



The College of Naturopaths of Ontario

**Conflict of Interest  
Summary of Council Members Declarations 2020-2021**

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, 2020 to March 31, 2021.

**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.



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### Interests from which they receive Financial Compensation

Council Member	Interest	Explanation
Dr. Kim Bretz, ND	RMA/Life Labs, – Consultant & Speaker; CCNM – Student Recruitment	Paid on a per engagement basis.
Dr. Shelley Burns, ND	Robert Schad Naturopathic Clinic (at CCNM) – PT Faculty	Provides supervision to students of CCNM at the clinic.

### Existing Relationships

Council Member	Interest	Explanation
	None	

### Council Members

The following is a list of Council members for the 2020-21 year and the date they 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 <sup>2</sup>	Any Declarations Made
Asifa Baig	June 18, 2020	Sept 29, 2020	None
Dr. Kim Bretz, ND	April 28, 2020	Sept 21, 2020	Yes
Dr. Shelley Burns, ND	April 28, 2020	Sept 3, 2020	Yes
Dean Catherwood	April 28, 2020	July 20, 2020	None
Dianne Delany	April 28, 2020	Sept 2, 2020	None
Lisa Fenton	April 28, 2020	Sept 23, 2020	None
Dr. Tara Gignac, ND	April 28, 2020	Sept 25, 2020	None
Sarah Griffiths-Savolaine	Aug 13, 2020	August 25, 2020	None
Dr. Brenda Lessard-Rhead, ND (Inactive)	April 28, 2020	Sept 2, 2020	Yes
Dr. Danielle O'Connor, ND	April 28, 2020	Sept 2, 2020	None
Sarah Griffiths-Savolaine	August 13, 2020	August 17, 2020	None

<sup>1</sup> Each year, the Council begins anew in April 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 at a later time.

<sup>2</sup> Please note that in this current year, the College was delayed due to COVID-19 from asking Council members to submit their annual form. The request was sent on September 2, 2020 excluding new appointees who had completed them earlier.

Dr. Jacob Scheer, ND	April 28, 2020	Sept 21, 2020	None
Dr. Jordan Sokoloski, ND	April 28, 2020	Sept 21, 2020	None
Barry Sullivan	April 28, 2020	Sept 22, 2020	None
Dr. George Tardik, ND	April 28, 2020	Sept 24, 2020	None

A copy of each Council members' Annual Declaration Form is available on the [College's website](#).

## CONFLICT OF INTEREST DECLARATION ANNUAL QUESTIONNAIRE FOR COUNCIL, COMMITTEES AND VOLUNTEERS 2020-2021

Name	Asifa Baig	Registration No.	
		Public Appointee <sup>1</sup>	<input checked="" type="checkbox"/>
		Public Representative <sup>2</sup>	<input type="checkbox"/>

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):

Council Member	No	Examiner	No
Council Chair	No	Expert	No
Council Vice Chair	No	Inspector	No
Officer-at-Large	No	Investigator	No
Statutory Committee <sup>3</sup>	No	Peer and Practise Assessor	No
Standing Committee of Council <sup>4</sup>	No	PLAR Assessor	No
Operational Committee (Exam Development Steering Committee)	No	Casual Staff	No

### 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.

Any obligation, commitment, relationship or interest that could conflict or may be perceived to affect your judgment or the discharge of your duties to the College must be declared

**N/A**

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

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

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

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

<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 as a member of the Council, its Committees or as an employee or a person who is under contract with the College may arise because I hold the following offices (appointed or elected):	
Office/Title	N/A Organization
Office/Title	Organization
Office/Title	Organization
The nature and extent of the conflicting office duty is:	
2. A direct or indirect conflict 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 may arise because I, or any trustee or any person on my behalf, own or possess, directly or indirectly, the following interests:	
Interest	N/A Organization
Interest	Organization
The nature and extent of the conflicting 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	N/A Organization
Office/Title	Organization
The nature and extent of the conflicting 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 <input type="checkbox"/>	No <input checked="" type="checkbox"/>
Relationship/Interest	Organization
Relationship/Interest	Organization
The nature and extent of the conflicting interest is:	

*Asifa Baig*

Signature

September 29, 2020

Date

Please return this form to the CEO of the College of Naturopaths of Ontario by mail to 150 John Street, 10<sup>th</sup> Floor, Toronto, ON, M5V 3E3, by facsimile to 416-583-6011 or by scan/email to [ceo@collegeofnaturopaths.on.ca](mailto:ceo@collegeofnaturopaths.on.ca).

