July 8, 2021	July 15, 2021	None
Dr. Jacob Scheer, ND	May 26, 2021	May 27, 2021	None
Dr. Jordan Sokoloski, ND	May 26, 2021	May 5, 2021	None
Dr. George Tardik, ND	May 26, 2021	May 18, 2021	None

A copy of each Council members' Annual Declaration Form is available on the <u>College's</u> <u>website.</u>

Updated: July 16, 2021

Name		Registration No.	(please print clearly)
INAITIC	ASIFA BAIG	Public Appointee <sup>1</sup>	Χ
		Public Representative <sup>2</sup>	

In accordance with section 16 of the by-laws of the College of Naturopaths of Ontario, I hereby disclose that I, or one of my family members (parent, spouse, child or sibling), have the following affiliations, interests or relationships, and/or have taken part in the following transactions:

#### I. COLLEGE INTERESTS

I holo	I hold the following position(s) with the College of Naturopaths of Ontario (check all that apply):			
_		_		
	X Council Member		Examiner	
	Council Chair		Expert	
	Council Vice Chair		Inspector	
	Officer-at-Large		Investigator	
	X Statutory Committee <sup>3</sup>		Peer and Practise Assessor	
	Standing Committee of Council <sup>4</sup>		PLAR Assessor	
	Operational Committee (Exam Development Steering Committee		Casual Staff	

#### **II. OUTSIDE INTERESTS**

A conflict of interest arises where you have a personal or professional interest which conflicts, might conflict or may be perceived to conflict with the interests of the College of Naturopaths of Ontario, including a conflict with your duties as a member of the Council, its Committees or as an employee or a person who is under contract with the College. A conflict of interest could arise in relation to personal matters including:

- directorships or other employment;
- interests in business enterprises or professional practices;
- share ownership;
- · beneficial interests in trusts;
- existing professional or personal associations;
- professional associations or relationships with other organizations; and
- personal associations with other groups or organizations, or family relationships.

<sup>&</sup>lt;sup>1</sup> A member of the public appointed by Order-in-Council.

<sup>&</sup>lt;sup>2</sup> A member of the public appointed by the Council or CEO of the College to College Committees.

<sup>&</sup>lt;sup>3</sup> Discipline Committee; Fitness to Practice Committee; Inquiries, Complaints and Reports Committee; Patient Relations Committee; Quality Assurance Committee; Registration Committee.

<sup>&</sup>lt;sup>4</sup> Audit Committee, Examination Appeals Committee, Inspection Committee, Nominations and Elections Committee, Scheduled Substances Review Committee

	e College may arise because I hold the following offices (appointed or elected):	
Office/Title	Organization	
Office/Title	Organization	
Office/Title	Organization	
The nature and extent of the conflicting	ng office duty is:	
	duty as a member of the Council, its Committees or as an employee or a college may arise because I, or any trustee or any person on my behalf, own following interests:	
Interest	Organization	
Interest	Organization	
The nature and extent of the conflicting	ng interest is:	
following sources:  Office/Title	as an owner or part owner, trustee, or employee or otherwise) from the  Organization	
Office/Title	Organization	
The nature and extent of the conflicting	ng interest is:	
	u have any relationships or interests that could compromise, or be perceived to udgment or decision-making independently and objectively with a view to the	
☐ Yes	□ X No	
Relationship/Interest	Organization	
Relationship/Interest	Organization	
The nature and extent of the conflicting	ng interest is:	
Asifa Baig	June1, 2021	
Signature	Date	

Name		Registration No.	(please print clearly) 1552
Ivaille	(please printJonathan Beatty	Public Appointee <sup>1</sup>	
		Public Representative <sup>2</sup>	

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	/			
$\square$	Council Member		Examiner	
	Council Chair		Expert	
	Council Vice Chair		Inspector	
	Officer-at-Large		Investigator	
	Statutory Committee <sup>3</sup>		Peer and Practise Assessor	
	Standing Committee of Council <sup>4</sup>		PLAR Assessor	
	Operational Committee (Exam Development Steering Committee		Casual Staff	

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- existing professional or personal associations;
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- personal associations with other groups or organizations, or family relationships.

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	duty as a member of the Council, its Committees or as an employee or a college may arise because I hold the following offices (appointed or elected):	
Office/Title	Organization	
Office/Title	Organization	
Office/Title	Organization	
The nature and extent of the conflicting	ng office duty is:	
	duty as a member of the Council, its Committees or as an employee or a College may arise because I, or any trustee or any person on my behalf, own following interests:	
Interest	Organization	
Interest	Organization	
The nature and extent of the conflicting	ng interest is:	
	ontract with the College could arise because I receive financial remuneration as an owner or part owner, trustee, or employee or otherwise) from the	
Office/Title	Organization	
Office/Title	Organization	
The nature and extent of the conflicting	ng interest is:	
	u have any relationships or interests that could compromise, or be perceived to udgment or decision-making independently and objectively with a view to the	
Yes	☐ No	
Relationship/Interest	Organization	
Relationship/Interest	Organization	
The nature and extent of the conflictir	ng interest is:	
Signature	May 6/2021	
Oignature	Bute	

Name	Kim Bretz	Registration No.	1017			
		Public Appointee <sup>1</sup>				
		Public Representative <sup>2</sup>				
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#### I. COLLEGE INTERESTS

hold the following position	(s) with the College of	Naturopaths of Ontario	( <u>check all that apply</u> )
-----------------------------	-------------------------	------------------------	---------------------------------

