

**NORTHLAND NEWFOUNDLAND CLUB  
NCA BEGINNER, DRAFT & ADVANCED DRAFT TESTS**



**Saturday, October 8 & Sunday, October 9, 2022**

4-H Training Center  
556 Middle Line Rd.  
Ballston Spa, NY 12020

**Judges**

Sue Marino – Auburn, MA  
Terry Linehan – Amherst, NH

**Beginner Draft Dog, Draft Dog, Advanced Draft Dog Tests  
(BDD, DD, TDD, DDX, TDDX)**

**Minimum Entry: 5 Dogs/Teams per Day  
Maximum Entry: 12 Dogs/Teams per Day**

Permission to hold this Draft Test has been granted by the Working Dog  
Committee of the Newfoundland Club of America, Inc.

Mail entries to: Mary Lou Cuddy, Draft Test Secretary,  
1660 Burch Rd., Granville, NY 12832

**OR**

You may use the **NCA Online Entry System** at  
<https://www.ncanewfs.org/wdc>

**Key Dates**

- Premium lists will be available Saturday, July 23, 2022
- No entry from an NCA Member\* will be accepted if post-marked before Saturday, August 6, 2022
- No non-NCA member entry will be accepted if post-marked before Tuesday, August 16, 2022
- Entries must be sent by USPS mail with legible postmark or via the online entry system
- Entries Close: 5:00 p.m. Eastern Time, Wednesday, September 21, 2022

\* NCA members are granted a 10 day early entry as a benefit of their membership in NCA. To take advantage of the early entry rule, if the dog is co-owned, then either all co-owners of the dog must be NCA members OR the handler must be an NCA member.

**Regulations:** All entrants are responsible for knowing and understanding the NCA Draft Test Regulations (All Divisions), Revised April 2019, effective July 1, 2022. These are available from Dwight Gorsuch, 6282 Burris Road, Rock Hail, MD 21661, for a fee of \$5 payable to NCA, or they may be downloaded from the NCA's website at [www.ncanewfs.org](http://www.ncanewfs.org).

**NOTICE:** Anyone entering or attending this test agrees that the test committee has the right to use whatever means is necessary to remove any animal from any vehicle or other containment that in their opinion is in distress.

**NEWFOUNDLAND CLUB OF AMERICA**

President:	John Cornell
1st Vice President:	Mary Lou Cuddy
2nd Vice President:	Lynne Anderson-Powell
Treasurer:	Mary L. Price
Corresponding Secretary:	Pam Rubio
Recording Secretary:	Steve Britton
AKC Delegate:	David Helming

Directors: Sue Marino, Stacy Roderick, Pam Saunders, Katie Sidesinger,  
Donna Thibault, Susan Wagner

**NORTHLAND NEWFOUNDLAND CLUB**

President:	Lynne Anderson-Powell
Vice President:	Mary Hussey
Recording Secretary:	Mary Lou Cuddy
Corresponding Secretary:	Laura Davidson
Treasurer:	Helen Mancuso
Member-at-Large:	Katrina Haskell Charlene Freiburger

## DRAFT TEST COMMITTEE

**Test Chair:** .....  
Charlene Freiberger.....  
518/421-7630.....  
[cfreibe@yahoo.com](mailto:cfreibe@yahoo.com).....

### **Committee Member:**

Jim Pospisil  
518/664-6758  
[jpospisi@nycap.rr.com](mailto:jpospisi@nycap.rr.com)

### **Chief Steward:**

Ralph Holzhauser .....  
518/962-8746.....  
[anniemholz@hotmail.com](mailto:anniemholz@hotmail.com) .....

### **Raffles/Silent Auctions:**

Mary Hussey  
518/477-3766.....  
[clound9news@hotmail.com](mailto:clound9news@hotmail.com) .....

### **Judges Gifts:**

Charlene Freiberger & Cookie Barker

### **Hospitality:**

Helen Mancuso 518/674-3393  
Laura Davidson 518/428-3558  
Penny de la Rocha 518/370-1608  
Starr Willetts 518/233-1222

### **NOTICE TO EXHIBITORS:**

**Freight Load** for the DDX test will be bundle of firewood approximately 18" W x 12" H, weighing 30 lbs or slightly over.