## Certificate Of Completion

Envelope Id: 2EE482DBCA9C46D9AB1B3B910B61FEA8

Status: Completed

Subject: iFirm: e-Signature - Asifa Baig

Source Envelope:

Document Pages: 2

Signatures: 1

Envelope Originator:

Certificate Pages: 1

Initials: 0

asifa@gennextaccountants.com

AutoNav: Enabled

asifa@gennextaccountants.com

Envelopeld Stamping: Enabled

IP Address: 40.82.191.228

Time Zone: (UTC-08:00) Pacific Time (US & Canada)

## Record Tracking

Status: Original

Holder: asifa@gennextaccountants.com

Location: DocuSign

9/29/2020 9:27:14 PM

asifa@gennextaccountants.com

## Signer Events

## Signature

## Timestamp

Asifa Baig

asifabaig@yahoo.com

Security Level:

.Email

ID: eba348f9-a867-485d-9a2c-514b1c993ce8

9/30/2020 5:24:59 AM

*Asifa Baig*

Signature Adoption: Pre-selected Style

Using IP Address: 104.204.124.51

Signed using mobile

Sent: 9/29/2020 9:27:38 PM

Viewed: 9/30/2020 5:25:04 AM

Signed: 9/30/2020 5:25:24 AM

## Electronic Record and Signature Disclosure:

Not Offered via DocuSign

## In Person Signer Events

## Signature

## Timestamp

## Editor Delivery Events

## Status

## Timestamp

## Agent Delivery Events

## Status

## Timestamp

## Intermediary Delivery Events

## Status

## Timestamp

## Certified Delivery Events

## Status

## Timestamp

## Carbon Copy Events

## Status

## Timestamp

## Witness Events

## Signature

## Timestamp

## Notary Events

## Signature

## Timestamp

## Envelope Summary Events

## Status

## Timestamps

Envelope Sent

Hashed/Encrypted

9/29/2020 9:27:38 PM

Certified Delivered

Security Checked

9/30/2020 5:25:04 AM

Signing Complete

Security Checked

9/30/2020 5:25:24 AM

Completed

Security Checked

9/30/2020 5:25:24 AM

## Payment Events

## Status

## Timestamps

**CONFLICT OF INTEREST DECLARATION  
ANNUAL QUESTIONNAIRE FOR COUNCIL, COMMITTEES AND VOLUNTEERS  
2020-2021**

Name		Registration No.	
		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):

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

**Operational Committee (Exam Development Steering Committee)**

**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.

Any obligation, commitment, relationship or interest that could conflict or may be perceived to affect your judgment or the discharge of your duties to the College must be declared

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

<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>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 as a member of the Council, its Committees or as an employee or a person who is under contract with the 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 office duty is:	
2. A direct or indirect conflict 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 may arise because I, or any trustee or any person on my behalf, own or possess, directly or indirectly, the following interests:	
Interest	Organization
Interest	Organization
The nature and extent of the conflicting 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 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	No
Relationship/Interest	Organization
Relationship/Interest	Organization
The nature and extent of the conflicting interest is:	

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 Signature

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 Date

Please return this form to the CEO of the College of Naturopaths of Ontario by mail to 150 John Street, 10<sup>th</sup> Floor, Toronto, ON, M5V 3E3, by facsimile to 416-583-6011 or by scan/email to [ceo@collegeofnaturopaths.on.ca](mailto:ceo@collegeofnaturopaths.on.ca).