Council Member	☐ Exar	miner	
Council Chair	☐ Expe	ert	
Council Vice Chair	☐ Insp	ector	
Officer-at-Large	☐ Inve	stigator	
Statutory Committee <sup>3</sup>	Peei	r and Practise Assesso	or
Standing Committee of Council <sup>4</sup>	PLA	R Assessor	
Operational Committee (Exam Development Steering Committee	☐ Casi	ual Staff	

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	duty as a member of the Council, its Committees or as an employee or a College may arise because I hold the following offices (appointed or elected):
Office/Title	Organization
Office/Title	Organization
Office/Title	Organization
The nature and extent of the conflicting	ng office duty is:
	duty as a member of the Council, its Committees or as an employee or a College may arise because I, or any trustee or any person on my behalf, own ollowing interests:
Interest	Organization
Interest	Organization
The nature and extent of the conflicting	ng interest is:
employee or a person who is under o	est with my duty as a member of the Council, its Committees or as an ontract with the College could arise because I receive financial remuneration as an owner or part owner, trustee, or employee or otherwise) from the
following sources:	as an owner or part owner, trustee, or employee or otherwise) from the
	CCNM – fee for speaking events
following sources:  Independent Contractor – speaking  Independent Contractor -	
following sources:  Independent Contractor – speaking	CCNM – fee for speaking events
following sources:  Independent Contractor – speaking  Independent Contractor -	CCNM – fee for speaking events  1. Designs for Health – fee for speaking events
following sources:  Independent Contractor – speaking  Independent Contractor -	CCNM – fee for speaking events  1. Designs for Health – fee for speaking events  2. New Roots Herbal – fee for speaking events (Europe only)  3. Cytomatrix/Canprev – fee for speaking events
Independent Contractor – speaking  Independent Contractor - speaking	CCNM – fee for speaking events  1. Designs for Health – fee for speaking events  2. New Roots Herbal – fee for speaking events (Europe only)  3. Cytomatrix/Canprev – fee for speaking events
Independent Contractor – speaking  Independent Contractor - speaking  The nature and extent of the conflicting  4. Other than disclosed above, do you	CCNM – fee for speaking events  1. Designs for Health – fee for speaking events  2. New Roots Herbal – fee for speaking events (Europe only)  3. Cytomatrix/Canprev – fee for speaking events
Independent Contractor – speaking  Independent Contractor – speaking  The nature and extent of the conflicting  4. Other than disclosed above, do you compromise, your ability to exercise j	CCNM – fee for speaking events  1. Designs for Health – fee for speaking events  2. New Roots Herbal – fee for speaking events (Europe only)  3. Cytomatrix/Canprev – fee for speaking events  a have any relationships or interests that could compromise, or be perceived to
Independent Contractor – speaking  Independent Contractor - speaking  The nature and extent of the conflicting  4. Other than disclosed above, do you compromise, your ability to exercise jubest interests of the College?	CCNM – fee for speaking events  1. Designs for Health – fee for speaking events  2. New Roots Herbal – fee for speaking events (Europe only)  3. Cytomatrix/Canprev – fee for speaking events  ag interest is:  a have any relationships or interests that could compromise, or be perceived to adapt the decision-making independently and objectively with a view to the
Independent Contractor – speaking  Independent Contractor – speaking  Independent Contractor - speaking  The nature and extent of the conflicting  4. Other than disclosed above, do you compromise, your ability to exercise jubest interests of the College?  Yes Relationship/Interest  Relationship/Interest	CCNM – fee for speaking events  1. Designs for Health – fee for speaking events  2. New Roots Herbal – fee for speaking events (Europe only)  3. Cytomatrix/Canprev – fee for speaking events  a have any relationships or interests that could compromise, or be perceived to udgment or decision-making independently and objectively with a view to the  Organization  Organization
Independent Contractor – speaking  Independent Contractor - speaking  The nature and extent of the conflicting  4. Other than disclosed above, do you compromise, your ability to exercise jubest interests of the College?  Yes  Relationship/Interest	CCNM – fee for speaking events  1. Designs for Health – fee for speaking events  2. New Roots Herbal – fee for speaking events (Europe only)  3. Cytomatrix/Canprev – fee for speaking events  a have any relationships or interests that could compromise, or be perceived to udgment or decision-making independently and objectively with a view to the  Organization  Organization
Independent Contractor – speaking  Independent Contractor – speaking  Independent Contractor - speaking  The nature and extent of the conflicting  4. Other than disclosed above, do you compromise, your ability to exercise jubest interests of the College?  Yes Relationship/Interest  Relationship/Interest	CCNM – fee for speaking events  1. Designs for Health – fee for speaking events  2. New Roots Herbal – fee for speaking events (Europe only)  3. Cytomatrix/Canprev – fee for speaking events  a have any relationships or interests that could compromise, or be perceived to udgment or decision-making independently and objectively with a view to the  Organization  Organization
Independent Contractor – speaking  Independent Contractor – speaking  Independent Contractor - speaking  The nature and extent of the conflicting  4. Other than disclosed above, do you compromise, your ability to exercise jubest interests of the College?  Yes Relationship/Interest  Relationship/Interest	CCNM – fee for speaking events  1. Designs for Health – fee for speaking events  2. New Roots Herbal – fee for speaking events (Europe only)  3. Cytomatrix/Canprev – fee for speaking events  a have any relationships or interests that could compromise, or be perceived to udgment or decision-making independently and objectively with a view to the  Organization  Organization

Name		Registration No.	(please print clearly) 1101
	Shelley Burns, ND	Public Appointee <sup>1</sup>	
		Public Representative <sup>2</sup>	