**Entry Fees and Policies:** There is an entry fee of \$45.00 per dog or team entered. The draft test is limited to a total of twelve (12) entries per day, including the Advanced Draft Dog test. There must be a minimum of five (5) entries to hold the test. A copy of the AKC Registration Certificate must accompany each dog entered. Entries for this test will be accepted through the NCA's online registration service at <https://www.ncanews.org/wdc> as well as through the traditional paper method. Please complete an online entry or the enclosed NCA Working Test Entry Form for each dog entered. Make checks payable to the Northland Newfoundland Club and send entries to Mary Lou Cuddy, 1660 Burch Rd., Granville, NY 12832. The opening postmark date for entries for NCA members is **Saturday, August 6, 2022**. The opening postmark date for non-NCA members will be **Tuesday, August 16, 2022**. Early entries will be returned. The closing date for entries and making changes to the entries is **5:00 p.m. Eastern Time, Saturday, September 21, 2022**. Late entries will be returned. (An e-mail confirmation

### **Test Secretary:**

Mary Lou Cuddy  
518/496-7377  
[bearscamp@gmail.com](mailto:bearscamp@gmail.com)

### **Safety Officer:**

Heidi Cavagnaro  
631/978-604  
[heidicavagnaro@gmail.com](mailto:heidicavagnaro@gmail.com)

### **Catalog & Advertising:**

Mary Lou Cuddy  
518/496-7377  
[bearscamp@gmail.com](mailto:bearscamp@gmail.com)

### **Trophies/Entry Favors**

Anne-Marie Holzhauser  
518/962-8746  
[anniemholz@gmail.com](mailto:anniemholz@gmail.com)

will be sent upon the receipt of entry, please include your e-mail address with your entry.) If the number of entries exceeds the test limit, the procedure outlined in the NCA Draft Test Regulations will be used. There will be no post entries.

**Online Entry:** Entries submitted electronically will be assigned a postmark with the same date the entry is entered. Entries submitted by mail will be assigned the postmark given as per usual. Entries submitted electronically and via post will be considered equally in date order for slots in the test. NCA members will have the same early-entry window with both paper entry and electronic entry. If you are not a member of the NCA you will be prompted to provide the same contact information that you would provide on a paper entry once entries are open to non-NCA members. You will be prompted to enter or verify your dog's information and you will have the opportunity to upload an image of your dog's registration certificate. Please have an electronic version of your dog's registration certificate ready for upload before you begin the online entry process. If you experience any problems, please contact Dan Zimmerman at [dan@dogfishsoftware.com](mailto:dan@dogfishsoftware.com).

### **Catalog Advertising:**

An ad in the draft test catalog is a great way to advertise your kennel, brag about a new title, show off your dog or send special wishes to the entrants. **All ads must be "camera ready"**. The catalog is an 8.5" x 5.5" vertical format. Please make checks payable to Northland Newfoundland Club. Send/e-mail ads to Mary Lou Cuddy, 1660 Burch Rd., Granville, NY 12832, 518/496-7377 [bearscamp@gmail.com](mailto:bearscamp@gmail.com). **The deadline is Wednesday, September 21, 2022.**

The advertising rates are as follows:

Full page (includes 1 photo) - \$20.00, Half page (no photo) -\$10.00,  
Business Card & Breeder Listing -\$5.00

**Test Site:** Located about 45 minutes north of Albany, NY within 15-20 miles of several major roads, hotels and restaurants, the 4-H Training Center is a mostly open area with a pond and open grassy fields with some wooded trails. A large, heated main building has indoor restrooms. Please plan on bringing shade if the day is warm as there is little shade in parking areas. Dogs will be allowed in main classroom but must be crated.

The obedience course will take place in a large, grassy field. The maneuvering course will be held on natural terrain with grassy areas, rocks and trees, etc. The freight haul will include natural terrain including but not limited to a paved/graveled parking lot, a wooded packed dirt path which may be covered with leaves/pine needles and may run beside water, and an open grassy field. The test site does encompass moderate hills.

**Eligibility:** This test is open only to purebred Newfoundland dogs (of either sex) that are at least 18 months of age on the date of the test. Bitches in season will be tested after all other entrants have been judged. Please notify the test secretary, as soon as possible, if your bitch will be in season. No unentered dogs will be allowed near the test site on the day of the test. Other restrictions listed in the NCA Draft Test Regulations also apply. In accordance with NCA rules, other breeds may be eligible for testing at the conclusion of the Newfoundland breed testing.

