


POLICY TITLE: Conflict of Interest for CDHO Representatives Providing Dental Hygiene Courses, Educational or Mentoring Activities	POLICY SECTION: Governance Process	POLICY NO: IV-80.10
APPROVED BY: Council	COUNCIL REVIEW FREQUENCY: Every Three (3) Years	MONITORING OF REGISTRAR FREQUENCY:
DATE APPROVED: March 30, 2012	PRESIDENT'S SIGNATURE: 	
DATE REVIEWED / REVISED: Revised March 4, 2016		

Application

This policy applies to College of Dental Hygienists of Ontario ("CDHO") Representatives. For the purposes of this policy "CDHO Representatives" includes members of CDHO Council, committees, working groups and taskforces and those registrants who act as Quality Assurance Assessors or Clinical Competency Evaluators ("CDHO Representatives"). This policy does not apply to educators in their capacity as employees of their educational college/institution while teaching dental hygiene students.

Background

There are at least three major concerns about CDHO Representatives providing educational or mentoring activities in dental hygiene. First, where the activity is part of a regulatory requirement (e.g., a direction from a CDHO Committee to fulfill an undertaking given to the CDHO, preparation for a Quality Assurance assessment) a perception is created that the CDHO Representative is using her or his position for personal benefit. Second, a perception is created that other CDHO Representatives may make a regulatory decision requiring a registrant to complete mentoring or remedial activities because their colleague CDHO Representative may benefit from delivering the mentoring or remediation. Third, any statement made by the CDHO Representative in the course of delivering the education or remediation would reasonably be interpreted as representing the CDHO's position or views, even if this is not the case.

Policy

In order to comply with this policy, CDHO Representatives must not:

1. Provide educational or mentoring activities in dental hygiene where the activity is part of the regulatory requirement, except as approved to do so in writing by the CDHO.
2. Provide educational or mentoring activities for the following subject matters: ethics, jurisprudence, profession-specific exam preparation, College programs or program components (e.g. QA Program, Professional Portfolio), College standards (e.g. Record keeping).

3. Provide educational or mentoring activities that are covered by this policy for one year following the end of their term as Council/Committee/taskforce, etc., member, except as approved to do so in writing by the CDHO.

Permitted Activities

CDHO Representatives providing educational or mentoring activities that are not prohibited by this policy **must always** declare that they are not providing those activities on behalf of the CDHO.

In addition, promotional materials for the education or mentoring activities must not make reference to the CDHO Representative's position on Council or relationship with the CDHO. Such statements are or may appear to be an attempt to solicit participants by implying that one's position with the College bestows additional credibility or status.

Use of a Disclaimer

Use of a disclaimer is considered best practice for CDHO Representatives who provide educational activities permitted under this policy. Disclaimers are most effective if presented both visually and verbally.

An example of an acceptable disclaimer:

"Statements of fact and opinions expressed are those of the facilitator individually and are not the opinion or position of the College of Dental Hygienists of Ontario. The College does not endorse or approve, and assumes no responsibility for, the content, accuracy or completeness of the information presented."

CDHO Representatives may accept invitations to speak to local dental hygiene societies or participate in professional continuing competency activities with colleagues. However, they must adhere to agreed-upon statements, positions and policies endorsed by the CDHO and remuneration other than a small thank you gift should not be accepted. Only CDHO Practice Advisors/staff may speak on issues related to Standards of Practice, quality assurance requirements and other regulatory matters.

CDHO Representatives should use professional judgment and caution when considering invitations to speak at dental hygiene gatherings.

This policy is effective March 4, 2016.