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#### I. COLLEGE INTERESTS

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☑ Council Member	☐ Examiner
☐ Council Chair	Expert
☐ Council Vice Chair	☐ Inspector
☐ Officer-at-Large	Investigator
☑ Statutory Committee <sup>3</sup>	Peer and Practise Assessor
☑ Standing Committee of Council <sup>4</sup>	☐ PLAR Assessor

☐ PLAR Assessor ☐ Casual Staff

#### **II. OUTSIDE INTERESTS**

Steering Committee

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directorships or other employment;

Operational Committee (Exam Development

- interests in business enterprises or professional practices;
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	duty as a member of the Council, its Committees or as an employee or a college may arise because I hold the following offices (appointed or elected):	
Office/Title	Organization	
Office/Title	Organization	
Office/Title	Organization	
The nature and extent of the confliction	ng office duty is:	]
	duty as a member of the Council, its Committees or as an employee or a college may arise because I, or any trustee or any person on my behalf, own following interests:	
Interest	Organization	
Interest	Organization	
The nature and extent of the confliction	ng interest is:	
(either for services performed by me, following sources:	ontract with the College could arise because I receive financial remuneration as an owner or part owner, trustee, or employee or otherwise) from the	-
CCNM Office/Title	RSNC Part Time Faculty rganization	<u> </u> -
Office/Title	Organization	
The nature and extent of the conflicting	ng interest is:	]
4. Other than disclosed above, do yo	nrough my clinical experience who may be called to Registra u have any relationships or interests that could compromise, or be perceived to udgment or decision-making independently and objectively with a view to the	tion/Discipli
☐ Yes	☑ No	]
Relationship/Interest	Organization	
Relationship/Interest	Organization	
The nature and extent of the conflicting	ng interest is:	_
Dr. S. Burna. A	April 24th, 2021	

Signature

Date

Name		Registration No.	
	DEAN CATHERWOOD	Public Appointee <sup>1</sup>	D
		Public Representative <sup>2</sup>	

In accordance with section 16 of the by-laws of the College of Naturopaths of Ontario, I hereby disclose that I, or one of my family members (parent, spouse, child or sibling), have the following affiliations, interests or relationships, and/or have taken part in the following transactions:

### I. COLLEGE INTERESTS

I hold the following position(s) with the College of Naturopaths of Ontario (check all that apply):

Y	Council Member	Examiner
	Council Chair	Expert
	Council Vice Chair	Inspector
	Officer-at-Large	Investigator
	Statutory Committee <sup>3</sup>	Peer and Practise Assessor
	Standing Committee of Council <sup>4</sup>	PLAR Assessor
	Operational Committee (Exam Development Steering Committee	Casual Staff

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	ny duty as a member of the Council, its Committees or as an employee or a the College may arise because I hold the following offices (appointed or elected):
None	
The nature and extent of the confli	eting office duty is:
The nature and extent of the comm	any ones duty is:
	ny duty as a member of the Council, its Committees or as an employee or a the College may arise because I, or any trustee or any person on my behalf, own e following interests:
None	
The nature and extent of the conflic	cting interest is:
2. A word on possessional conflict of int	are at with your duty as a reachest of the Course it is Course it to
employee or a person who is under	erest with my duty as a member of the Council, its Committees or as an recontract with the College could arise because I receive financial remuneration ie, as an owner or part owner, trustee, or employee or otherwise) from the
NONE	
The nature and extent of the conflic	cting interest is:
	you have any relationships or interests that could compromise, or be perceived to e judgment or decision-making independently and objectively with a view to the
Yes	No No
The nature and extent of the conflic	rting interest is:
Datherwase	MAN 15 2021
Signature	MAY 15, 2021 Date

Name	0	Registration No.	(please print clearly)
	Brook Jyson	Public Appointee <sup>1</sup>	A
	2,000	Public Representative <sup>2</sup>	

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ľ	hold the f	ollowing	nosition(s)	with the	College	of Naturopaths	of Ontario	(check all	that appl	V)
ı	noid me i	Ollowilla	มบรแบบแรว	WILLI LITE	College (	วา เงลเนเบบสเบธ	UI UIIIaliu	ICHECK all	ulai appi	у ,.

A	Council Member	Examiner
	Council Chair	Expert
	Council Vice Chair	Inspector
	Officer-at-Large	Investigator
	Statutory Committee <sup>3</sup>	Peer and Practise Assessor
	Standing Committee of Council <sup>4</sup>	PLAR Assessor
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	the College may arise because I hold the following offices (appointed or elected
Office/Title	Organization
OfficeFille	Organization
ffice/Title	Organization
he nature and extent of the confl	icting office duty is:
2. A direct or indirect conflict with a person who is under contract with or possess, directly or indirectly, the	my duty as a member of the Council, its Committees or as an employee or a the College may arise because I, or any trustee or any person on my behalf, own the following interests:
Interest	Organization
Interest	Organization
he nature and extent of the confli	cting interest is:
ither for services performed by m	erest with my duty as a member of the Council, its Committees or as an r contract with the College could arise because I receive financial remuneration le, as an owner or part owner, trustee, or employee or otherwise) from the
either for services performed by m	COULDED TO COLOR COULD OFF COLOR PROPERTY COLOR
office/Title	Organization  Organization
office/Title	Organization  Organization
office/Title	Organization  Organization
Office/Title  Office/Title  Office/Title  Office/Title  Office/Title  Office/Title  Office/Title  Office/Title  Other than disclosed above, do your ability to exercise	Organization  Organization  Organization  Organization
Office/Title  Office/Title  Office/Title  Office/Title  Office/Title  Office/Title  Office/Title  Office/Title  Other than disclosed above, do your ability to exercise	Organization  Organization  Organization  Organization  Organization  Organization
Office/Title  Office/Title  Other than disclosed above, do yompromise, your ability to exercise est interests of the College?	Organization  Organization
Office/Title Office/Title Office/Title Office/Title Other than disclosed above, do your ability to exercise est interests of the College?  Relationship/Interest  Relationship/Interest	Organization
Office/Title Office/Title Office/Title Office/Title Other than disclosed above, do your ability to exercise est interests of the College?  Relationship/Interest  Relationship/Interest	Organization
Office/Title Office/Title Office/Title Office/Title Office/Title Other than disclosed above, do youngromise, your ability to exercise est interests of the College?  Yes  Relationship/Interest	Organization