**CONFLICT OF INTEREST DECLARATION  
ANNUAL QUESTIONNAIRE FOR COUNCIL, COMMITTEES AND VOLUNTEERS  
2020-2021**

Name		Registration No.	
		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):

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

**Operational Committee (Exam Development Steering Committee)**

**II. OUTSIDE INTERESTS**

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- share ownership;
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<sup>4</sup> Audit Committee, Examination Appeals Committee, Inspection Committee, Nominations and Elections Committee, Scheduled Substances Review Committee

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Office/Title	Organization
Office/Title	Organization
Office/Title	Organization
The nature and extent of the conflicting office duty is:	
2. A direct or indirect conflict 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 may arise because I, or any trustee or any person on my behalf, own or possess, directly or indirectly, the following interests:	
Interest	Organization
Interest	Organization
The nature and extent of the conflicting 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 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	No
Relationship/Interest	Organization
Relationship/Interest	Organization
The nature and extent of the conflicting interest is:	

Dr. S. Burns, ND  
Signature

Thursday, September 3rd, 2020  
Date

Please return this form to the CEO of the College of Naturopaths of Ontario by mail to 150 John Street, 10<sup>th</sup> Floor, Toronto, ON, M5V 3E3, by facsimile to 416-583-6011 or by scan/email to [ceo@collegeofnaturopaths.on.ca](mailto:ceo@collegeofnaturopaths.on.ca).

**CONFLICT OF INTEREST DECLARATION  
ANNUAL QUESTIONNAIRE FOR COUNCIL, COMMITTEES AND VOLUNTEERS  
2020-2021**

Name <b>DEAN</b>	<b>CATHERWOOD</b>	Registration No.	
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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):

- |  |   |
|--|---|
| <input checked="" type="checkbox"/> Council Member<br><input type="checkbox"/> President<br><input type="checkbox"/> Vice President<br><input type="checkbox"/> Member of Executive Committee<br><input type="checkbox"/> Statutory Committee <sup>i</sup><br><input type="checkbox"/> Standing Committee of Council <sup>ii</sup><br><input type="checkbox"/> Operational Committee (Exam Development Steering Committee) | <input type="checkbox"/> Examiner<br><input type="checkbox"/> Expert<br><input type="checkbox"/> Inspector<br><input type="checkbox"/> Investigator<br><input type="checkbox"/> Peer and Practise Assessor<br><input type="checkbox"/> PLAR Assessor<br><input type="checkbox"/> 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;
- 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.

Any obligation, commitment, relationship or interest that could conflict or may be perceived to affect your judgment or the discharge of your duties to the College must be declared.

1. A direct or indirect conflict 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 may arise because I hold the following offices (appointed or elected):	
<b>NONE</b>	
The nature and extent of the conflicting office duty is:	

2. A direct or indirect conflict 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 may arise because I, or any trustee or any person on my behalf, own or possess, directly or indirectly, the following interests:	
NONE	
The nature and extent of the conflicting 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:	
NONE	
The nature and extent of the conflicting 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?	
<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
The nature and extent of the conflicting interest is:	

  
Signature

July 20, 2020  
Date

Please return this form to the Registrar of the College of Naturopaths of Ontario by mail to 150 John Street, 10<sup>th</sup> Floor, Toronto, ON, M5V 3E3 or by facsimile to 416-583-6011.

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

<sup>ii</sup> Audit Committee, Examination Appeals Committee, Inspection Committee, Nominations and Elections Committee, Scheduled Substances Review Committee.

