

## **IAFL Code of Conduct**

The IAFL Code of Conduct (“Code”) establishes the principles and expectations for professional conduct behavior of everyone involved in conducting or participating in IAFL business and activities. By adhering to this Code, we foster a positive, inclusive, and respectful environment that aligns with our core values and organizational objectives.

### **1. Scope and applicability**

This Code applies to all IAFL Fellows (which includes Fellows, Judicial Fellows and Associate Fellows), regardless of their position or location and, in the case of IAFL Events (see below) applies to all guests and other attendees.

Whilst this Code is primarily concerned with conduct associated with IAFL business and activities, the scope of this policy reflects the possibility that conduct by IAFL Fellows in other contexts may also be inconsistent with the IAFL's core values and principles that underly an individual's status as an IAFL Fellow.

### **2. Core values and principles**

IAFL is a worldwide association of practicing lawyers who are recognized by their peers as the most experienced and skilled family law specialists in their respective countries. For 40 years the IAFL has striven to improve the practice of law and the administration of justice in the area of divorce and family law throughout the world.

We value diversity and are committed to fostering an inclusive environment where IAFL Fellows, and all those participating in IAFL activities feel valued, respected and welcomed. Harassment, discrimination, or any form of bullying will not be tolerated. The IAFL's Harassment and Discrimination policy can be read in full [here](#).

The IAFL has a reputation for the collegiality among IAFL Fellows and the sense of community that this brings and with dignity, courtesy and respect we work hard to ensure that it is preserved. The Code of Conduct is part of our work in preserving and deepening that reputation.

### **3. Communication with other IAFL Fellows**

IAFL Fellows may contact each other for legitimate business purposes using the search facility on the website.

All communications should be respectful and appropriate for a business audience. (See also '**IAFL Events**' below. The standards referred to there apply equally to both written and oral communications.)



IAFL Fellows are requested to refrain from sending unsolicited business promotion emails to other IAFL Fellows.

Under no circumstance should any IAFL Fellow share personal details of other IAFL Fellows with a 3<sup>rd</sup> party without the written consent of the IAFL Fellow. You can read the IAFL's Privacy policy [here](#).

#### 4. IAFL Events

IAFL Events are defined broadly as any in-person or online meeting or other event organized or co-hosted by any component part of the IAFL, including but not limited to annual meetings, Chapter meetings, regional meetings, Introduction to International Family law meetings, webinars and committee meetings.

These events provide unique professional development and networking-building opportunities and, as representatives of the international legal profession and their individual firms and organizations, IAFL Fellows, guests and other attendees are expected to maintain the highest levels of propriety and behavior.

The IAFL values the participation and contribution of every attendee and wants everyone to have a safe, fulfilling and enjoyable experience. Accordingly all attendees are expected to show dignity, respect and courtesy to other attendees, regardless of the capacity in which they are attending.

All communication (both verbal and non-verbal) should be appropriate for a professional audience, including people of many different cultures, backgrounds, opinions and personal attributes. Be careful in the words that you choose and be aware of how your actions may be perceived by others and remember that behaviors might be construed differently dependent on culture and background.

Behavior should be respectful and professional at all times. Do not insult nor disparage other attendees and ensure that you are not disruptive to others, which includes respecting the personal space of others. Unnecessarily interrupting or speaking over people or drinking excessively such that you lose insight into your own actions, and their effect on others, are all behaviors to be avoided. Be mindful of topics, language and gestures that might be offensive to others. Remember that discriminatory, sexual, exclusionary or lewd jokes, language, imagery or behavior are not appropriate. What might seem harmless fun to one person can be offensive to another. Any unwanted verbal or physical conduct of a sexual nature or related to a protected characteristic may constitute harassment.

All event attendees are required to conform to the [IAFL Harassment and Discrimination Policy](#).

## 5. Incident Reporting

Any alleged breach of the Code of Conduct should, in the first instance, be raised with the IAFL President or, if such alleged breach concerns the IAFL President, it should be raised with the IAFL President Elect. If possible, such concerns should be raised by email and with details such as names, dates, times, witnesses etc. The matter may be referred to the [Executive Committee] (or such other person as the President (or President Elect) considers appropriate. To the extent possible, confidentiality will be preserved and limited to those individuals who have a need to know. Please refer to the [IAFL Harassment and Discrimination Policy](#) for more details about reporting harassment or discrimination.

Retaliation against a person for raising concerns, or for supporting another to do so, will not be tolerated.

All IAFL Fellows and others involved in IAFL business and activities have a responsibility to uphold this Code of Conduct. Therefore, the IAFL encourages them, where appropriate, to challenge inappropriate conduct if they experience or observe it and to support anyone who is affected by it (both in the moment and in connection with any incident report).

The IAFL may take such action upon a finding of breach of this Code of Conduct as it deems appropriate. In particular (but without limitation), IAFL Fellows are reminded that per Bylaw 12.1 (D):

*“Fellowship shall be terminated in the event of:*

*(D) Conduct by the Fellow deemed by the Executive Committee to be injurious to the reputation or interests of the Academy”*

A breach of this Code of Conduct would be considered injurious to the reputation or interests of the IAFL.

*Approved by the IAFL Executive Committee on 4 February 2026*