		Registration No.	(please print clearly)
Name	(please print clearly) Lisa Fenton	Public Appointee <sup>1</sup>	⊠
		Public Representative <sup>2</sup>	

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hold the following position(s) with the College of Naturopaths of Ontario (check all that apply)
--

_		_	
X	Council Member		Examiner
	Council Chair		Expert
	Council Vice Chair		Inspector
	Officer-at-Large		Investigator
X	Statutory Committee <sup>3</sup>		Peer and Practise Assessor
	Standing Committee of Council <sup>4</sup>		PLAR Assessor
	Operational Committee (Exam Development Steering Committee		Casual Staff

#### **II. OUTSIDE INTERESTS**

A conflict of interest arises where you have a personal or professional interest which conflicts, might conflict or may be perceived to conflict with the interests of the College of Naturopaths of Ontario, including a conflict with your duties as a member of the Council, its Committees or as an employee or a person who is under contract with the College. A conflict of interest could arise in relation to personal matters including:

- directorships or other employment;
- interests in business enterprises or professional practices;
- share ownership;
- · beneficial interests in trusts;
- existing professional or personal associations;
- professional associations or relationships with other organizations; and
- personal associations with other groups or organizations, or family relationships.

<sup>&</sup>lt;sup>1</sup> A member of the public appointed by Order-in-Council.

<sup>&</sup>lt;sup>2</sup> A member of the public appointed by the Council or CEO of the College to College Committees.

<sup>&</sup>lt;sup>3</sup> Discipline Committee; Fitness to Practice Committee; Inquiries, Complaints and Reports Committee; Patient Relations Committee; Quality Assurance Committee; Registration Committee.

<sup>&</sup>lt;sup>4</sup> Audit Committee, Examination Appeals Committee, Inspection Committee, Nominations and Elections Committee, Scheduled Substances Review Committee

	duty as a member of the Council, its Committees or as an employee or a College may arise because I hold the following offices (appointed or elected):			
Office/Title	Organization			
Office/Title	Organization			
Office/Title	Organization			
The nature and extent of the conflicting	ng office duty is:			
	duty as a member of the Council, its Committees or as an employee or a College may arise because I, or any trustee or any person on my behalf, own following interests:			
Interest	Organization			
Interest	Organization			
The nature and extent of the conflicting	ng interest is:			
3. A real or perceived conflict of interest with my duty as a member of the Council, its Committees or as an employee or a person who is under contract with the College could arise because I receive financial remuneration (either for services performed by me, as an owner or part owner, trustee, or employee or otherwise) from the following sources:				
Office/Title	Organization			
Office/Title	Organization			
The nature and extent of the conflicting	ng interest is:			
4. Other than disclosed above, do you have any relationships or interests that could compromise, or be perceived to compromise, your ability to exercise judgment or decision-making independently and objectively with a view to the best interests of the College?				
☐ Yes	<b>∑</b> No			
Relationship/Interest	Organization			
Relationship/Interest	Organization			
The nature and extent of the conflicting interest is:				
LFenton	Monday, May 17th 2021			
Signature	 Date			

		Registration No.	0918
Name	Brenda Lessard-Rhead	Public Appointee <sup>1</sup>	
		Public Representative <sup>2</sup>	

In accordance with section 16 of the by-laws of the College of Naturopaths of Ontario, I hereby disclose that I, or one of my family members (parent, spouse, child or sibling), have the following affiliations, interests or relationships, and/or have taken part in the following transactions:

#### I. COLLEGE INTERESTS

I hold the following position(s) with the College of Naturopaths of Ontario (select yes or no):

Yes ▼ Council Member Examiner No ▼ Council Chair Expert Council Vice Chair Inspector No V Officer-at-Large Yes▼ Investigator No V Peer and Practise Assessor No ▼ Statutory Committee<sup>3</sup> Yes ▼ Standing Committee of Council⁴ Yes ▼ PLAR Assessor No V Operational Committee (Exam Development No 🔻 Casual Staff Steering Committee)

Operational Committee (Exam Development Steering Committee

#### II. OUTSIDE INTERESTS

A conflict of interest arises where you have a personal or professional interest which conflicts, might conflict or may be perceived to conflict with the interests of the College of Naturopaths of Ontario, including a conflict with your duties as a member of the Council, its Committees or as an employee or a person who is under contract with the College. A conflict of interest could arise in relation to personal matters including:

- · directorships or other employment;
- interests in business enterprises or professional practices;
- share ownership;
- beneficial interests in trusts;
- existing professional or personal associations;
- professional associations or relationships with other organizations; and
- personal associations with other groups or organizations, or family relationships.

<sup>&</sup>lt;sup>1</sup> A member of the public appointed by Order-in-Council.

