

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.



Interests from which they receive Financial Compensation

Council Member	Interest	Explanation
Dr. Kim Bretz, ND	RMA/Life Labs, – Consultant	Paid on a per engagement
	& Speaker;	basis.
	CCNM – Student	
	Recruitment	
Dr. Shelley Burns, ND	Robert Schad Naturopathic	Provides supervision to
	Clinic (at CCNM) – PT	students of CCNM at the
	Faculty	clinic.
Dr. Danielle O'Connor	BodyPlus Inc. – Employee of	Paid when speaking at
	Health Education (Speaker &	educational events, and
	Writer)	writes blogs, articles and
		course content.

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 year¹, 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 ²	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
Brook Dyson	Dec 10, 2020	Jan 7, 2021	None
Lisa Fenton	April 28, 2020	Sept 23, 2020	None
Dr. Tara Gignac, ND	April 28, 2020	Sept 25, 2020	None

¹ 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.

² 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.

Sarah Griffiths-Savolaine	August 13, 2020	August 17, 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	No
		Updated:	
		March 15, 2021	Yes
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>

Updated: March 17, 2021

		Registration No.	
Name	Asifa Baig	Public Appointee ¹	
		Public Representative ²	

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 Committee³ No.

Standing Committee of Council⁴ 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

¹ A member of the public appointed by Order-in-Council.

² A member of the public appointed by the Council or CEO of the College to College Committees.

³ Discipline Committee; Fitness to Practice Committee; Inquiries, Complaints and Reports Committee; Patient Relations Committee: Quality Assurance Committee: Registration Committee.

⁴ Audit Committee, Examination Appeals Committee, Inspection Committee, Nominations and Elections Committee. Scheduled Substances Review Committee

⁴ 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 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 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 ¹	
	Public Representative ²	

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 Committee³ Peer and Practise Assessor

Standing Committee of Council⁴ 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.

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² A member of the public appointed by the Council or CEO of the College to College Committees.

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

⁴ 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
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 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 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 ¹	
	Public Representative ²	

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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 Committee³ Peer and Practise Assessor

Standing Committee of Council⁴ PLAR Assessor Operational Committee (Exam Development Casual Staff

Steering Committee)

Operational Committee (Exam Development Steering Committee

II. OUTSIDE INTERESTS

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- share ownership;
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- existing professional or personal associations;
- professional associations or relationships with other organizations; and
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³ Discipline Committee; Fitness to Practice Committee; Inquiries, Complaints and Reports Committee; Patient Relations Committee; Quality Assurance Committee; Registration Committee.

⁴ Audit Committee, Examination Appeals Committee, Inspection Committee, Nominations and Elections Committee, Scheduled Substances Review Committee

⁴ 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:			
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	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:			
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	ng interest is:			

Dr. S. Burns, ND
Signature

Thursday, September 3rd, 2020
Date

Name 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 Inspector Member of Executive Committee Investigator Statutory Committee Peer and Practise Assessor Standing Committee (Exam Development Steering Committee) Casual Staff				
II. OUTSIDE INTERESTS A conflict of interest arises where you have a personal or professional interest which conflicts, might conflict or may be perceived to conflict with the interests of the College of Naturopaths of Ontario, including a conflict with your duties as a member of the Council, its Committees or as an employee or a person who is under contract with the College. A conflict of interest could arise in relation to personal matters including: • directorships or other employment; • interests in business enterprises or professional practices; • share ownership; • beneficial interests in trusts; • existing professional or personal associations; • professional associations or relationships with other organizations; and • personal associations with other groups or organizations, or family relationships. 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):			
NONE				
			- Tr	
The nature and extent of	of the conflicting office duty is:			

	duty as a member of the Council, its Committees or as an employee or a e College may arise because I, or any trustee or any person on my behalf, own 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				
July 20, 2020 Signature				

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

Updated-April 8, 2019

¹ Discipline Committee; Fitness to Practice Committee; Inquiries, Complaints and Reports Committee; Patient Relations Committee; Quality Assurance Committee; Registration Committee.

ⁱⁱ Audit Committee, Examination Appeals Committee, Inspection Committee, Nominations and Elections Committee, Scheduled Substances Review Committee.

		Registration No.			
Name	Dianne Delany	1	Public Appointee ¹	\checkmark	
		Public Representative ²			

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 Committee³ 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:

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² A member of the public appointed by the Council or CEO of the College to College Committees.

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⁴ Audit Committee, Examination Appeals Committee, Inspection Committee, Nominations and Elections Committee, Scheduled Substances Review Committee

⁴ 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	have any relationships or interests that could compromise, or be perceived to adgment or decision-making independently and objectively with a view to the	
Relationship/Interest	Organization	
Relationship/Interest	Organization	
The nature and extent of the conflicting	g interest is:	
Dianne Bulan	September 2, 2020	

Name	Lisa Fenton Pub	Registration No.	
		Public Appointee ¹	8
		Public Representative ²	

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 Committee³ Yes Standing Committee of Council⁴ Yes PLAR Assessor No. Operational Committee (Exam Development No. Casual Staff No Steering Committee)

Operational Committee (Exam Development Steering Committee

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⁴ 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:
 A direct or indirect conflict with my duty as a person who is under contract with the College or possess, directly or indirectly, the following 	a member of the Council, its Committees or as an employee or a may arise because I, or any trustee or any person on my behalf, own 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(TEM	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
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	Omanization
(Relationship/latement)	Organization

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

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

	_	-	Registration No.	633
Name	Tara	aignac	Public Appointee ¹	
)	Public Representative ²	

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 Committee³ Yes Standing Committee of Council⁴ Yes PLAR Assessor NO Operational Committee (Exam Development No Casual Staff No Steering Committee)

Operational Committee (Exam Development Steering Committee

II. OUTSIDE INTERESTS

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⁴ Audit Committee, Examination Appeals Committee, Inspection Committee, Nominations and Elections Committee, Scheduled Substances Review Committee

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The College of Naturopaths of Ontario

A direct or indirect conflict with my contract with the	luty 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):
The nature and extent of the conflictin	g office duty is:
A direct or indirect conflict with my of person who is under contract with the or possess, directly or indirectly, the for	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 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 /

	Name		Registration No.	0918
-		Brenda Lessard-Rhead	Public Appointee ¹	
			Public Representative ²	

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 Committee³ 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.