**CONFLICT OF INTEREST DECLARATION  
ANNUAL QUESTIONNAIRE FOR COUNCIL, COMMITTEES AND VOLUNTEERS  
2020-2021**

Name	Dianne Delany	Registration No.	
		Public Appointee <sup>1</sup>	<input checked="checked" type="checkbox"/>
		Public Representative <sup>2</sup>	<input type="checkbox"/>

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):

Council Member	Yes	Examiner	No
Council Chair	No	Expert	No
Council Vice Chair	No	Inspector	No
Officer-at-Large	No	Investigator	No
Statutory Committee <sup>3</sup>	Yes	Peer and Practise Assessor	No
Standing Committee of Council <sup>4</sup>	Yes	PLAR Assessor	No
Operational Committee (Exam Development Steering Committee)	No	Casual Staff	No

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:

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- existing professional or personal associations;
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Any obligation, commitment, relationship or interest that could conflict or may be perceived to affect your judgment or the discharge of your duties to the College must be declared

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Office/Title	Organization
Office/Title	Organization
Office/Title	Organization
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Interest	Organization
Interest	Organization
The nature and extent of the conflicting interest is:	
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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 <input type="checkbox"/>	No <input checked="" type="checkbox"/>
Relationship/Interest	Organization
Relationship/Interest	Organization
The nature and extent of the conflicting interest is:	

  
 Signature

September 2, 2020

Date

Please return this form to the CEO of the College of Naturopaths of Ontario by mail to 150 John Street, 10<sup>th</sup> Floor, Toronto, ON, M5V 3E3, by facsimile to 416-583-6011 or by scan/email to [ceo@collegeofnaturopaths.on.ca](mailto:ceo@collegeofnaturopaths.on.ca).

**CONFLICT OF INTEREST DECLARATION  
ANNUAL QUESTIONNAIRE FOR COUNCIL, COMMITTEES AND VOLUNTEERS  
2020-2021**

Name	Lisa Fenton	Registration No.	
		Public Appointee <sup>1</sup>	<input checked="" type="checkbox"/>
		Public Representative <sup>2</sup>	<input type="checkbox"/>

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):

Council Member	Yes	Examiner	No
Council Chair	No	Expert	No
Council Vice Chair	No	Inspector	No
Officer-at-Large	No	Investigator	No
Statutory Committee <sup>3</sup>	Yes	Peer and Practice Assessor	No
Standing Committee of Council <sup>4</sup>	Yes	PLAR Assessor	No
Operational Committee (Exam Development Steering Committee)	No	Casual Staff	No

Operational Committee (Exam Development Steering Committee)

**II. OUTSIDE INTERESTS**

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- share ownership;
- beneficial interests in trusts;
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- personal associations with other groups or organizations, or family relationships.

Any obligation, commitment, relationship or interest that could conflict or may be perceived to affect your judgment or the discharge of your duties to the College must be declared

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

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

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

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<sup>5</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 as a member of the Council, its Committees or as an employee or a person who is under contract with the 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 office duty is:

2. A direct or indirect conflict 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 may arise because I, or any trustee or any person on my behalf, own or possess, directly or indirectly, the following interests:

Interest

Organization

Interest

Organization

The nature and extent of the conflicting 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 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

☐

No

☒

Relationship/Interest

Organization

Relationship/Interest

Organization

The nature and extent of the conflicting interest is:

L. Fenton  
Signature

Sept. 23 2020  
Date

Please return this form to the CEO of the College of Naturopaths of Ontario by mail to 150 John Street, 10<sup>th</sup> Floor, Toronto, ON, M5V 3E3, by facsimile to 416-583-6011 or by scan/email to [ceo@collegeofnaturopaths.on.ca](mailto:ceo@collegeofnaturopaths.on.ca).

**CONFLICT OF INTEREST DECLARATION  
ANNUAL QUESTIONNAIRE FOR COUNCIL, COMMITTEES AND VOLUNTEERS  
2020-2021**

Name	Tara Gignac	Registration No.	1033
		Public Appointee <sup>1</sup>	<input type="checkbox"/>
		Public Representative <sup>2</sup>	<input type="checkbox"/>

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):

Council Member	Yes	Examiner	No
Council Chair	No	Expert	No
Council Vice Chair	No	Inspector	No
Officer-at-Large	Yes	Investigator	No
Statutory Committee <sup>3</sup>	Yes	Peer and Practise Assessor	No
Standing Committee of Council <sup>4</sup>	Yes	PLAR Assessor	No
Operational Committee (Exam Development Steering Committee)	No	Casual Staff	No