<sup>&</sup>lt;sup>2</sup> A member of the public appointed by the Council or CEO of the College to College Committees.

<sup>&</sup>lt;sup>3</sup> Discipline Committee; Fitness to Practice Committee; Inquiries, Complaints and Reports Committee; Patient Relations Committee; Quality Assurance Committee; Registration Committee.

<sup>&</sup>lt;sup>4</sup> Audit Committee, Examination Appeals Committee, Inspection Committee, Nominations and Elections Committee, Scheduled Substances Review Committee

<sup>&</sup>lt;sup>4</sup> Audit Committee, Examination Appeals Committee, Inspection Committee, Nominations and Elections Committee, Scheduled Substances Review Committee

	y duty as a member of the Council, its Committees or as an employee or a ne College may arise because I hold the following offices (appointed or elected):				
Office/Title	Organization				
Office/Title	Organization				
Office/Title	Organization				
The nature and extent of the conflic	ting office duty is:				
	<u> </u>				
	·				
	y duty as a member of the Council, its Committees or as an employee or a ne College may arise because I, or any trustee or any person on my behalf, own following interests:				
Partner Interest	BRB CE Group Organization				
Interest	Organization				
The nature and extent of the conflict	ting interest is:				
I am a partner of the business BRB	CE Group. which provides continuing education courses for Naturopathic				
Doctors, through live conferences a	as well as online recorded webinars and audio recordings.				
	erest with my duty as a member of the Council, its Committees or as an				
	contract with the College could arise because I receive financial remuneration				
	e, as an owner or part owner, trustee, or employee or otherwise) from the				
	;, as an owner or part owner, trustee, or employee or otherwise) from the				
following sources:					
Office/Title	Organization				
Office/Title	Organization				
The nature and extent of the conflict	ting interest is:				
4. Other than disclosed above, do ye	ou have any relationships or interests that could compromise, or be perceived to				
	judgment or decision-making independently and objectively with a view to the				
Yes	No 🗸				
Relationship/Interest	Organization				
Relationship/Interest	Organization				
The nature and extent of the conflicting interest is:					
	Sign Here				
(XATN//	March 31 2021				
	Water of 2021				
Signature	Date				

Name	Tennifer bococo	Registration No.	(please print clearly)
ramo	(please print clearly)	Public Appointee <sup>1</sup>	
		Public Representative <sup>2</sup>	

In accordance with section 16 of the by-laws of the College of Naturopaths of Ontario, I hereby disclose that I, or one of my family members (parent, spouse, child or sibling), have the following affiliations, interests or relationships, and/or have taken part in the following transactions:

#### L COLLEGE INTERESTS

	MAN OF THE PROPERTY OF						
holo	hold the following position(s) with the College of Naturopaths of Ontario (check all that apply):						
_		_					
Y	Council Member		Examiner				
	Council Chair		Expert				
	Council Vice Chair		Inspector				
	Officer-at-Large		Investigator				
	Statutory Committee <sup>3</sup>		Peer and Practise Assessor				
	Standing Committee of Council <sup>4</sup>		PLAR Assessor				
	Operational Committee (Exam Development Steering Committee		Casual Staff				

#### **4. OUTSIDE INTERESTS**

A conflict of interest arises where you have a personal or professional interest which conflicts, might conflict or may be perceived to conflict with the interests of the College of Naturopaths of Ontario, including a conflict with your duties as a member of the Council, its Committees or as an employee or a person who is under contract with the College. A conflict of interest could arise in relation to personal matters including:

- · directorships or other employment;
- interests in business enterprises or professional practices;
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- beneficial interests in trusts;
- existing professional or personal associations;
- professional associations or relationships with other organizations; and
- personal associations with other groups or organizations, or family relationships.

<sup>&</sup>lt;sup>1</sup> A member of the public appointed by Order-in-Council.

<sup>&</sup>lt;sup>2</sup> A member of the public appointed by the Council or CEO of the College to College Committees.

<sup>&</sup>lt;sup>3</sup> Discipline Committee; Fitness to Practice Committee; Inquiries, Complaints and Reports Committee; Patient Relations Committee; Quality Assurance Committee; Registration Committee.

<sup>&</sup>lt;sup>4</sup> Audit Committee, Examination Appeals Committee, Inspection Committee, Nominations and Elections Committee, Scheduled Substances Review Committee

