



*Under no circumstances are conflicts of interests between trainer/coaches/assessors and participants allowed that adversely impacts the quality of assessments. All trainers and coaches are affiliated with CAMP and have the utmost integrity and will abide by the CAMP Code of Conduct. The online assignment component will be conducted by EMA professional staff, again, of the highest integrity. Assessors are identified and appointed based on above criteria. If the three stages of student assessment are incompatible (for example, if the written assignments and final role play assessment differ from the facilitated training assessments), this would be reflected in the student's profile and will be brought to the attention of Laila Ollapally and/or Bruce Edwards. This would begin a process of investigation of the relationship between the student and the trainer/coaches/assessor.*

### **Conflict of Interest & Disclosure**

*We do not foresee any conflict of interest between the trainers and the participants. The trainers only provide feedback for skill enhancement. They will not be evaluating the participants. Evaluation will be done only by assessors.*

*The assessors (Level 1 & Level 2) shall avoid any conflict of interest or appearance of conflict of interest with the participants. CAMP & EMA will share the participant list with the assessors to elicit any known conflict of interest. A conflict of interest can arise from:*

- (a) any relationship between the assessor and participant, whether past or present, personal, financial or professional that could reasonably raise a question of impartiality on the part of the Assessor; or*
- (b) where the assessor has any personal, financial or professional interest in the outcome of the assessment.*
- Before being appointed, an assessor shall make reasonable enquiry to determine whether there is any actual or potential conflict of interest with any participant. As soon as the assessor becomes aware of any actual or potential conflict of interest, the assessor shall disclose such existing or potential conflict to CAMP & EMA, as soon as practicable, preferably before appointment, to allow CAMP & EMA to choose another appropriate assessor.*
- If a conflict of interest is identified after the appointment of the assessor or at any time during the course, CAMP & EMA will replace the assessor.*
- The assessor's obligation to disclose conflict of interest continues throughout the duration of the course.*