

### 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,<br>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     | RMA/Life Labs, – Consultant<br>& Speaker;<br>CCNM – Student<br>Recruitment | Paid on a per engagement basis. |
| Dr. Shelley Burns, ND | Robert Schad Naturopathic  | Provides supervision to         |
| ,,                    | Clinic (at CCNM) – PT  | students of CCNM at the         |
|                       | Faculty  | 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 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<br>Office | Date<br>Declaration<br>Received <sup>2</sup> | Any<br>Declarations<br>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>&</sup>lt;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>&</sup>lt;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 <u>College's</u> <u>website</u>.

|      |            | Registration No.                   |  |
|------|------------|------------------------------------|--|
| Name | Asifa Baig | 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):

Examiner No No Council Member No No Council Chair Expert Council Vice Chair No Inspector No Officer-at-Large No Investigator No.

Peer and Practise Assessor No Statutory Committee<sup>3</sup> No.

Standing Committee of Council<sup>4</sup> No PLAR Assessor No. Operational Committee (Exam Development No. Casual Staff No

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.

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>&</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

|   |                                      | er of the Council, its Committees or as an employee or a ise 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                              | ng office duty is:                   |  |
|   |                                      |  |
|   | College may ar                       | er of the Council, its Committees or as an employee or a ise because I, or any trustee or any person on my behalf, own s:  |
| Interest  | N/A                                  | Organization   |
| Interest  |                                      | Organization   |
| The nature and extent of the conflicting                              | ng interest is:                      |  |
|   |                                      |  |
| employee or a person who is under o                                   | ontract with the                     | as a member of the Council, its Committees or as an College could arise because I receive financial remuneration part owner, trustee, or employee or otherwise) from the |
| Office/Title  | N/A                                  | Organization   |
| Office/Title  |                                      | Organization   |
| The nature and extent of the conflicting                              | ng interest is:                      |  |
|   |                                      |  |
| compromise, your ability to exercise jubest interests of the College? | u have any relati<br>udgment or deci | onships or interests that could compromise, or be perceived to sion-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:                      |  |
|   |                                      |  |
| 0.0   |                                      | 0 1 1 00 0000  |
| Asifa Baig  |                                      | September 29, 2020   |
| Signature   |                                      | Date   |



Status: Completed

#### **Certificate Of Completion**

Envelope Id: 2EE482DBCA9C46D9AB1B3B910B61FEA8

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

Signed using mobile

9/29/2020 9:27:14 PM asifa@gennextaccountants.com

| Signer Events                                      | Signature                              | Timestamp                    |
|--|--|------------------------------|
| Asifa Baig   |  | Sent: 9/29/2020 9:27:38 PM   |
| asifabaig@yahoo.com                                | Asifa Baig                             | Viewed: 9/30/2020 5:25:04 AM |
| Security Level:                                    | v                                      | Signed: 9/30/2020 5:25:24 AM |
| .Email<br>ID: eba348f9-a867-485d-9a2c-514b1c993ce8 | Signature Adoption: Pre-selected Style |                              |
| 9/30/2020 5:24:59 AM                               | Using IP Address: 104.204.124.51       |                              |

#### **Electronic Record and Signature Disclosure:**

Not Offered via DocuSign

| Payment Events               | Status           | Timestamps           |
|------------------------------|------------------|----------------------|
| Completed                    | Security Checked | 9/30/2020 5:25:24 AM |
| Signing Complete             | Security Checked | 9/30/2020 5:25:24 AM |
| Certified Delivered          | Security Checked | 9/30/2020 5:25:04 AM |
| Envelope Sent                | Hashed/Encrypted | 9/29/2020 9:27:38 PM |
| Envelope Summary Events      | Status           | Timestamps           |
| Notary Events                | Signature        | Timestamp            |
| Witness Events               | Signature        | Timestamp            |
| Carbon Copy Events           | Status           | Timestamp            |
| Certified Delivery Events    | Status           | Timestamp            |
| Intermediary Delivery Events | Status           | Timestamp            |
| Agent Delivery Events        | Status           | Timestamp            |
| Editor Delivery Events       | Status           | Timestamp            |
| In Person Signer Events      | Signature        | Timestamp            |

|      | Registration No.                   |  |
|------|------------------------------------|--|
| Name | 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 MemberExaminerCouncil ChairExpertCouncil Vice ChairInspectorOfficer-at-LargeInvestigator