¹ A member of the public appointed by Order-in-Council.

² A member of the public appointed by the Council or CEO of the College to College Committees.

³ Discipline Committee; Fitness to Practice Committee; Inquiries, Complaints and Reports Committee; Patient Relations Committee: Quality Assurance Committee; Registration Committee.

⁴ Audit Committee, Examination Appeals Committee, Inspection Committee, Nominations and Elections Committee, Scheduled Substances Review Committee

⁴ 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 Folker	Únga shartan
121.241 tm	Çi derezi de
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 Sarriga
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 regul	One or visitor
The nature and extent of the conflic	ting interest is:
	Sign Here
Signature	Date

Name	Danielle O'Connor	Registration No.	1181
		Public Appointee ¹	
		Public Representative ²	

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
Council Vice Chair NO
Officer-at-Large NO
Inspector NO
Investigator NO

Statutory Committee³ Yes

Peer and Practise Assessor

N

Standing Committee of Council⁴ Yes PLAR Assessor No
Operational Committee (Exam Development No
Steering Committee)

PLAR Assessor 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.

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² A member of the public appointed by the Council or CEO of the College to College Committees.

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

⁴ Audit Committee, Examination Appeals Committee, Inspection Committee, Nominations and Elections Committee, Scheduled Substances Review Committee

⁴ 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:
following sources: Employee (health education	BodyPlus Inc. Organization
Office/Title	Organization
The nature and extent of the conflicting	ng interest is:
Attend/speaker at educational	al events such as webinars and conferences; write blogs, ar
	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:
Possible perceived conflict of	f interest since financial renumeration form a supplement co
O'Connor Date: 2021.0	March 10, 2021
Signature	Date

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 Inspector Investigator Statutory Committee Standing Committee of Councilii Operational Committee (Exam Development Steering Committee) Casual Staff				
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 nittees or as an employed on to personal matters in ment; ses or professional practional onal associations; 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, 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.			
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 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 see College may arise because I, or any trustee or any person on my behalf, own 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
	107523
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 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, 10th Floor, Toronto, ON, M5V 3E3 or by facsimile to 416-583-6011.

¹ Discipline Committee; Fitness to Practice Committee; Inquiries, Complaints and Reports Committee; Patient Relations Committee; Quality Assurance Committee; Registration Committee.

ⁱⁱ 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 ¹	, .
		Public Representative ²	

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 Committee³ Yes Standing Committee of Council⁴ 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

¹ A member of the public appointed by Order-in-Council.

² A member of the public appointed by the Council or CEO of the College to College Committees.

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

⁴ Audit Committee, Examination Appeals Committee, Inspection Committee, Nominations and Elections Committee, Scheduled Substances Review Committee

⁴ 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

 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	Congression at		
THE WITTER	XI ny emissan sa		
S Singe Will y	Company of		
The nature and extent of the conflic	cting office duty is:		
nknown			
 A direct or indirect conflict with no person who is under contract with for possess, directly or indirectly, the 	my duty as a member of the Council, its Committees or as an employee or a the College may arise because I, or any trustee or any person on my behalf, own the following interests:		
Fall States	t g m d t		
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 pest interests of the College?	you have any relationships or interests that could compromise, or be perceived t e judgment or decision-making independently and objectively with a view to the		
Yes	No 🗸		
erros de digeriar a residi	a frantis de partido de		
e Cardy and d	el aju de disa		
he nature and extent of the conflic	oting interest is:		
	September 21, 2020		
Signature	Date		

	Registration No.	
Name	Public Appointee ¹	
	Public Representative ²	

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 Committee³ Peer and Practise Assessor

Standing Committee of Council⁴ PLAR Assessor Operational Committee (Exam Development Casual Staff

Steering Committee)

Operational Committee (Exam Development Steering Committee

II. OUTSIDE INTERESTS

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⁴ 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 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 ollege may arise because I, or any trustee or any person on my behalf, owr 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 ¹	
	Public Representative ²	

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:

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Council MemberExaminerCouncil ChairExpertCouncil Vice ChairInspectorOfficer-at-LargeInvestigator

Statutory Committee³ Peer and Practise Assessor

Standing Committee of Council⁴ PLAR Assessor Operational Committee (Exam Development Casual Staff

Steering Committee)

Operational Committee (Exam Development Steering Committee

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- beneficial interests in trusts;
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- professional associations or relationships with other organizations; and
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⁴ 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 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 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 ¹	
		•	Public Representative ²	

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 Committee³ 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:

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- beneficial interests in trusts;
- existing professional or personal associations;
- professional associations or relationships with other organizations; and
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⁴ 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:
A direct or indirect conflict with my duty as person who is under contract with the Colleg or possess, directly or indirectly, the following	s a member of the Council, its Committees or as an employee or a ge may arise because I, or any trustee or any person on my behalf, own 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