



ACC Europe Code of Conduct for Events

Last updated: 15 December 2025

1. Purpose & Mission

The Association of Corporate Counsel (ACC) Europe is dedicated to promoting the common professional and business interests of in-house counsel and advancing the highest ethical standards governing the practice of law. We are committed to providing a safe, productive, and welcoming environment for all participants, regardless of gender, sexual orientation, disability, physical appearance, race, nationality, or religion. This Code of Conduct outlines our expectations for participant behaviour as well as the consequences for unacceptable behaviour.

2. Scope & Applicability

This policy applies to all individuals associated with ACC Europe events, including but not limited to:

- Attendees (Members and Non-members)
- Speakers and Panelists
- Sponsors and Exhibitors
- Volunteers and Staff
- Guests and Vendors

This Code applies to all ACC Europe activities, including the Annual Conference, Country Representative (CRep) events, social gatherings, and event-related digital communications (social media, apps, and virtual platforms).

3. Competition Law & Antitrust Compliance

As a gathering of legal professionals, who potentially work for competing organisations, all ACC Europe events must strictly adhere to EU and international competition laws.

- Prohibited Topics: Participants must not discuss or exchange commercially sensitive information regarding current or future prices, fees, pricing strategies, profit margins, market shares, specific customer or supplier terms, or boycotts of any industry participant.
- Individual Responsibility: It is the responsibility of every participant to terminate any discussion that violates these rules and to report such incidents to ACC Europe staff immediately.

4. Expected Behaviour

- Professionalism: Treat all participants with respect, dignity, and consideration, valuing a diversity of views and opinions.

- Inclusion: Contribute to a collaborative environment free from discrimination.
- Integrity: Uphold the professional ethics expected of the legal community, ensuring conduct is free from harassment, intimidation, or any form of unwelcome behaviour.

5. Unacceptable Behaviour

ACC Europe has zero tolerance for:

- Harassment: Unwelcome or hostile behaviour, including intimidation, stalking, offensive verbal comments, or inappropriate physical contact.
- Discrimination: Actions or speech that exclude or marginalise individuals based on any characteristic, belief, or status, undermining the principles of respect and inclusion.
- Disruption: Sustained disruption of sessions, talks, or other events.
- Recording Violations: Recording or photographing participants or content without permission, where such permission is explicitly required (e.g., during "off-the-record" sessions).

6. Media & Confidentiality

- Chatham House Rule: Where specific sessions are designated as held under the Chatham House Rule, participants are free to use the information received, but neither the identity nor the affiliation of the speaker(s), nor that of any other participant, may be revealed.
- Social Media: We encourage responsible social media sharing. However, participants must respect requests for confidentiality and privacy by speakers or other attendees.

7. Reporting & Enforcement

- Reporting: If you experience or witness a violation of this Code, please report it immediately to a member of ACC Europe staff on-site at the event, or by email to europe@accglobal.com. If you wish to report anonymously, we recommend creating an email address for this purpose that does not identify you as the sender. All reports will be treated with discretion and taken seriously.
- Enforcement Authority: The most senior leader of ACC Europe present will serve as the immediate enforcement authority on-site to ensure safety and order. This authority follows the order of seniority: first, the ACCE President; followed by members of the ACCE Operations Committee, the ACCE Board at large, ACCE Country Representatives, and ACCE staff members.
- Consequences: The ACC Europe Board reserves the right to determine the final consequences for violations. Sanctions may include:
 - Immediate Removal: Expulsion from the event without refund.
 - Future Ban: Prohibition from attending future ACC Europe events.

8. Agreement & Consent

By registering for or attending an ACC Europe event, you agree to be bound by this Code of Conduct. You acknowledge that your physical presence at the event constitutes continuing consent to these terms and the authority of ACC Europe and its designated agents to enforce them.