### **Bitches In Season**

Bitches in season may [participate](#) in NCA Draft Tests and must compete only after all male dogs are judged. When not being tested, bitches in season must be contained in a designated area well away from male dogs and the official test areas. At least one other bitch must be available to perform the group exercises with any bitches in season. Bitches that have had an ovary-sparing spay are required to be tested as “Bitches in Season”.

### **Dogs in Designated Test Areas**

Spectators are encouraged to leave unentered dogs at home. Unentered dogs, and those that are not being tested at the time are not permitted in the official Draft Test Areas.

As specified in the Draft Test Regulations, 90 minutes before the start of judging, handlers and dogs (except bitches in season) are allowed a 60-minute period to familiarize themselves with the test areas. They may walk the course with their dogs on lead, but not hitched to an apparatus. Handlers will not be permitted to walk the Maneuvering or Distance Freight Haul Courses with their dogs except during this time period. When not being tested, bitches in season must be contained in a designated area away from the official test areas. There will be no practicing allowed in the test area at any time.

**Dog Aggression:** The WDC and the NCA have adopted the AKC official policy concerning dog attacks that lead to an injury, either to a person or to another dog. Also, Draft Test judges may excuse, and even ask to have removed from a test site, if necessary, any dog that appears dangerous to other dogs or persons. Actual reports of dog attacks causing injury to either a dog or a person would go directly through the grievance process. If a judge excuses a dog for aggression that automatically creates a grievance that must be handled by the WDC.

AKC Rules Applying to Dog Shows: Chapter 11, Section 15- Any dog, that in the opinion of the Event Committee, attacks a person or dog at an AKC event, resulting in an injury, and is believed by that Event Committee to present a hazard to persons or other dogs, shall be disqualified by the Event Committee pursuant to this section, a report shall be filed with the Executive Secretary of The American Kennel Club. The disqualified dog may not again compete at any AKC event nor be on the grounds of an AKC event unless and until, following application for reinstatement by the owner to the American Kennel Club, the owner receives official notification in writing from the AKC that the dog's eligibility has been reinstated.

## **Tentative Schedule Of Events - Both Days**

*Note: Schedule subject to change based on number of entrants; the Lunch Break will held be at the Judges' discretion*

7:00 AM	Breakfast
7:15-7:45 AM	Exhibitor Check-In, BDD, DD, DDX
8-8:30 AM	Advanced Draft Dog (DDX) Course Walk-Through per Draft Test Regulations.
8:35 AM	Judges Meeting with DDX Exhibitors & Stewards
9:00 AM	DDX Judging begins

To Follow: Maneuvering Course Re-Set for DD judging

DD Test begins at the judges' direction

DD Course Walk-Through per Draft Test Regulations.

To Follow: Beginner Draft Dog (BDD) judging

Course Walk-Through per Draft Test Regulations.

Judges Meeting with BDD Exhibitors & Stewards

BDD Judging begins

Presentation of Awards following completion of BDD Test

### **Meals:**

**Breakfast:** There will be a complimentary breakfast on site for entrants, judges, stewards and committee. A donation will be requested from others.

**Lunch:** Lunch will include hamburgers, hot dogs, soups, hot casseroles, assorted salads, desserts and hot/cold beverages for \$10.00. **No reservation is needed.**

**Trophies:** Each exhibitor will receive an entry favor. In addition, each qualifying dog will receive a trophy.

### **Fund-Raising:**

**Cash 50/50 raffle:** Proceeds will benefit NNC's working dog events. Tickets are \$1 each or 6/\$5. Tickets will be available at the test. The winning ticket will be pulled at the conclusion of the test. You must be present to win.

**Raffles:** There will be a brown bag raffle with the drawing held after the completion of the test. Donations gratefully accepted. You must be present to win.

**Logo Items: Can be ordered from Café Press**

<https://www.cafepress.com/Northland2022DraftTestLogoltems>

**Accommodations:**

**Please note that the test weekend is a prime leaf-peeping weekend. There may be many people traveling through or visiting the area that weekend so make your reservations early.**

There are many motels/hotels within 5-15 miles of the test site, ranging from mom-and-pop's to major chains. It is suggested that you visit [www.saratoga.com](http://www.saratoga.com) or [www.saratoga.org](http://www.saratoga.org) (the Chamber of Commerce site) for a listing of hotels in your desired price range. It is also suggested that when looking at listings, look for accommodations in Clifton Park, Saratoga Springs or Ballston Spa/Malta as these will be the closest. If you have questions or need directions from your hotel to the test site, please contact the test secretary.

