

# HRC JUDGE FLAGGED REPORT FORM

FIELD REP TO COMPLETE ALL INFORMATION LEGIBLY / CLEARLY

HUNT EVENT: \_\_\_\_\_

LOCATION: \_\_\_\_\_ HUNT DATE: \_\_\_\_\_ TIME: \_\_\_\_\_

TEST LEVEL: \_\_\_\_\_ FLIGHT/STAKE: \_\_\_\_\_

JUDGE NAME: \_\_\_\_\_ JUDGE #: \_\_\_\_\_

## REASONS DETERMINED BY FR FOR TEST CHANGES: *(check all that apply)*

- ILLEGAL TEST SET-UP     DOESN'T MEET ESTABLISHED STANDARDS OF TEST LEVEL     UN-SAFE  
 INCONSISTENT WITH SEMINAR RECOMMENDATIONS     POORLY CONSTRUCTED     OTHER

COMMENTS: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

## VERIFICATION OF NON-COMPLIANCE TO CHANGES REQUESTED BY FR:

TEST CORRECTION REQUESTED OF JUDGE     YES     NO

JUDGE COMPLIED WITH CORRECTIVE INSTRUCTIONS     YES     NO

## AT THIS TIME THE FLAGGED JUDGE HAS BEEN:

- SUSPENDED:** *This judge's AA status (at all appropriate levels) is hereby suspended following the procedures outlined in the attached JUDGES RECOURSE POLICY.*

DECISION TO FLAG MADE BY: \_\_\_\_\_

FIELD REP PRINTED NAME

FIELD REP SIGNATURE

DATE

Email completed form to HRC Admin Coordinator within 7 days of hunt test: [tcobb@hrc.dog](mailto:tcobb@hrc.dog)  
HRC Admin Coordinator will advise the Judge and provide a copy of report

# **JUDGES RECOURSE POLICY**

## **BACKGROUND INFORMATION**

HRC has two “mechanisms” in place to help our Clubs and Judges be successful in their efforts to conduct quality hunts, both of which ensure that our retrievers are tested consistent with our Rulebook purposes and philosophy, and test rules and guidelines.

The first is our Judges/Handlers Seminar. We require Judges to attend our Seminar, which was developed among other things to: help Judges understand our rules and guidelines, understand the need to test retrievers fairly and consistently, set up realistic testing scenarios, establish recommendations for successful test set-up and evaluation at each testing level, and offer recommendations to avoid problems in their tests.

The second is our Field Representatives themselves who travel to hunt tests in their respective regions to share their knowledge and experience, and to help ensure retrievers are tested in accordance with our rules, guidelines, and Seminar recommendations.

On occasion, a Judge or pair of Judges will set-up a test that, while not “illegal” as respects our Running Rules, is perhaps one or more of the following: poorly constructed; inconsistent with Seminar recommendations; and/or does not meet the standards established at the level being tested.

In general, it is the Field Representatives experienced opinions that these tests both will cause problems for the retrievers and hinder the Judges’ ability to properly evaluate the dogs. It is the responsibility of the Field Representatives to step forward and speak to Judges where they see these types of tests that need correcting.

## **PURPOSE**

The purpose of the Judges Recourse policy is two-fold:

Primarily, to serve as an INCENTIVE to Judges to listen to a Field Representative who advises when they need to make a change in a test set-up, which will encourage the Judge(s) take corrective measures.

Secondly, to PROTECT handlers and clubs at hunt tests from Licensed Judges who demonstrate a poor or uncooperative attitude and who fail to act on the Field Representatives request that a test be improved. The proposal provides a set of PENALTIES to apply to the above-mentioned Judges that will affect a Judge’s license status and their ability to perpetuate this behavior at other hunt tests.

## **LIMITATIONS**

This policy is not designed to replace existing FORMAL COMPLAINT PROCEDURES.  
This policy will apply to LICENSED HRC JUDGES only.

## **VALIDATION**

The following is written on the back of every Judge’s license:

“IT IS UNDERSTOOD AND AGREED THAT THIS LICENSE MAY BE WITHDRAWN, SUSPENDED, REVOKED, OR NOT RENEWED BY HRC, INC., IN ITS SOLE DISCRETION AND JUDGMENT, AT ANY TIME, WITH OR WITHOUT CAUSE.”

## **MONITORING TESTS AND “FLAGGING” A JUDGE**

As per current procedures, HRC Field Representative will speak to Judges when they observe problems in a test and encourage Judges to take corrective action.

Only when a Judge declines to comply with a Field Representative’s request to make a test correction, will the Field Representative file a written report on the incident. This will be termed FLAGGING a Judge’s file.