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)

#### **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

| Office/Title   | Organization  |
|--|---|
| Office/Title   | Organization  |
| Office/Title   | Organization  |
| he nature and extent of the confl  | icting office duty is:  |
| . A direct or indirect conflict with i   | my duty as a member of the Council, its Committees or as an employee or a   |
| person who is under contract with<br>pr possess, directly or indirectly, the   | the College may arise because I, or any trustee or any person on my behalf, one following interests:  |
| Interest   | Organization  |
| Interest   | Organization  |
| he nature and extent of the confl  | icting interest is:   |
|  | terest with my duty as a member of the Council, its Committees or as an   |
| either for services performed by no<br>ollowing sources:   | ne, as an owner or part owner, trustee, or employee or otherwise) from the  |
| Office/Title   | Organization  |
| Office/Title The nature and extent of the confli   | Organization icting interest is:  you have any relationships or interests that could compromise, or be perceive   |
| Office/Title The nature and extent of the conflict.  Other than disclosed above, do compromise, your ability to exercise   | Organization icting interest is:  |
| Office/Title The nature and extent of the conflict.  Other than disclosed above, do compromise, your ability to exercise   | Organization icting interest is:  you have any relationships or interests that could compromise, or be perceive   |
| Office/Title The nature and extent of the conflict.  Other than disclosed above, do compromise, your ability to exercise the college?  | Organization  icting interest is:  you have any relationships or interests that could compromise, or be perceive se judgment or decision-making independently and objectively with a view to the could compromise of the perceive set in the could compromise of the could compromise |
| Office/Title The nature and extent of the conflict.  Other than disclosed above, do compromise, your ability to exercise the college?  Yes   | Organization  icting interest is:  you have any relationships or interests that could compromise, or be perceive se judgment or decision-making independently and objectively with a view to the No   |
| Office/Title The nature and extent of the conflict.  Other than disclosed above, do ompromise, your ability to exercisest interests of the College?  Yes  Relationship/Interest  Relationship/Interest | Organization icting interest is:  you have any relationships or interests that could compromise, or be perceive se judgment or decision-making independently and objectively with a view to the No  Organization  Organization  |
| Office/Title The nature and extent of the conflict.  Other than disclosed above, do compromise, your ability to exercise the college?  Yes  Relationship/Interest  Relationship/Interest               | Organization icting interest is:  you have any relationships or interests that could compromise, or be perceive se judgment or decision-making independently and objectively with a view to the No  Organization  Organization  |
| Office/Title The nature and extent of the conflict.  4. Other than disclosed above, do compromise, your ability to exercise the college?  Yes  Relationship/Interest                                   | Organization icting interest is:  you have any relationships or interests that could compromise, or be perceive se judgment or decision-making independently and objectively with a view to the No  Organization  Organization  |
| Office/Title  The nature and extent of the conflict  4. Other than disclosed above, do compromise, your ability to exercise the college?  Yes  Relationship/Interest  Relationship/Interest            | Organization icting interest is:  you have any relationships or interests that could compromise, or be perceive se judgment or decision-making independently and objectively with a view to the No  Organization  Organization  |

|      | Registration No.                   |  |
|------|------------------------------------|--|
| Name | 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 MemberExaminerCouncil ChairExpertCouncil Vice ChairInspectorOfficer-at-LargeInvestigator

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)

#### **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

|  | 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:   |
| employee or a person who is under c      | 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 |
| 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:   |