**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.

Any obligation, commitment, relationship or interest that could conflict or may be perceived to affect your judgment or the discharge of your duties to the College must be declared

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

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

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

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

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

## The College of Naturopaths of Ontario

1. A direct or indirect conflict 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 may arise because I hold the following offices (appointed or elected):	
The nature and extent of the conflicting office duty is:	
2. A direct or indirect conflict 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 may arise because I, or any trustee or any person on my behalf, own or possess, directly or indirectly, the following interests:	
The nature and extent of the conflicting 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:	
The nature and extent of the conflicting 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 <input type="checkbox"/>	No <input checked="" type="checkbox"/>
The nature and extent of the conflicting interest is:	

Signature \_\_\_\_\_

Date \_\_\_\_\_

Please return this form to the CEO of the College of Naturopaths of Ontario by mail to 150 John Street, 10<sup>th</sup> Floor, Toronto, ON, M5V 3E3, by facsimile to 416-583-6011 or by scan/email to [ceo@collegeofnaturopaths.on.ca](mailto:ceo@collegeofnaturopaths.on.ca).

**CONFLICT OF INTEREST DECLARATION  
ANNUAL QUESTIONNAIRE FOR COUNCIL, COMMITTEES AND VOLUNTEERS  
2020-2021**

Name	Brenda Lessard-Rhead	Registration No.	0918
		Public Appointee <sup>1</sup>	<input type="checkbox"/>
		Public Representative <sup>2</sup>	<input type="checkbox"/>

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):

Council Member	Yes ▼	Examiner	No ▼
Council Chair	No ▼	Expert	No ▼
Council Vice Chair	▼	Inspector	No ▼
Officer-at-Large	Yes ▼	Investigator	No ▼
Statutory Committee <sup>3</sup>	Yes ▼	Peer and Practise Assessor	No ▼
Standing Committee of Council <sup>4</sup>	Yes ▼	PLAR Assessor	No ▼
Operational Committee (Exam Development Steering Committee)	No ▼	Casual Staff	No ▼

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.

Any obligation, commitment, relationship or interest that could conflict or may be perceived to affect your judgment or the discharge of your duties to the College must be declared

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

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

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

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

<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 as a member of the Council, its Committees or as an employee or a person who is under contract with the College may arise because I hold the following offices (appointed or elected):


The nature and extent of the conflicting office duty is:

2. A direct or indirect conflict 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 may arise because I, or any trustee or any person on my behalf, own or possess, directly or indirectly, the following interests:

Partner	BRB CE Group

The nature and extent of the conflicting interest is:

I am a partner of the business BRB CE Group, which provides continuing education courses for Naturopathic Doctors, through live conferences as well as online recorded webinars and audio recordings.

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:


The nature and extent of the conflicting 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 ☐

No ☒


The nature and extent of the conflicting interest is:

Signature

Date

Please return this form to the CEO of the College of Naturopaths of Ontario by mail to 150 John Street, 10<sup>th</sup> Floor, Toronto, ON, M5V 3E3, by facsimile to 416-583-6011 or by scan/email to [ceo@collegeofnaturopaths.on.ca](mailto:ceo@collegeofnaturopaths.on.ca).

2020-09-02 11:27

Natural Care Clinic 9056315614 &gt;&gt; +14165836011

P 1/2

**CONFLICT OF INTEREST DECLARATION  
ANNUAL QUESTIONNAIRE FOR COUNCIL, COMMITTEES AND VOLUNTEERS  
2020-2021**

Name	Danielle O'Connor	Registration No.	1181
		Public Appointee <sup>1</sup>	<input type="checkbox"/>
		Public Representative <sup>2</sup>	<input type="checkbox"/>

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):

Council Member	<del>No</del> Yes	Examiner	No
Council Chair	<del>No</del> No	Expert	No
Council Vice Chair	No	Inspector	No
Officer-at-Large	No	Investigator	No
Statutory Committee <sup>3</sup>	<del>No</del> Yes	Peer and Practise Assessor	No
Standing Committee of Council <sup>4</sup>	No	PLAR Assessor	No
Operational Committee (Exam Development Steering Committee)	No	Casual Staff	No

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.