# JUDGES RECOURSE POLICY

## PROCEDURES FOR FLAGGING A FILE

HRC Field Representative can ask that a Judge's file be FLAGGED only for the following reasons:

- A Judge fails to comply with a request to change a test the Field Representative determines is ILLEGAL under our Test Rules and Guidelines.
- A Judge fails to comply with a request to change a test when a Field Representative determines the test DOES NOT FOLLOW SEMINAR RECOMMENDATIONS for good testing and will CAUSE PROBLEMS for the dogs.

## NOTIFICATION

The HRC Field Representative will IMMEDIATELY advise the Judge that a written report for NON-COMPLIANCE OF AN HRC FIELD REPRESENTATIVE'S TEST CORRECTION REQUEST will be filed detailing the incident, and will include the following: (see Flagging Report Form)

- Hunt name, time, date, location, test level, flight, and Judge involved.
- Reasons the Field Rep determined a change needed to be made in a test.
- Verification the Judge did not elect to comply with the Field Rep's request to make a change.
- The Field Rep will forward this report to the HRC Admin Coordinator within 7 days of the hunt test. The HRC Admin Coordinator will advise the Judge in that a flag has been recorded and will send the Judge a copy of the flagging report.

## CONSEQUENCES OF RECEIVING A FLAG ON THE JUDGE'S RECORD

Upon receiving a fully completed and signed written report which indicates the Field Representative has requested that a Judge's file be FLAGGED, the HRC Admin Coordinator will immediately SUSPEND a Judge's AA status (at all levels) if they hold this designation.

- The AA suspension will be lifted when the Judge has judged a minimum of (3) three times with an AA designated Judge(s).
- Judge must request AA Reinstatement to the Executive Committee in writing.
- The Judge's AA status will be returned to the level held prior to suspension.
- Lifting of the AA suspension does not expunge a flag from the Judge's record.

Upon receiving a **SECOND** flag on their file, a Judge will immediately be removed from the list of current Judges until they have completed the following reinstatement requirements:

- Attend a Judges/Handler Seminar (regardless of last date of attendance) and request Reinstatement in writing to the HRC Executive Committee.
- Re-comply with requirements to earn AA status (if they held such designation) at the level they had prior to being suspended.

Upon receiving a **THIRD** flag on their file, a Judge will be immediately suspended from judging at HRC licensed hunt tests for a period of no less than (1) one year. To begin judging again, the following requirements would need to be met:

- A Judge must request Reinstatement in writing to the HRC Executive Committee
- Begin again as if they are a new Judge in our program by apprenticing at the Started level, etc. (as if they had never judged)

## JUDGES RECOURSE – WRITTEN RESPONSE

If desired, Judges receiving a FLAG on their Judge's file may respond as follows:

File a written response to the notification of their file being flagged, postmarked within 7 days of receiving a flagging notification, with the HRC Admin Coordinator. A response should include the following:

- Judge's account of the incident
- Reason for non-compliance
- A statement requesting administrative review of the flag, Judge's signature, and date of response

# **JUDGES RECOURSE POLICY**

## **ADMINISTRATIVE REVIEW AND DISPOSITION OF FLAGGING REPORT**

If the Judge complies with the required written response procedures and requests an administrative review in writing, such a request will be forwarded to the HRC Executive Committee for consideration. The Executive Committee will review the report and circumstances of the flagging. The Executive Committee will obtain any other information as necessary, consult with other Field Representatives, knowledgeable Judges, or other HRC members if desired or warranted, and will make a determination to either UPHOLD the flagging report or OVERTURN it.

Flagging reports that are overturned will be cleared from the Judge's record and the Judge's status will return to the level held prior to the flag.

Such a review by the Executive Committee will be done in as expedient a manner as possible given the scope and depth of the review necessary as determined by the Executive Committee.

The Field Representative and Judge involved will be notified in a timely manner by the HRC Admin Coordinator of the results of any review of a flagged file.

## **CONSIDERATIONS**

The Field Representative cannot "flag" a Judge for a "legal" test set-up unless it meets both of the following criteria:

- The test does not comply with Seminar recommendations for good testing
- The test as constructed will, in the Field Representatives opinion, cause substantial problems for the dogs running

The Field Reps will make every possible effort to convince a Judge to make a correction, only use the threat of flagging as a last resort, and only actually flag a Judge when no other recourse remains.

The flagging policy is not applicable to a Judge's decisions regarding the EVALUATION OF A RETRIEVER'S PERFORMANCE!

A Judge's file cannot be FLAGGED by a Hunt Test Committee or by request of a handler.

A Judge's file cannot be FLAGGED for incidents not directly related to testing, such as a Judge's attitude.

ASSISTANT FIELD REPRESENTATIVES do not have authorization to flag a Judge's file.

Flagging reports will be kept CONFIDENTIAL.

## **IMPLEMENTATION**

Implementation of this proposal is an HRC Executive POLICY decision, fully within the scope and realm of the HRC Executive Committee's duties and responsibilities.

Effective Date: August 26, 2003