Dr. S. Burns, ND
Signature

Thursday, September 3rd, 2020
Date

| Name<br>DEAN   | CATHERWOOD   | Re  | egistration No.   |  |  |
|--|--|---|---|--|--|
| 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):  Council Member President Vice President Nember of Executive Committee Inspector Naturopaths of Ontario (check all that apply):  Examiner Expert Inspector Investigator Peer and Practise Assessor Standing Committee of Councilii PLAR Assessor Operational Committee (Exam Development Steering Committee) Casual Staff  |  |   |   |  |  |
| be perceived to conflict vas a member of the Courconflict of interest could a directorships or interests in busing share ownership beneficial interest existing profess professional association of the course of th | es where you have a personal or prof<br>with the interests of the College of Na<br>ncil, its Committees or as an employe<br>arise in relation to personal matters ir<br>other employment;<br>ness enterprises or professional prac<br>p; | turopee or<br>neluc<br>etices<br>orga<br>ions | paths of Ontario, include a person who is under<br>ling:<br>s;<br>nizations; and<br>nor family relationship | uding a conflict with your duties<br>er contract with the College. A |  |
|  | 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):        |   |   |  |  |
| NONE   |  |   |   |  |  |
|  |  |   | - Tall  |  |  |
|  |  |   |   |  |  |
| The nature and extent of   | 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 confliction   | 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 contract with the College could arise because I receive financial remuneration as an owner or part owner, trustee, or employee or otherwise) from the |  |  |  |
| NONE   |  |  |  |  |
|  |  |  |  |  |
| The nature and extent of the conflicting   | ng interest is:  |  |  |  |
|  |  |  |  |  |
|  |  |  |  |  |
| 4. Other than disclosed above, do you compromise, your ability to exercise jubest 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   |  |  |  |
|  | 15 1   |  |  |  |
|  | En Jay   |  |  |  |
| The nature and extent of the conflicting   | ng interest is:  |  |  |  |
|  |  |  |  |  |
| λ  |  |  |  |  |
| Signature July 20, 2020  |  |  |  |  |

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.

Updated-April 8, 2019

<sup>&</sup>lt;sup>1</sup> Discipline Committee; Fitness to Practice Committee; Inquiries, Complaints and Reports Committee; Patient Relations Committee; Quality Assurance Committee; Registration Committee.

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

|      |               |   | Registration No.                   |              |  |
|------|---------------|---|------------------------------------|--------------|--|
| Name | Dianne Delany | 1 | Public Appointee <sup>1</sup>      | $\checkmark$ |  |
|      |               |   | 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):

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

| 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):                  |  |  |  |
|---|--|--|--|--|
| Office/Title  | Organization /   |  |  |  |
| Office/Title  | Organization   |  |  |  |
| Office/FHie   | Organization   |  |  |  |
| The nature and extent of the conflicting  | g 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  |  |  |  |  |
| The nature and extent of the conflicting  | g 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  Organization     |  |  |  |
| Office/Title  | Organization   |  |  |  |
| The nature and extent of the conflicting  |  |  |  |  |
| The haters and extent of the definition   | g moreot to.   |  |  |  |
| 4. Other than disclosed above, do you compromise, your ability to exercise jubest interests of the College?  Yes  Yes |  |  |  |  |
| Relationship/Interest   | Organization   |  |  |  |
| Relationship/Interest   | Organization   |  |  |  |
| The nature and extent of the conflicting  | g interest is:   |  |  |  |
|   |  |  |  |  |
| September 2, 2020  Signature  Date  |  |  |  |  |

|      |             | Registration No.                   |   |
|------|-------------|------------------------------------|---|
| Name | Lisa Fenton | Public Appointee*                  | 8 |
|      |             | 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

