



## **CODE OF CONDUCT for PARTICIPATING in IAF/ILAC ACTIVITIES**

### **Application**

This Code of Conduct is intended to ensure all IAF and/or ILAC activities are conducted in a manner that is inclusive and that ensures all participants are treated fairly and with respect, irrespective of their racial, cultural, religious or social backgrounds.

It is binding on all IAF and /or ILAC Members and applicant members, their staff, as well as delegates or representatives of any affiliation participating in or observing IAF and/or ILAC activities carried out as part of the operation of IAF and/or ILAC. This includes, but is not limited to, both physical meetings and online communications.

### **Code of Conduct**

#### **Expected Behaviour**

- Demonstrate an understanding and respect for the race, culture, religion and gender of participants in IAF and/or ILAC activities.
- Maintain and support a collaborative and collegiate environment that is free from discrimination, harassment or offensive behaviour.
- Respect the right to privacy and do not use information gained in the course of professional or business activities for personal use without consent.
- Maintain business etiquette and professional courtesy in all interactions whether in person, such as at meetings or evaluations and in all communications.

#### **Remedial Action for Breaches of the Code**

Anyone requested to stop behaviour considered unacceptable by another person is expected to do so immediately.

If a breach of this Code occurs, the matter should be reported immediately to security staff or law enforcement officials and the IAF and/or ILAC leadership.

IAF and/or ILAC leadership may take any action deemed necessary and appropriate, in relation to breaches of this Code, including immediate removal from the meeting or activity without notice or refund of any fees or other costs paid. In such cases, IAF and/or ILAC leadership reserve the right to prohibit attendance or involvement in future IAF and/or ILAC meetings and/or activities.