1	A direct or indirect conflict with my duty a person who is under contract with the Colle	ge may arise because I hold the following offices (appointed or elected
	Office/Title	Organization
	Office/Title	Organization
	Office/Title	Organization
	The nature and extent of the conflicting offi	ce duty is:
1	2. A direct or indirect conflict with my duty a person who is under contract with the Colle or possess, directly or indirectly, the follow	as a member of the Council, its Committees or as an employee or a ege may arise because I, or any trustee or any person on my behalf, ov ing interests:
40 4	Interest	Organization
	Interest	Organization
	The nature and extent of the conflicting int	erest is:
		in owner or part owner, trustee, or employee or ethermee, members
	employee or a person who is under contra (either for services performed by me, as a	
	employee or a person who is under contra (either for services performed by me, as a following sources:	n owner or part owner, trustee, or employee or otherwise) from the
	employee or a person who is under contra (either for services performed by me, as a following sources:	Organization
	employee or a person who is under contra (either for services performed by me, as a following sources:  Office/Title  The nature and extent of the conflicting in	Organization  Organization  Organization  Organization  Organization  Organization
	employee or a person who is under contra (either for services performed by me, as a following sources:  Office/Title  The nature and extent of the conflicting in	Organization  Organization  Organization  Organization  Organization  Organization  Organization
	employee or a person who is under contra (either for services performed by me, as a following sources:  Office/Title  Office/Title  The nature and extent of the conflicting in  4. Other than disclosed above, do you ha compromise, your ability to exercise judgit	Organization
	employee or a person who is under contra (either for services performed by me, as a following sources:  Office/Title  The nature and extent of the conflicting in 4. Other than disclosed above, do you ha compromise, your ability to exercise judgibest interests of the College?	Organization
	employee or a person who is under contra (either for services performed by me, as a following sources:  Office/Title  Office/Title  The nature and extent of the conflicting in compromise, your ability to exercise judgit best interests of the College?  Yes	Organization  Organization  Organization  Organization  Organization  Organization  No
	employee or a person who is under contra (either for services performed by me, as a following sources:  Office/Title  Office/Title  The nature and extent of the conflicting in compromise, your ability to exercise judgit best interests of the College?  Yes  Relationship/Interest	Organization  Organization
	employee or a person who is under contra (either for services performed by me, as a following sources:  Office/Title  Office/Title  The nature and extent of the conflicting in compromise, your ability to exercise judgit best interests of the College?  Yes  Relationship/Interest  The nature and extent of the conflicting in compromise.	Organization  Organization
BUT	employee or a person who is under contra (either for services performed by me, as a following sources:  Office/Title  Office/Title  The nature and extent of the conflicting in  4. Other than disclosed above, do you ha compromise, your ability to exercise judge best interests of the College?  Yes  Relationship/Interest  Relationship/Interest	Organization  Organization

Name	0	.0	Registration No.	
Nume	PAUL	MILION	Public Appointee <sup>1</sup>	13
		•	Public Representative <sup>2</sup>	

in accordance with section 16 of the by-laws of the College of Naturopaths of Ontario, I hereby disclose that I, or one of my family members (parent, spouse, child or sibling), have the following affiliations, interests or relationships, and/or have taken part in the following transactions:

#### I. COLLEGE INTERESTS

l hole	hold the following position(s) with the College of Naturopaths of Ontario (check all that apply):					
	/		Chiano (Grock all that apply).			
M	Council Member		Examiner			
	Council Chair		Expert			
	Council Vice Chair		Inspector			
	Officer-at-Large		Investigator			
	Statutory Committee <sup>3</sup>		Peer and Practise Assessor			
	Standing Committee of Council <sup>4</sup>		PLAR Assessor			
	Operational Committee (Exam Development Steering Committee		Casual Staff			

#### **II. OUTSIDE INTERESTS**

A conflict of interest arises where you have a personal or professional interest which conflicts, might conflict or may be perceived to conflict with the interests of the College of Naturopaths of Ontario, including a conflict with your duties as a member of the Council, its Committees or as an employee or a person who is under contract with the College. A conflict of interest could arise in relation to personal matters including:

- directorships or other employment;
- interests in business enterprises or professional practices;
- share ownership;
- beneficial interests in trusts;
- existing professional or personal associations;
- professional associations or relationships with other organizations; and
- · personal associations with other groups or organizations, or family relationships.

<sup>&</sup>lt;sup>1</sup> A member of the public appointed by Order-in-Council.

<sup>&</sup>lt;sup>2</sup> A member of the public appointed by the Council or CEO of the College to College Committees.

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<sup>&</sup>lt;sup>4</sup> Audit Committee, Examination Appeals Committee, Inspection Committee, Nominations and Elections Committee, Scheduled Substances Review Committee

A direct or indirect conflict with n     person who is under contract with telephone	ny duty as a member of the Council, its Committees or as an employee or a the College may arise because I hold the following offices (appointed or elected):
The nature and extent of the conflic	cting office duty is:
<ol><li>A direct or indirect conflict with n person who is under contract with t or possess, directly or indirectly, the</li></ol>	ny duty as a member of the Council, its Committees or as an employee or a the College may arise because I, or any trustee or any person on my behalf, own e following interests:
1.500	
The nature and extent of the conflic	cting interest is:
(either for services performed by m following sources:	r contract with the College could arise because I receive financial remuneration ie, as an owner or part owner, trustee, or employee or otherwise) from the
t start of the start of	1 State Control of the Control of th
The nature and extent of the conflic	ting interest is:
4. Other than disclosed above, do y compromise, your ability to exercise best interests of the College?	you have any relationships or interests that could compromise, or be perceived to e judgment or decision-making independently and objectively with a view to the
Yes	☑ No
4	
The nature and extent of the conflic	ting interest is:
Paul Phil	ion July 8, 2021
	// V

		Registration No.	(please print clearly)
Name	Sarah Griffiths Savolaine	Public Appointee <sup>1</sup>	
		Public Representative <sup>2</sup>	<b>√</b>

In accordance with section 16 of the by-laws of the College of Naturopaths of Ontario, I hereby disclose that I, or one of my family members (parent, spouse, child or sibling), have the following affiliations, interests or relationships, and/or have taken part in the following transactions:

#### I. COLLEGE INTERESTS

hold the following position(s) with the College of Naturopaths of Ontario (check all that apply):				
	Council Member		Examiner	
	Council Chair		Expert	
	Council Vice Chair		Inspector	
$\square$	Officer-at-Large		Investigator	
	Statutory Committee <sup>3</sup>		Peer and Practise Assessor	
	Standing Committee of Council <sup>4</sup>		PLAR Assessor	
	Operational Committee (Exam Development Steering Committee		Casual Staff	

#### **II. OUTSIDE INTERESTS**

A conflict of interest arises where you have a personal or professional interest which conflicts, might conflict or may be perceived to conflict with the interests of the College of Naturopaths of Ontario, including a conflict with your duties as a member of the Council, its Committees or as an employee or a person who is under contract with the College. A conflict of interest could arise in relation to personal matters including:

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- interests in business enterprises or professional practices;
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- · beneficial interests in trusts;
- existing professional or personal associations;
- professional associations or relationships with other organizations; and
- personal associations with other groups or organizations, or family relationships.