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

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

| DESCRIPTION   | Organitation  |
|---|---|
| Onice-Title   | Organidation  |
| Chertin   | Organization  |
| The nature and extent of the conflicting office   | duty is:  |
| <ol> <li>A direct or indirect conflict with my duty as a<br/>person who is under contract with the College<br/>or possess, directly or indirectly, the following</li> </ol> | a member of the Council, its Committees or as an employee or a<br>may arise because I, or any trustee or any person on my behalf, own<br>interests: |
| Interest  | Organization.   |
| Injerest  | Digarization  |
| he nature and extent of the conflicting interes   | st is:  |
|   | my duty as a member of the Council, its Committees or as an   |
| Okenipy   | Organization  |
| Office(TRM  | Organization  |
| e nature and extent of the conflicting interes  | st is:  |
| Other than disclosed above, do you have as impromise, your ability to exercise judgment interests of the College?  Yes  | ny relationships or interests that could compromise, or be perceived to decision-making independently and objectively with a view to the            |
|   |   |
| Rutationship/interest   |   |
|   |   |
| (Relationship/latement)   | Omanization   |
| (Relationship/latement)   | Organization  |
|   | Omanization   |
| (Relationship/latement)   | Organization  |

stonetree clinic

2020.09.24 10:02 PM

7054461777

Date: 25/09/20 Time: 11:05 Page: 01

7054461777

P 1/2

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

|      | _    | -      | Registration No.                   | 633 |
|------|------|--------|------------------------------------|-----|
| Name | Tara | aignac | 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):

No Yes Council Member Examiner No No Council Chair Expert Council Vice Chair No Inspector No Officer-at-Large Investigator No. Peer and Practise Assessor NO Statutory Committee<sup>3</sup> Yes Standing Committee of Council<sup>4</sup> Yes PLAR Assessor NO Operational Committee (Exam Development No Casual Staff No 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>9</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

2020.09.24 10:02 PM stonetree clinic

7054461777 Date: 25/09/20 Time: 11:05 Page: 02

7054461777

P 2/2

The College of Naturopaths of Ontario

| <ol> <li>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):</li> </ol> |   |  |  |
|---|---|--|--|
|   |   |  |  |
|   |   |  |  |
|   |   |  |  |
| The nature and extent of the conflictin   | g office duty is:   |  |  |
|   |   |  |  |
| <ol><li>A direct or indirect conflict with my of<br/>person who is under contract with the<br/>or possess, directly or indirectly, the for</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 bllowing interests:  |  |  |
|   |   |  |  |
|   |   |  |  |
| The nature and extent of the conflicting  | g interest is:  |  |  |
|   |   |  |  |
| employee or a person who is under co  | 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 |  |  |
|   |   |  |  |
|   |   |  |  |
| The nature and extent of the confliction  | g interest is:  |  |  |
|   |   |  |  |
| Other than disclosed above, do you compromise, your ability to exercise judgest interests of the College?   | I have any relationships or interests that could compromise, or be perceived to<br>udgment or decision-making independently and objectively with a view to the  |  |  |
| Yes   | No X  |  |  |
|   |   |  |  |
|   |   |  |  |
| The nature and extent of the conflictir   | ng interest is:   |  |  |
|   |   |  |  |
|   | Sp+25 2020  |  |  |
| 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 ▼ Examiner Council Member No ▼ Council Chair Expert Inspector No V Council Vice Chair Yes▼ Investigator No V Officer-at-Large 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 V 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

| A direct or indirect conflict with merson who is under contract with to the contract with the con | by duty as a member of the Council, its Committees or as an employee or a he College may arise because I hold the following offices (appointed or elected):   |
|---|---|
| n Some File   | Únga shartan  |
| 121.241 tm  | Çi derezi ele   |
| e Verdije   | anger ett.  |
| The nature and extent of the conflic  | eting office duty is:   |
|   |   |
| A direct or indirect conflict with merson who is under contract with tor possess, directly or indirectly, the   | ny duty as a member of the Council, its Committees or as an employee or a he College may arise because I, or any trustee or any person on my behalf, own e following interests:   |
| Partner   | BRB CE Group  |
| te, se  |   |
| The nature and extent of the conflic  | cting interest is:  |
|   | B CE Group. which provides continuing education courses for Naturopathic  |
|   | as well as online recorded webinars and audio recordings.   |
| 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 |
| William P. No.  | Grigoric Sarrian  |
| Ciffical Ette   | Taryer 1270 (HC.)   |
| 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?   | rou 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 🗸  |
| Paramunistis Ambrest  | Cognitive Con   |
| · College manage in the receipt   | One or visitor  |
| The nature and extent of the conflic  | ting interest is:   |
|   |   |
|   | Sign Here   |
| Signature   | Date  |