Any obligation, commitment, relationship or interest that could conflict or may be perceived to affect your judgment or the discharge of your duties to the College must be declared

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

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

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

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

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

2020-09-02 11:28

Natural Care Clinic 9056315614 &gt;&gt; +14165836011

P 2/2

The College of Naturopaths of Ontario

1. A direct or indirect conflict 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 may arise because I hold the following offices (appointed or elected):	
N/A	
The nature and extent of the conflicting office duty is:	
2. A direct or indirect conflict 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 may arise because I, or any trustee or any person on my behalf, own or possess, directly or indirectly, the following interests:	
N/A	
The nature and extent of the conflicting 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:	
N/A	
The nature and extent of the conflicting 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 <input type="checkbox"/>	No <input checked="" type="checkbox"/>
The nature and extent of the conflicting interest is:	



Signature

Sept 2/20

Date

Please return this form to the CEO of the College of Naturopaths of Ontario by mail to 150 John Street, 10<sup>th</sup> Floor, Toronto, ON, M5V 3E3, by facsimile to 416-583-6011 or by scan/email to [ceo@collegeofnaturopaths.on.ca](mailto:ceo@collegeofnaturopaths.on.ca).

Updated-September 2, 2020

2

**CONFLICT OF INTEREST DECLARATION  
ANNUAL QUESTIONNAIRE FOR COUNCIL, COMMITTEES AND VOLUNTEERS  
2020-2021**

Name	SARAH GRIFFITHS SAVOLAINE	Registration No.	
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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):

- |  |   |
|--|---|
| <input checked="" type="checkbox"/> Council Member<br><input type="checkbox"/> President<br><input type="checkbox"/> Vice President<br><input type="checkbox"/> Member of Executive Committee<br><input type="checkbox"/> Statutory Committee <sup>i</sup><br><input type="checkbox"/> Standing Committee of Council <sup>ii</sup><br><input type="checkbox"/> Operational Committee (Exam Development Steering Committee) | <input type="checkbox"/> Examiner<br><input type="checkbox"/> Expert<br><input type="checkbox"/> Inspector<br><input type="checkbox"/> Investigator<br><input type="checkbox"/> Peer and Practise Assessor<br><input type="checkbox"/> PLAR Assessor<br><input type="checkbox"/> 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.

Any obligation, commitment, relationship or interest that could conflict or may be perceived to affect your judgment or the discharge of your duties to the College must be declared.

1. A direct or indirect conflict 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 may arise because I hold the following offices (appointed or elected):

The nature and extent of the conflicting office duty is:	

2. A direct or indirect conflict 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 may arise because I, or any trustee or any person on my behalf, own or possess, directly or indirectly, the following interests:


The nature and extent of the conflicting 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:


The nature and extent of the conflicting 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

☒ No


The nature and extent of the conflicting interest is:


S. Savolaine  
Signature

Aug. 17 / 2020  
Date

Please return this form to the Registrar of the College of Naturopaths of Ontario by mail to 150 John Street, 10<sup>th</sup> Floor, Toronto, ON, M5V 3E3 or by facsimile to 416-583-6011.

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

<sup>ii</sup> Audit Committee, Examination Appeals Committee, Inspection Committee, Nominations and Elections Committee, Scheduled Substances Review Committee.

**CONFLICT OF INTEREST DECLARATION  
ANNUAL QUESTIONNAIRE FOR COUNCIL, COMMITTEES AND VOLUNTEERS  
2020-2021**

Name	Jacob Scheer	Registration No.	0627
		Public Appointee <sup>1</sup>	<input type="checkbox"/>
		Public Representative <sup>2</sup>	<input type="checkbox"/>

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):

Council Member	Yes <input checked="" type="checkbox"/>	Examiner	No
Council Chair	No	Expert	No
Council Vice Chair	No	Inspector	No
Officer-at-Large	No	Investigator	No
Statutory Committee <sup>3</sup>	Yes <input checked="" type="checkbox"/>	Peer and Practise Assessor	No
Standing Committee of Council <sup>4</sup>	No	PLAR Assessor	No
Operational Committee (Exam Development Steering Committee)	No	Casual Staff	No

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.