<sup>&</sup>lt;sup>1</sup> A member of the public appointed by Order-in-Council.

<sup>&</sup>lt;sup>2</sup> A member of the public appointed by the Council or CEO of the College to College Committees.

<sup>&</sup>lt;sup>3</sup> Discipline Committee; Fitness to Practice Committee; Inquiries, Complaints and Reports Committee; Patient Relations Committee; Quality Assurance Committee; Registration Committee.

<sup>&</sup>lt;sup>4</sup> Audit Committee, Examination Appeals Committee, Inspection Committee, Nominations and Elections Committee, Scheduled Substances Review Committee

	college may arise because I hold the following offices (appointed or elected):	
Office/Title	Organization	
Office/Title	Organization	
Office/Title	Organization	
The nature and extent of the conflicting	ng office duty is:	
	duty as a member of the Council, its Committees or as an employee or a college may arise because I, or any trustee or any person on my behalf, own following interests:	
Interest	Organization	
Interest	Organization	
The nature and extent of the conflicting	ng interest is:	
following sources:  Office/Title	Organization	
Office/Title	Organization	
The nature and extent of the conflicting	ng interest is:	
	u have any relationships or interests that could compromise, or be perceived to udgment or decision-making independently and objectively with a view to the	
☐ Yes	☑ No	
Relationship/Interest	Organization	
Relationship/Interest	Organization	
The nature and extent of the conflicting	ng interest is:	
Sarah Griffiths Savolaine Signature	May 13, 2021	

To: +14165836011 From:

4167397768

05/27/2021

09:48

4167397768 Date: 27/05/21 Time: 09:45 Page: 01

DR JACOB SCHEER

PAGE 01/02

**CONFLICT OF INTEREST DECLARATION** ANNUAL QUESTIONNAIRE FOR COUNCIL, COMMITTEES AND VOLUNTEERS 2021-2022

		Registration No.	0627
Name	Jacob Scheev	Public Appointes1	,
	Julius John Comment	Public Representative <sup>2</sup> ,	

In accordance with section 16 of the by-laws of the College of Naturopaths of Ontario, I hereby disclose that I, or one of my family members (parent, spouse, child or sibling), have the following affiliations, interests or relationships, and/or have taken part in the following transactions:

#### I. COLLEGE INTERESTS

hold the following position(s	) with the College of Naturopath	ths of Ontario ( <u>check all that apply</u>	۷):
-------------------------------	----------------------------------	--	-----

<b>U</b>	Council Member		Examiner
	Council Chair		Expert
	Council Vice Chair		Inspector
	Officer-at-Large		Investigator
$\mathbf{Z}'$	Statutory Committee <sup>3</sup>		Peer and Practise Assessor
	Standing Committee of Council <sup>4</sup>		PLAR Assessor
	Operational Committee (Exam Development	□	Casual Staff
	Steering Committee		

#### II. OUTSIDE INTERESTS

A conflict of interest arises where you have a personal or professional interest which conflicts, might conflict or may be perceived to conflict with the interests of the College of Naturopaths of Ontario, including a conflict with your duties as a member of the Council, its Committees or as an employee or a person who is under contract with the College. A conflict of interest could arise in relation to personal matters including:

- directorships or other employment;
- interests in business enterprises or professional practices;
- share ownership;
- beneficial interests in trusts:

To: +14165836011 From: 05/27/2021 09:48 4167397768 4167397768

DR JACOB SCHEER

Date: 27/05/21 Time: 09:45 Page: 02

PAGE 02/02

Item 6.03a

The College of Naturopaths of Ontario

<ol> <li>A direct or indirect conflict with my duty person who is under contract with the Colle</li> </ol>	as a member of the Council, its Committees or as an employee or a ege may arise because I hold the following offices (appointed or elected):
	Control of the contro
* ****	Congregate will be
	Change a
The nature and extent of the conflicting off	ice duty is:
A direct or indirect conflict with my duty person who is under contract with the Coll or possess, directly or indirectly, the follow	as a member of the Council, its Committees or as an employee or a ege may arise because I, or any trustee or any person on my behalf, own ying interests:
i at was	Capita de la cua
The nature and extent of the conflicting int	terest is:
	Constitution of the
	Q Karaban an
The nature and extent of the conflicting in	terest is:
4. Other than disclosed above, do you hat compromise, your ability to exercise judgr best interests of the College? Yes	ve any relationships or interests that could compromise, or be perceived to ment or decision-making independently and objectively with a view to the
	tions or setting."
1 4	to the second second
The nature and extent of the conflicting in	iterest is:
Signature	7 /4y 27,2021

Name	Registration No.	Registration No.	(please mint clearly)		
Hame	Jordan Sokoloski	Public Appointee <sup>1</sup>			
		Public Representative <sup>2</sup>			

In accordance with section 16 of the by-laws of the College of Naturopaths of Ontario, I hereby disclose that I, or one of my family members (parent, spouse, child or sibling), have the following affiliations, interests or relationships, and/or have taken part in the following transactions:

#### I. COLLEGE INTERESTS

I hold the following position(s) with the College of Naturopaths of Ontario (check all that apply):