2020-09-02 11:27

Natural Care Clinic 9056315614 >> +14165836011

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

|      | :        |          | Registration No. 1181              |  |
|------|----------|----------|------------------------------------|--|
| Name | Danielle | 0'connor | 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:

#### 1. COLLEGE INTERESTS

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

Council Member 1965 Examiner No Council Chair Νo Expert Council Vide Chair NO Inspector No Officer-at-Large No Investigator No Statutory Committee 3 \$ Yes Peer and Practise Assessor NO

Standing Committee of Council No PLAR Assessor No Operational Committee (Exam Development No. Casual Staff No

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

P 2/2

2020-09-02 11:28

Natural Care Clinic 9056315614 >> +14165836011

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: MIA 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: Sep+2/20 Date Signature

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

Updated-September 2, 2020

| Name SARAH 6  | ARIFFITHS SAVOLAID   | Registration No.  |   |
|---|--|---|---|
| In accordance with section 16 of the boot my family members (parent, spouse and/or have taken part in the following   | e, child or sibling), have   |   |   |
| I. COLLEGE INTERESTS  |  |   |   |
| I hold the following position(s) with the   | College of Naturopaths   | s of Ontario (check all that  | apply):   |
| Council Member President Vice President Member of Executive Committee Statutory Committee Standing Committee of Council Operational Committee (Exam Description of Committee)   |  | Examiner Expert Inspector Investigator Peer and Practise As PLAR Assessor Casual Staff      | ssessor   |
| II. OUTSIDE INTERESTS   |  |   |   |
| A conflict of interest arises where you be perceived to conflict with the intere as a member of the Council, its Comm conflict of interest could arise in relation directorships or other employ interests in business enterprises hare ownership;  beneficial interests in trusts; existing professional or personal associations or personal associations with other existing professions with other existing professions.  | ests of the College of Na<br>nittees or as an employed<br>on to personal matters in<br>ment;<br>ses or professional practional<br>onal associations;<br>relationships with other | aturopaths of Ontario, inclusee or a person who is undencluding: ctices; organizations; and | iding a conflict with your duties er contract with the College. A |
| Any obligation, commitment, relations the discharge of your duties to the Co  |  |   | ved to affect your judgment or                                    |
| A direct or indirect conflict with my person who is under contract with the con | duty as a member of the College may arise be   | he Council, its Committees<br>cause I hold the following                                    | s or as an employee or a offices (appointed or elected):          |
|   |  |   |   |
|   |  |   |   |
|   |  |   |   |
| The nature and extent of the conflict   | ing office duty is:  |   |   |

| 2. A direct or indirect conflict with my person who is under contract with the or possess, directly or indirectly, the | y duty as a member of the Council, its Committees or as an employee or a<br>see College may arise because I, or any trustee or any person on my behalf, own<br>following interests:   |
|--|---|
|  |   |
| 1841   |   |
| 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 |
|  | 1075000   |
|  |   |
| The nature and extent of the conflict  | ting interest is:   |
| Other than disclosed above, do y 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  |
|  |   |
|  |   |
| The nature and extent of the conflic   | ting interest is:   |
|  |   |
|  |   |
| S. Sarolaire<br>Signature  | aug. 17/2020<br>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>&</sup>lt;sup>1</sup> Discipline Committee; Fitness to Practice Committee; Inquiries, Complaints and Reports Committee; Patient Relations Committee; Quality Assurance Committee; Registration Committee.

