

# Colorado Theatre Guild Conflict of Interest Policy for Henrys Judges



## Conflict of Interest Policy

**Conflict of Interest Policy Changes: (Judges must make known any COI. Production Companies can also make known any COI or perceived COI with a Judge.)**

**Current Conflict of Interest Updated Policy (June 1, 2018):** In a continuing effort to remove and/or reduce bias and favoritism among our judging pool, we have implemented the following Conflict of Interest Policy. These situations or relationships have been deemed to hold a specific conflict of interest or a perceived conflict of interest:

- **Show Selection:** Henry Judges are not allowed to pick shows they adjudicate. Judges will be assigned to shows through a “Blind Pool Lottery” by the Henrys Coordinator. They will only select their available dates. Judges must see 1/3 of their shows throughout the Henry Season outside of their home region. Regions are defined in the Henry Judge Expectations document.
- **Relational Conflicts:** Henry Judges cannot have a standing relationship with a theatre, which could include year-round staff, ensemble membership, or any ongoing commitment (board membership, public relations, marketing, volunteer, etc.)
- **Employment/Independent Contractor Status:** Henry Judges who have worked at a given theatre at some point in the six months prior to the show’s opening or auditioned for the specific show being judged **OR** have been in consideration for a staff role in a production are considered to hold a conflict of interest. (i.e., Director/Musical Direction/Designer.)
- **Personal Differences:** Henry Judges who have long-standing or serious professional or personal differences with a theatre. Production companies must notify the Henrys Coordinator of these situations. Producers will receive a list of current Judges and updates regularly.
- **Spouses and Significant Others:** If a spouse or significant other is also a Judge, they will NOT judge the same show or talk about the show with their spouse/SO until after the ballot is submitted. Spouses can be alternate Judges for shows.
- **Familial ties and relationship: Spouses, Significant Others and Family members:** Henry Judges who have a family member, defined as husband, wife,

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child, significant other or any other close family relationship, cannot judge a show with that individual serving as Producer, Director, Designer, Tech Staff or Crew, Actor, or Musician, etc.

- **Theatre writers (journalists, bloggers, critics, press)** are not permitted to judge any show for which they are writing any article or blog.
- **Violations of this policy may result in the suspension and/or termination of a Henry Judge.**