



Holstein Association USA Judges List Code of Conduct and Ethics

Purpose

The Holstein Association USA (HAUSA) Judges List Code of Conduct establishes the standards of professionalism, integrity, and ethical behavior expected of all individuals included on the National and Approved Judges Lists. Judges represent the Association, its members, and the Holstein breed. Adherence to this Code ensures that all shows are conducted with fairness, respect, and consistency.

Scope

This Code applies to all judges on the National and Approved Judges Lists. Compliance with this Code is required for inclusion and continued participation. Additional requirements apply to judges officiating at National Open or Junior Holstein Shows, as outlined below. Judging is an honor and a privilege; all judges are expected to conduct themselves in a professional manner when they are judging, exhibiting cattle, or participating in other industry activities.

1. Professional Integrity and Conduct

- Judges must perform their duties with honesty, impartiality, and professionalism.
- Decisions shall be based solely on the animals' conformation and merit in accordance with official Holstein breed standards.
- Judges should treat all exhibitors, show officials, fellow judges and spectators with respect, courtesy and without partiality.
- Judges shall not make public or derogatory remarks regarding exhibitors, animals, or fellow judges.

2. Communication and Commitment

- Judges must communicate promptly with show management regarding travel plans and arrival times to ensure an on-time start of the show.
- If unable to fulfill a judging commitment, the judge shall notify show management as soon as possible to allow adequate time for a replacement to be arranged.
- Judges must maintain professional and timely communication with show staff and committees before, during, and after the show.

3. Conflicts of Interest

- Judges must disclose to show management any actual, potential, or perceived conflict of interest before accepting a judging assignment.
- Conflicts include, but are not limited to:
 - Ownership or part-ownership of animals or herds entered in the show.
 - Financial interests, business relationships, or employment ties with exhibitors or handlers.
 - Prior breeding, housing, or sale of animals to be exhibited.
 - Family or close personal relationships with exhibitors.
- When a conflict exists, the judge must consult with show management and, if necessary, utilize an associate or assistant judge approved by management to place specific classes.
- If you become aware of a potential conflict of interest while judging a show, you should bring it to the attention of show management immediately.
- Judges are expected to avoid any situation or behavior, including on social media, that could create an appearance of bias or favoritism.

4. Alcohol and Substance Use

- Judges must not consume or be under the influence of alcohol, controlled substances, or any impairing medication while judging or representing the Association.
- Impaired conduct before or during a show is grounds for disciplinary action or removal from the Judges List.

5. Commitment to Fair Treatment

- All exhibitors, show management, and other participants must be treated equitably, with respect and dignity, regardless of age, gender, race, religion, ability, or background.
- Discriminatory, harassing, or abusive behavior is strictly prohibited.

6. Additional Ethical Guidelines for National Open and Junior Holstein Shows

To preserve the integrity of National-level events, the following additional standards apply:

- Scheduling Restrictions:
 - Judges shall not officiate any Holstein show in the same state as the scheduled National Show within 30 days of the event.
 - This restriction does not apply to National Junior Holstein Shows.
- Public Auction Activity:

- Judges shall not be on sale staff of any sale or auction in the same state, or any adjacent state, as the National Show within 30 days of judging.
- Ownership and Housing Restrictions:
 - A judge shall have no ownership interest in any animal exhibited at the National Show they are judging.
 - A judge may not house cattle that are exhibited at the National Show they are judging.
 - If an animal to be shown has been bred, owned, or housed by the judge within the previous 90 days, the judge must disclose this to show management and utilize an approved associate or assistant for class placement.
- Exhibitor Interaction and Social Media:
 - Judges should limit social media interactions with potential exhibitors or animals that may be shown at an upcoming event they are scheduled to judge.
 - Judges should avoid posting or discussing animals, exhibitors, or show results in a manner that could compromise impartiality.
- Fitting and Showing Restrictions:
 - Judges may not lead, fit, or prepare cattle at another show if those animals will compete at the National Show they are scheduled to judge within 30 days of the event.

7. Enforcement and Disciplinary Action

- Violations of this Code may result in disciplinary action, including:
 - Written warning or reprimand
 - Suspension from the Judges List
 - Removal from the Judges List
- Any complaints must be submitted in writing to the Holstein Association USA National Show Coordinator. Anonymous complaints will not be entertained.
- The Holstein Association USA reserves the right to investigate potential violations and take appropriate action to maintain the integrity of its judging program.

8. Acknowledgment

By act of submitting an application for inclusion on the Holstein Association USA Judges Lists, judges are acknowledging that they have read, understood, and agree to abide by this Code of Conduct as a condition of participation.