



## WHC Judges Ethics Process

To Protect the Integrity of the Council:

All carded Judges and applicants are required to sign the WHC Ethics form. If the Judge declines to agree to and sign the Ethics form, the WHC Judges card will be terminated.

This detailed ethics process will cover complaints, warnings and suspensions involved with holding the WHC Judges card.

A formal complaint should be logged against a WHC Judge on an official Ethics complaint form.

An unbiased assigned person (now referred to as the investigator) will review the complaint and interview both parties involved.

The information will then be brought before the Ethics committee for review.

The Ethics committee consists of 3 assigned judges from the Judges committee that are not directly involved with the incident or Judge in question. The committee will also consist of 3 assigned people at large not directly involved with the incident of Judge in question.

The Ethics committee will then make a decision based on the information collected from the investigator. The Judge in question will not be revealed to the Ethics committee during their review and the decision making.

If the decision warrants a warning, the Judge will be asked to a meeting with the Ethics committee for a discussion of the complaint and a review. No further action will be taken. The information and the Judge will be confidential at all times.

If there are 2 warnings in a two (2) year calendar period, the Judge in question will be suspended for 18 months from the time of the 2nd warning.

The Judge may then apply for the WHC Judges card within 3 years of the original warning.

***A list of suspended judges will be posted on the Judges Committee webpage on the WHC website.***