Any obligation, commitment, relationship or interest that could conflict or may be perceived to affect your judgment or the discharge of your duties to the College must be declared

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

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

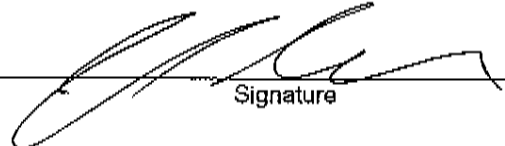
<sup>3</sup> Discipline Committee; Fitness to Practice Committee; Inquiries, Complaints and Reports Committee; Patient Relations Committee; Quality Assurance Committee; Registration Committee.

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

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

The College of Naturopaths of Ontario

1. A direct or indirect conflict 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 may arise because I hold the following offices (appointed or elected):	
Registration Committee	Chairman
Office of the Registrar	Registrar
College Council	Member
The nature and extent of the conflicting office duty is:	
unknown	
2. A direct or indirect conflict 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 may arise because I, or any trustee or any person on my behalf, own or possess, directly or indirectly, the following interests:	
Real Estate	Investment
Business	Partnership
The nature and extent of the conflicting 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:	
Employment	Employment
Partnership	Partnership
The nature and extent of the conflicting 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 <input type="checkbox"/>	No <input checked="" type="checkbox"/>
Relationship	Relationship
Relationship	Relationship
The nature and extent of the conflicting interest is:	



Signature

September 21, 2020

Date

Please return this form to the CEO of the College of Naturopaths of Ontario by mail to 150 John Street, 10<sup>th</sup> Floor, Toronto, ON, M5V 3E3, by facsimile to 416-583-6011 or by scan/email to [ceo@collegeofnaturopaths.on.ca](mailto:ceo@collegeofnaturopaths.on.ca).

**CONFLICT OF INTEREST DECLARATION  
ANNUAL QUESTIONNAIRE FOR COUNCIL, COMMITTEES AND VOLUNTEERS  
2020-2021**

Name		Registration No.	
		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):

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

**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.

Any obligation, commitment, relationship or interest that could conflict or may be perceived to affect your judgment or the discharge of your duties to the College must be declared

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

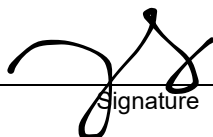
<sup>2</sup> A member of the public appointed by the Council or CEO of the College to College Committees.

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

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

<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 as a member of the Council, its Committees or as an employee or a person who is under contract with the 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 office duty is:	
2. A direct or indirect conflict 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 may arise because I, or any trustee or any person on my behalf, own or possess, directly or indirectly, the following interests:	
Interest	Organization
Interest	Organization
The nature and extent of the conflicting 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 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	No
Relationship/Interest	Organization
Relationship/Interest	Organization
The nature and extent of the conflicting interest is:	



Signature

Date

Please return this form to the CEO of the College of Naturopaths of Ontario by mail to 150 John Street, 10<sup>th</sup> Floor, Toronto, ON, M5V 3E3, by facsimile to 416-583-6011 or by scan/email to [ceo@collegeofnaturopaths.on.ca](mailto:ceo@collegeofnaturopaths.on.ca).