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

4167397768

DR JACOB SCHEER

Date: 21/09/20 Time: 15:29 Page: 01

PAGE

01/02

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

| '    | MARKET ST. 111 17 | Registration No.                   | 0627 |
|------|-------------------|------------------------------------|------|
| Name | Jacob Scheer      | 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):

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

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

Date: 21/09/20 Time: 15:30 Page: 01 4167397768

<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>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

4167397768

7768 Date: 21/09/20 Time: 15:30 Page: 02

DR JACOB SCHEER

PAGE 02/02

The College of Naturopaths of Ontario

| <ol> <li>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):</li> </ol> |  |  |
|---|--|--|
| Registration Committee  | Congression at   |  |
| THE WITTER  | XI ny emissan sa   |  |
| S Singe VIII y  | Company of   |  |
| The nature and extent of the conflic  | cting office duty is:  |  |
| nknown  |  |  |
| <ol> <li>A direct or indirect conflict with no<br/>person who is under contract with for possess, directly or indirectly, the</li> </ol>  | 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: |  |
| Fall States   | Eq. m. d. c  |  |
| Externate 1   | A registrate de a  |  |
| The nature and extent of the conflic  | cting interest is:   |  |
|   |  |  |
| vil Na Hediki a   | P. Peptina have high part  |  |
| Defines Phys  | Ku ag araita sa mari   |  |
| he nature and extent of the conflic   | cting interest is:   |  |
| compromise, your ability to exercise<br>pest interests of the College?  | you have any relationships or interests that could compromise, or be perceived t<br>e judgment or decision-making independently and objectively with a view to the                 |  |
| Yes   | No 🗸   |  |
| erros de digeriar a residi  | a National y Bond  |  |
| e Cardy and d   | strije de disa   |  |
| he nature and extent of the conflic   | cting interest is:   |  |
|   | September 21, 2020   |  |
| Signature   | Date   |  |

|      | Registration No.                   |  |
|------|------------------------------------|--|
| Name | 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 MemberExaminerCouncil ChairExpertCouncil Vice ChairInspectorOfficer-at-LargeInvestigator

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)

#### **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 as a member of the Council, its Committees or as an employee or a<br>ollege 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 o  | office duty is:  |
|   |  |
|   | y as a member of the Council, its Committees or as an employee or a<br>ollege may arise because I, or any trustee or any person on my behalf, owr<br>wing interests: |
| Interest                                    | Organization   |
| Interest                                    | Organization   |
| The nature and extent of the conflicting ir | nterest is:  |
|   |  |
| Office/Title                                | Organization   |
| Office/Title                                | Organization   |
| The nature and extent of the conflicting ir | nterest is:  |
|   | ave any relationships or interests that could compromise, or be perceived ment 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 ir | nterest is:  |
|   |  |
| $\sim$                                      |  |
| Aignature                                   | Date   |

|      | Registration No.                   |  |
|------|------------------------------------|--|
| Name | 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 MemberExaminerCouncil ChairExpertCouncil Vice ChairInspectorOfficer-at-LargeInvestigator

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)