Any reports of damage to any hotel property will result in a WDC grievance.

**Directions:**

**From points North, South, and East:** From Exit 12 of the Adirondack Northway (I-87) (Ballston Spa/Malta), head west on Rt. 67 towards Ballston Spa going through several roundabouts in succession (watch your signs). Go 2.4 miles to Brookline Rd (County Rd 60) and turn left onto Brookline Rd. Go 1.5 miles, straight through a traffic light until Brookline Rd. ends on Middle Line Rd (County Rd 59). Turn right onto Middle Line Rd. Go approximately 1.7 miles, straight through the traffic light at Rt. 67. Go .6 mile, the 4-H Training Center will be on your right at 556 Middle Line Rd.

**From points West:** From Exit 27 of the New York State Thruway (I-90) (Amsterdam), turn right after the toll booth onto Rt. 30. Pick up Rt. 67 east to Ballston Spa. Go approximately 20 miles to a traffic light at Middle Line Rd (County Road 59). Turn left onto Middle Line Rd. Go .6 mile, 556 Middle Line Rd will be on your right.

- **No entry from an NCA Member\* will be accepted if post-marked before Saturday, August 6, 2022**
- **No non-NCA member entry will be accepted if post-marked before Tuesday, August 16, 2022**
- **Entries must be sent by USPS mail with legible postmark or via the online entry system**
- **Entries Close: 5:00 p.m. Eastern Time, Wednesday, September 21, 2022**

# NCA Working Test Entry Form

NCA Draft Test hosted by the Northland Newfoundland Club at the 4-H Training Center, 556 Middle Line Rd., Ballston Spa, NY October 8&9, 2022. Entries close at 5:00 p.m. Eastern Time on Wednesday, September 21, 2022.

**Note: Online Entries will be accepted for these tests**

**No entry from an NCA Member\* will be accepted before Saturday, August 6, 2022**

**No non-NCA member entry will be accepted if post-marked before Tuesday, August 16, 2022**

\* NCA members are granted a 10 day early entry as a benefit of their membership in NCA. To take advantage of the early entry rule, if the dog is co-owned, then either all co-owners of the dog must be NCA members OR the handler must be an NCA member.

Send entries with \$45 entry fee per test, payable to Northland Newfoundland Club, to Mary Lou Cuddy, Draft Test Secretary, 1660 Burch Rd, Granville, NY 12832. Complete an entry form for each dog entered. Please print legibly.

**Attach a current copy of this dog's AKC, ILP, PAL or international registration**

**Saturday, Oct 17:** \_\_\_BDD \_\_\_DD \_\_\_DD Requal \_\_\_TDD  
\_\_\_TDD Requal \_\_\_DDX \_\_\_DDX Requal \_\_\_TDDX

**Sunday, Oct 18:** \_\_\_BDD \_\_\_DD \_\_\_DD Requal \_\_\_TDD  
\_\_\_TDD Requal \_\_\_DDX \_\_\_DDX Requal \_\_\_TDDX

*For Team Entries complete a form for each dog.*

**The information on this form generates a certificate of qualification should the dog pass. Please complete it carefully!**

Owner's Name(s): \_\_\_\_\_  
NCA Member Y / N

Address: \_\_\_\_\_ City: \_\_\_\_\_

State: \_\_\_\_\_ Zip: \_\_\_\_\_

Reg. Name of Dog: \_\_\_\_\_

Registration # \_\_\_\_\_ Call Name: \_\_\_\_\_

DOB: \_\_\_\_/\_\_\_\_/\_\_\_\_ Sex: \_\_\_\_\_

Sire: \_\_\_\_\_

Dam: \_\_\_\_\_

Breeder(s): \_\_\_\_\_

Handler's Name: \_\_\_\_\_ NCA Member Y / N: \_\_\_\_\_

Handler's Email: \_\_\_\_\_

Type of Apparatus: \_\_\_\_\_ Width of Apparatus: \_\_\_\_\_

## Entry Form Must Be Signed To Be A Valid Entry & Sent By Mail To The Address Above

I understand that I enter my dog in this NCA Working Test at my own risk. I agree to abide by the Test Regulations and the NCA Constitution and By-laws and further agree to be bound by the Agreement printed on this entry form. I have read the Test Regulations and understand them.