V	Council Member	Examiner
	Council Chair	Expert
	Council Vice Chair	Inspector
	Officer-at-Large	Investigator
V	Statutory Committee <sup>3</sup>	Peer and Practise Assessor
V	Standing Committee of Council <sup>4</sup>	PLAR Assessor
	Operational Committee (Exam Development Steering Committee	Casual Staff

#### II. OUTSIDE INTERESTS

A conflict of interest arises where you have a personal or professional interest which conflicts, might conflict or may be perceived to conflict with the interests of the College of Naturopaths of Ontario, including a conflict with your duties as a member of the Council, its Committees or as an employee or a person who is under contract with the College. A conflict of interest could arise in relation to personal matters including:

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- interests in business enterprises or professional practices;
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- beneficial interests in trusts;
- existing professional or personal associations;
- professional associations or relationships with other organizations; and
- personal associations with other groups or organizations, or family relationships.

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<sup>&</sup>lt;sup>2</sup> A member of the public appointed by the Council or CEO of the College to College Committees.

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<sup>&</sup>lt;sup>4</sup> Audit Committee, Examination Appeals Committee, Inspection Committee, Nominations and Elections Committee, Scheduled Substances Review Committee

A direct or indirect conflict with m person who is under contract with the person who is under contract with the person which is under contract with the person with the	by duty as a member of the Council, its Committees or as an employee or a the College may arise because I hold the following offices (appointed or elected):
Office/Title	Organization
Office/Title	Organization .
	Organization
The nature and extent of the conflic	ting office duty is:
<ol><li>A direct or indirect conflict with m person who is under contract with the or possess, directly or indirectly, the</li></ol>	y duty as a member of the Council, its Committees or as an employee or a ne College may arise because I, or any trustee or any person on my behalf, own a following interests:
Interest	Organization
	Organization
The nature and extent of the conflict	ting interest is:
employee or a person who is under	erest with my duty as a member of the Council, its Committees or as an contract with the College could arise because I receive financial remuneration e, as an owner or part owner, trustee, or employee or otherwise) from the
Off e/Title	Organization
Office/Title	Organization
The nature and extent of the conflict	ting interest is:
4. Other than disclosed above, do you compromise, your ability to exercise best interests of the College?	ou have any relationships or interests that could compromise, or be perceived to judgment or decision-making independently and objectively with a view to the
☐ Yes	□ No
Relationship/Interest	Organization
Relationship/Interest	Organization
The nature and extent of the conflict	ing interest is:
Sund	may 5(21
Signature	Date

Name	D. Course Tackiy	Registration No.	1656
	Dr. George Tardik	Public Appointee1	
		Public Representative <sup>2</sup>	

In accordance with section 16 of the by-laws of the College of Naturopaths of Ontario, I hereby disclose that I, or one of my family members (parent, spouse, child or sibling), have the following affiliations, interests or relationships, and/or have taken part in the following transactions:

#### I. COLLEGE INTERESTS

hold the following	position(s) with	the College of	Naturopaths of	Ontario (check	all that angly).

ত্র	Council Member	П	Examiner
	Council Chair	ā	Expert
	Council Vice Chair		Inspector
	Officer-at-Large		Investigator
$\Box$	Statutory Committee <sup>3</sup>		Peer and Practise Assessor
	Standing Committee of Council <sup>4</sup>		PLAR Assessor
	Operational Committee (Exam Development Steering Committee		Casual Staff

#### II. OUTSIDE INTERESTS

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- interests in business enterprises or professional practices;
- share ownership;
- beneficial interests in trusts;
- existing professional or personal associations;
- · professional associations or relationships with other organizations; and
- personal associations with other groups or organizations, or family relationships.

A member of the public appointed by Order-in-Council.

<sup>&</sup>lt;sup>2</sup> A member of the public appointed by the Council or CEO of the College to College Committees.

<sup>&</sup>lt;sup>3</sup> Discipline Committee; Fitness to Practice Committee; Inquiries, Complaints and Reports Committee; Patient Relations Committee; Quality Assurance Committee; Registration Committee.

<sup>&</sup>lt;sup>4</sup> Audit Committee, Examination Appeals Committee, Inspection Committee, Nominations and Elections Committee, Scheduled Substances Review Committee

2021-05-17 13:12

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The College of Naturopaths of Ontario

A direct or indirect conflict with my person who is under contract with the	duty as a member of the Council, its Committees or as an employee or a College may arise because I hold the following offices (appointed or elected):
	(My Orace)
	<b>9</b> 7790000
1 11	
The nature and extent of the conflicting	ng office duty is:
<ol><li>A direct or indirect conflict with my person who is under contract with the or possess, directly or indirectly, the form</li></ol>	duty as a member of the Council, its Committees or as an employee or a College may arise because I, or any trustee or any person on my behalf, own ollowing interests:
	Cognitive Section
	Marka turnara
The nature and extent of the conflicting	ng interest is:
employee or a person who is under or (either for services performed by me, following sources:	ontract with the College could arise because I receive financial remuneration as an owner or part owner, trustee, or employee or otherwise) from the
	County is the
	QA BULL I
The nature and extent of the conflicting	ng interest is:
Other than disclosed above, do you compromise, your ability to exercise judgest interests of the College?	u have any relationships or interests that could compromise, or be perceived to udgment or decision-making independently and objectively with a view to the
☐ Yes	₩ No
	Supplied to the
	O ( Julius action
The nature and extent of the conflicting	ng interest is:
•	
Dr. Coorgo Turdilla la No.	MAY 1 7 2021
R€ignaty/e#1656	Date