**CONFLICT OF INTEREST DECLARATION  
ANNUAL QUESTIONNAIRE FOR COUNCIL, COMMITTEES AND VOLUNTEERS  
2020-2021**

Name		Registration No.	
		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):

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

**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.

Any obligation, commitment, relationship or interest that could conflict or may be perceived to affect your judgment or the discharge of your duties to the College must be declared

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

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

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

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

<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 as a member of the Council, its Committees or as an employee or a person who is under contract with the 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 office duty is:	
2. A direct or indirect conflict 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 may arise because I, or any trustee or any person on my behalf, own or possess, directly or indirectly, the following interests:	
Interest	Organization
Interest	Organization
The nature and extent of the conflicting 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 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	No
Relationship/Interest	Organization
Relationship/Interest	Organization
The nature and extent of the conflicting interest is:	

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 Signature

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 Date

Please return this form to the CEO of the College of Naturopaths of Ontario by mail to 150 John Street, 10<sup>th</sup> Floor, Toronto, ON, M5V 3E3, by facsimile to 416-583-6011 or by scan/email to [ceo@collegeofnaturopaths.on.ca](mailto:ceo@collegeofnaturopaths.on.ca).

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**LIVING WELL**  
INTEGRATIVE HEALTH CENTRE

Dr. George Tardik, B.Sc., ND  
Naturopathic Doctor

FAX

TO:	College of Naturopaths ATTN: Monika Zingaro	FROM:	Dr. George Tardik, ND
FAX:	416-583-6011	FAX:	905-372-1051
PHONE:		PHONE:	905-372-1616
DATE:	Sept. 24 / 2020	NO.PAGES:	3 pg
SUBJECT:	<b>Conflict of Interest Declaration</b>		

Please see attached the signed conflict of declaration.

Kind regards,

Melissa for Dr. Tardik

The documents accompanying this transmission contain confidential protected health information that is legally privileged. This information is intended only for the use of the individual or entity named above. The authorized recipient of this information is prohibited from disclosing this information to any other party unless required to do so by law or regulation and is required to destroy the information after its stated need has been fulfilled.

If you are not the intended recipient, you are hereby notified that any disclosure, copying, distribution, or action taken in reliance on the contents of these documents is strictly prohibited. If you have received this information in error, please notify the sender immediately and arrange for the return or destruction of these documents.

271 Spring Street, Cobourg, Ontario K9A 3K3  
Telephone: (905)372-1616 \* Facsimile: (905)372-1051  
springstwellness@gmail.com

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**CONFLICT OF INTEREST DECLARATION  
ANNUAL QUESTIONNAIRE FOR COUNCIL, COMMITTEES AND VOLUNTEERS  
2020-2021**

Name	<i>GEORGE TARDIK</i>	Registration No.	<i>1656</i>
		Public Appointee <sup>1</sup>	<input type="checkbox"/>
		Public Representative <sup>2</sup>	<input type="checkbox"/>

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):

Council Member	✓ No <i>(es)</i>	Examiner	No
Council Chair	No	Expert	No
Council Vice Chair	No	Inspector	No
Officer-at-Large	No	Investigator	No
Statutory Committee <sup>3</sup>	No <i>(es)</i>	Peer and Practise Assessor	No
Standing Committee of Council <sup>4</sup>	No	PLAR Assessor	No
Operational Committee (Exam Development Steering Committee)	No	Casual Staff	No

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.

Any obligation, commitment, relationship or interest that could conflict or may be perceived to affect your judgment or the discharge of your duties to the College must be declared

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

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

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

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

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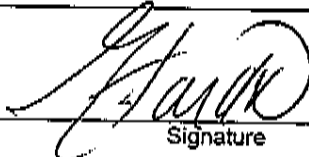
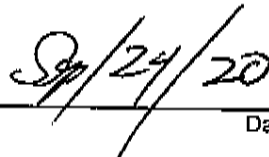
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The College of Naturopaths of Ontario

1. A direct or indirect conflict 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 may arise because I hold the following offices (appointed or elected):	
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Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>
Relationship/Interest	Organization
Relationship/Interest	Organization
The nature and extent of the conflicting interest is:	

Signature Date

Please return this form to the CEO of the College of Naturopaths of Ontario by mail to 150 John Street, 10<sup>th</sup> Floor, Toronto, ON, M5V 3E3, by facsimile to 416-583-6011 or by scan/email to [ceo@collegeofnaturopaths.on.ca](mailto:ceo@collegeofnaturopaths.on.ca).

Updated-September 2, 2020

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