Signature: \_\_\_\_\_  
(Signature of Owner/Agent duly authorized to make this entry)

Date: \_\_\_\_/\_\_\_\_/\_\_\_\_

### AGREEMENT

I (we) acknowledge that the NCA test regulations have been made available to me (us) and that I am (we are) familiar with their contents. I (we) agree that the club holding this event has the right to refuse this entry for cause which the club shall deem to be sufficient. I (we) agree that I (we) will uphold the AKC Code of Sportsmanship, the NCA Code of Ethics, and (if applicable) the NCA Judges Code of Ethics. In consideration of the acceptance of this entry and of the holding of this event and of the opportunity to have the dog judged and to win ribbons or trophies, I (we) agree to hold this club, its members, directors, governors, officers, agents, superintendents, or test secretary and the owner or lessor of the premises or grounds and the employees of the aforementioned parties, harmless from any claim for loss or injury which may be alleged to have been caused directly or indirectly to any person or thing by the act of this dog while in or upon the test premises or grounds or near any entrance thereto, and I (we) personally assume all responsibility and liability for such claim; and I (we) further agree to hold the aforementioned parties harmless from any claim or loss of the dog by disappearance, theft, damage or injury, be caused or alleged to be caused by the negligence of the club or any of the parties aforementioned, or by the negligence of any other person or any other causes. I (we) agree that any violation of the AKC Code of Sportsmanship, the NCA Code of Ethics and/or the Judges Code of Ethics will be handled pursuant to the Grievance policies listed on the NCA website. I (we) hereby assume the sole responsibility for and agree to indemnify and save the aforementioned parties harmless from any and all loss and expense (including legal fees) by reason of the liability imposed by law upon any of the aforementioned parties for damage because of bodily injuries, including death at any time, resulting therefrom, sustained by any person or persons, including myself (ourselves) or on account of damage to property, or my vehicle arising out of or in consequence of my (our) participation in this test, howsoever such injuries, death or damage to property may be caused, and whether or not the same may have been caused or may be alleged to have been caused by negligence of the aforementioned parties or any of their employees or agents, or other persons.

I agree to grant to this club, and its authorized representatives permission to record on photography film and/or video, pictures of my participation. I further agree that any or all of the material photographed may be used, in any form, as part of any future publications, brochure, or other printed materials used to promote NCA or the regional club, and further that such use shall be without payment of fees, royalties, special credit or other compensation.

The Newfoundland Club of America, this regional club, its members, directors, governors, officers, agents, superintendents, test committee, reserves the right to remove any animal in distress from a parked car or crate, and all persons attending this dog event hereby waive any claim for damages against the club for such removal. I understand that exposing a dog to an unsafe environment, distress, or harm's way is considered mistreatment and subject to appropriate discipline

# NCA Working Test Entry Form

NCA Draft Test hosted by the Northland Newfoundland Club at the 4-H Training Center, 556 Middle Line Rd., Ballston Spa, NY October 8&9, 2022. Entries close at 5:00 p.m. Eastern Time on Wednesday, September 21, 2022.

**Note: Online Entries will be accepted for these tests**

**No entry from an NCA Member\* will be accepted before Saturday, August 6, 2022**

**No non-NCA member entry will be accepted if post-marked before Tuesday, August 16, 2022**

\* NCA members are granted a 10 day early entry as a benefit of their membership in NCA. To take advantage of the early entry rule, if the dog is co-owned, then either all co-owners of the dog must be NCA members OR the handler must be an NCA member.

Send entries with \$45 entry fee per test, payable to Northland Newfoundland Club, to Mary Lou Cuddy, Draft Test Secretary, 1660 Burch Rd, Granville, NY 12832. Complete an entry form for each dog entered. Please print legibly.