#### **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

| Office/Title   | Organization  |
|--|---|
| Office/Title   | Organization  |
| Office/Title   | Organization  |
| he nature and extent of the confl  | icting office duty is:  |
| . A direct or indirect conflict with i   | my duty as a member of the Council, its Committees or as an employee or a   |
| person who is under contract with<br>pr possess, directly or indirectly, the   | the College may arise because I, or any trustee or any person on my behalf, one following interests:  |
| Interest   | Organization  |
| Interest   | Organization  |
| he nature and extent of the confl  | icting interest is:   |
|  | terest with my duty as a member of the Council, its Committees or as an   |
| either for services performed by no<br>ollowing sources:   | ne, as an owner or part owner, trustee, or employee or otherwise) from the  |
| Office/Title   | Organization  |
| Office/Title The nature and extent of the confli   | Organization icting interest is:  you have any relationships or interests that could compromise, or be perceive   |
| Office/Title The nature and extent of the conflict.  Other than disclosed above, do compromise, your ability to exercise   | Organization icting interest is:  |
| Office/Title The nature and extent of the conflict.  Other than disclosed above, do compromise, your ability to exercise   | Organization icting interest is:  you have any relationships or interests that could compromise, or be perceive   |
| Office/Title The nature and extent of the conflict.  Other than disclosed above, do compromise, your ability to exercise the college?  | Organization  icting interest is:  you have any relationships or interests that could compromise, or be perceive se judgment or decision-making independently and objectively with a view to the could compromise of the perceive set in the could compromise of the could compromise |
| Office/Title The nature and extent of the conflict.  Other than disclosed above, do compromise, your ability to exercise the college?  Yes   | Organization  icting interest is:  you have any relationships or interests that could compromise, or be perceive se judgment or decision-making independently and objectively with a view to the No   |
| Office/Title The nature and extent of the conflict.  Other than disclosed above, do ompromise, your ability to exercisest interests of the College?  Yes  Relationship/Interest  Relationship/Interest | Organization icting interest is:  you have any relationships or interests that could compromise, or be perceive se judgment or decision-making independently and objectively with a view to the No  Organization  Organization  |
| Office/Title The nature and extent of the conflict.  Other than disclosed above, do compromise, your ability to exercise the college?  Yes  Relationship/Interest  Relationship/Interest               | Organization icting interest is:  you have any relationships or interests that could compromise, or be perceive se judgment or decision-making independently and objectively with a view to the No  Organization  Organization  |
| Office/Title The nature and extent of the conflict.  4. Other than disclosed above, do compromise, your ability to exercise the college?  Yes  Relationship/Interest                                   | Organization icting interest is:  you have any relationships or interests that could compromise, or be perceive se judgment or decision-making independently and objectively with a view to the No  Organization  Organization  |
| Office/Title  The nature and extent of the conflict  4. Other than disclosed above, do compromise, your ability to exercise the college?  Yes  Relationship/Interest  Relationship/Interest            | Organization icting interest is:  you have any relationships or interests that could compromise, or be perceive se judgment or decision-making independently and objectively with a view to the No  Organization  Organization  |

Date: 24/09/20 Time: 13:19

VING WELL INTEGRATIVE HEALTH CENTRE

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

**FAX** 

2020-09-24 13:19

TO:

College of Naturopaths

ATTN: Monika Zingaro

FROM:

spring st wellness 9053721051 >> +14165836011

Dr. George Tardik, ND

P 1/3

FAX:

416-583-6011

FAX:

905-372-1051

PHONE:

PHONE:

905-372-1616

DATE:

Sept. 24 / 2020

NO.PAGES: 3 pg

SUBJECT:

Conflict of Interest Declaration

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

To: +14165836011 From: spring st wellness Date: 24/09/20 Time: 13:19 Page: 01 Date: 24/09/20 Time: 13:19 Page: 02

2020-09-24 13:19

spring st wellness 9053721051 >> +14165836011 P 2/3

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

|    |     | 6             | Registration No.                   | 1656 |
|----|-----|---------------|------------------------------------|------|
| Na | ame | GEORGE TARDIK | 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 VNO Examiner No Council Chair Expert 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 No PLAR Assessor No Operational Committee (Exam Development No. Casual Staff Νo 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

2020-09-24 13:19

spring st wellness 9053721051 >> +14165836011

The College of Naturopaths of Ontario

| A direct or indirect conflict with my duty a person who is under contract with the College   | s a member of the Council, its Committees or as an employee or a 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 office  | e duty is:  |
| <ol><li>A direct or indirect conflict with my duty as<br/>person who is under contract with the Colleg<br/>or possess, directly or indirectly, the following</li></ol> | s a member of the Council, its Committees or as an employee or a<br>ge may arise because I, or any trustee or any person on my behalf, own<br>ng interests: |
| Indepresso   | Organization  |
| Interest   | Organization  |
| The nature and extent of the conflicting inter   | est is:   |
| CHF ce/Fitte   | Organization  |
| Office/Title   |   |
| The nature and extent of the conflicting inter   | Organization  |
| 4. Other than disclosed above, do you have compromise, your ability to exercise judgment oest interests of the College?  | any relationships or interests that could compromise, or be perceived to nt or decision-making independently and objectively with a view to the             |
| Yes  | No L  |
| Reterionship/Inforest  | Organization  |
| Hautton sing fororest  | Organization  |
| he nature and extent of the conflicting interest   | est is:   |
| Harro  | Sp/24/20  |
| Signature  | Date  |