



PROGRAM POLICIES AND PROCEDURES

The Markel APHA Professional Horsemen is a program consisting of equine professionals who are members of the American Paint Horse Association and derive a portion of their primary income from the equine industry, and particularly the Paint Horse industry. The goal is to have breeders, trainers and other equine professionals to stand up and be role models.

Potential members of the Professional Horsemen certification must apply to be accepted into the program, be APHA members in good standing, provide member references and agree to function as experts at local Paint Horse shows and other equine events, answering questions and promoting the breed and association. By becoming a member of the Markel APHA Professional Horsemen, the member understands that the equine industry and clients expect a high standard of conduct.

Membership in the Markel APHA Professional Horsemen is a privilege, not a right, subject to continual review of the Professional Horsemen Review Council. As such, each member understands and agrees to the investigation and abides by decisions concerning application approval and revocation of membership.

MISSION STATEMENT

To enhance and promote industry professionals of the American Paint Horse Association as the premier purveyors of equine services. The association serves to foster credibility, proficiency and advocacy through the endorsement of superior industry standards that will enable professionals to excel in a sustainable career.

CODE OF ETHICS

1. Adhere to the professional standards of the American Paint Horse Association and the Professional Horsemen Code of Ethics and shall work to promote its goals and objectives.
2. Ensure that the welfare of the horses in my care and ownership is paramount and that each such horse shall be treated humanely.
3. Conduct all business affairs with integrity and accuracy in an ethical and legal manner, including honesty and transparency in any sales transaction.
4. Disclose fully any and all agents involved in any horse sale transaction to all parties.
5. Fully disclose all veterinary procedures, conditions and medications concerning a horse involved in any sales transaction.
6. Act with integrity in financial dealings with clients, other professionals and the public. In this regard, any horse shown by my spouse, client or child will be economically owned as prescribed by APHA rules (See Rules AM-020 and YP-015).
7. Handle all business, training and professional matters in a manner which promotes confidence in and the image of the APHA and Paint Horses.
8. Take no action attempting to influence a show judge prior to, during or after any horse show.
9. Avoid any actions that will discredit the APHA, my membership in it or the equine business.

WHO IS ELIGIBLE TO APPLY?

Those who make a primary portion of their living in the Paint Horse/equine industry including trainers, breeders and judges are eligible for membership. Amateurs and Youth are **not** eligible to apply.

HOW TO APPLY

Application forms are available at www.apha.com/programs/profhorsemen in PDF format. Membership is \$25 per year.

1. Read the Mission Statement and Code of Ethics and indicate your acceptance of the terms and conditions by signing the bottom of the page.
2. Complete the application form and return it along with your signed Mission Statement and Code of Ethics page, written references and payment.
3. You will be contacted once a decision has been made regarding your application. The process can take anywhere from two to four months. Your initial term will not begin until you have been approved.

Four (4) written references are to accompany application including former employers, equine clients and APHA National Directors when possible. **References should not include current members of the Professional Horsemen Review Council.**

Applications will be sent to the APHA office. The payments will be processed and forwarded to the Chair of the Professional Horsemen Committee. The Chair and members of the Professional Horsemen Review Council will review the applications.

Once approved, the APHA office will send out a certificate and pin to the new member of the Markel APHA Professional Horsemen.

PROFESSIONAL HORSEMEN REVIEW COUNCIL

The Review Council shall be comprised of the Chair, Co-Chair and additional members as assigned by the Chair. This group shall have a confidentiality agreement that would preclude them from discussing applications with anyone outside the committee, including family, and that the confidentiality agreement would follow them after they left the Review Council.

If a member of the Review Council misses two conference calls and/or meetings, the Chairman has the discretion to replace that person.

The Review Council will contact two additional references (hopefully on the National Director level).

Guidelines for references:

1. What type of equine activities is the applicant involved in?
2. How long have you known them?
3. What is your relationship with applicant?
4. Have you ever done business with them? If yes, were you happy with the experience? If no, would you do business with the applicant?
5. Would you send your child (or recommend someone else to send their child) to work with the applicant?
6. Is there anything you know about the applicant that would keep you from recommending him/her from becoming a Markel APHA Professional Horsemen?

COMPLAINTS AGAINST AN EXISTING MEMBER

Official complaints must be presented in writing. The member will have opportunity to respond to the allegations before a decision is made by the Professional Horsemen Review Council and/or legal counsel. The member may agree to accept the decision of the Council or he/she may request that the APHA Executive Committee conduct a hearing to decide whether or not disciplinary action should be taken.

If a complainant does not want to lodge an official complaint, they may request it be handled as an evaluation of the Professional Horsemen's conduct. As an evaluation, the complainant remains anonymous and the Professional Horsemen Council will review the allegations.

All complaints and requests for evaluation will be handled by the Review Council immediately.