**Attach a current copy of this dog's AKC, ILP, PAL or international registration**

**Saturday, Oct 17:** \_\_\_BDD \_\_\_DD \_\_\_DD Requal \_\_\_TDD  
\_\_\_TDD Requal \_\_\_DDX \_\_\_DDX Requal \_\_\_TDDX

**Sunday, Oct 18:** \_\_\_BDD \_\_\_DD \_\_\_DD Requal \_\_\_TDD  
\_\_\_TDD Requal \_\_\_DDX \_\_\_DDX Requal \_\_\_TDDX

*For Team Entries complete a form for each dog.*

**The information on this form generates a certificate of qualification should the dog pass. Please complete it carefully!**

Owner's Name(s): \_\_\_\_\_  
NCA Member Y / N

Address: \_\_\_\_\_ City: \_\_\_\_\_

State: \_\_\_\_\_ Zip: \_\_\_\_\_

Reg. Name of Dog: \_\_\_\_\_

Registration # \_\_\_\_\_ Call Name: \_\_\_\_\_

DOB: \_\_\_\_/\_\_\_\_/\_\_\_\_ Sex: \_\_\_\_\_

Sire: \_\_\_\_\_

Dam: \_\_\_\_\_

Breeder(s): \_\_\_\_\_

Handler's Name: \_\_\_\_\_ NCA Member Y / N: \_\_\_\_\_

Handler's Email: \_\_\_\_\_

Type of Apparatus: \_\_\_\_\_ Width of Apparatus: \_\_\_\_\_

## Entry Form Must Be Signed To Be A Valid Entry & Sent By Mail To The Address Above

I understand that I enter my dog in this NCA Working Test at my own risk. I agree to abide by the Test Regulations and the NCA Constitution and By-laws and further agree to be bound by the Agreement printed on this entry form. I have read the Test Regulations and understand them.

Signature: \_\_\_\_\_  
(Signature of Owner/Agent duly authorized to make this entry)

Date: \_\_\_\_/\_\_\_\_/\_\_\_\_

### AGREEMENT

I (we) acknowledge that the NCA test regulations have been made available to me (us) and that I am (we are) familiar with their contents. I (we) agree that the club holding this event has the right to refuse this entry for cause which the club shall deem to be sufficient. I (we) agree that I (we) will uphold the AKC Code of Sportsmanship, the NCA Code of Ethics, and (if applicable) the NCA Judges Code of Ethics. In consideration of the acceptance of this entry and of the holding of this event and of the opportunity to have the dog judged and to win ribbons or trophies, I (we) agree to hold this club, its members, directors, governors, officers, agents, superintendents, or test secretary and the owner or lessor of the premises or grounds and the employees of the aforementioned parties, harmless from any claim for loss or injury which may be alleged to have been caused directly or indirectly to any person or thing by the act of this dog while in or upon the test premises or grounds or near any entrance thereto, and I (we) personally assume all responsibility and liability for such claim; and I (we) further agree to hold the aforementioned parties harmless from any claim or loss of the dog by disappearance, theft, damage or injury, be caused or alleged to be caused by the negligence of the club or any of the parties aforementioned, or by the negligence of any other person or any other causes. I (we) agree that any violation of the AKC Code of Sportsmanship, the NCA Code of Ethics and/or the Judges Code of Ethics will be handled pursuant to the Grievance policies listed on the NCA website. I (we) hereby assume the sole responsibility for and agree to indemnify and save the aforementioned parties harmless from any and all loss and expense (including legal fees) by reason of the liability imposed by law upon any of the aforementioned parties for damage because of bodily injuries, including death at any time, resulting therefrom, sustained by any person or persons, including myself (ourselves) or on account of damage to property, or my vehicle arising out of or in consequence of my (our) participation in this test, howsoever such injuries, death or damage to property may be caused, and whether or not the same may have been caused or may be alleged to have been caused by negligence of the aforementioned parties or any of their employees or agents, or other persons.

I agree to grant to this club, and its authorized representatives permission to record on photography film and/or video, pictures of my participation. I further agree that any or all of the material photographed may be used, in any form, as part of any future publications, brochure, or other printed materials used to promote NCA or the regional club, and further that such use shall be without payment of fees, royalties, special credit or other compensation.

The Newfoundland Club of America, this regional club, its members, directors, governors, officers, agents, superintendents, test committee, reserves the right to remove any animal in distress from a parked car or crate, and all persons attending this dog event hereby waive any claim for damages against the club for such removal. I understand that exposing a dog to an unsafe environment, distress, or harm's way is considered mistreatment and subject to appropriate discipline

