



## AFCC Code of Conduct Policy

### Purpose

This Association of Family and Conciliation Courts (AFCC) Code of Conduct Policy establishes standards for conduct, professionalism, ethics, integrity, and appropriate use of AFCC resources applicable to individuals while they are accessing content provided by AFCC, or attending an AFCC event, meeting, or educational program. This Policy is intended to support AFCC's mission, protect the integrity of the organization, promote lawful and ethical behavior, preserve AFCC resources and intellectual property, and foster a professional, respectful, inclusive, and safe association environment.

### Scope

This Code applies to all participants in AFCC events and programs, and users of AFCC platforms, materials, and resources.

#### 1. Educational Purpose and Professional Environment

AFCC programs are professional forums intended to support the good-faith exchange of ideas and the advancement of professional competence. AFCC is committed to fostering an educational environment that promotes productive, constructive discussion in which differing professional opinions and approaches may be explored in a respectful and objective manner. AFCC does not endorse any specific content, viewpoint, methodology, treatment model, legal strategy, or professional approach presented at its events or included in its materials. AFCC encourages productive discussion and collaborative disagreement, provided that such engagement remains respectful and does not cause disruption.

#### 2. Standard of Professional and Ethical Conduct

Conduct that disrupts AFCC activities or compromises the safety, dignity, or ability of others to participate in AFCC activities and events is prohibited. Participants must act in a professional, respectful, honest, and lawful manner.

#### 3. Prohibited Conduct

A person violates this Policy by engaging in conduct that is objectively inconsistent with AFCC's standards of professionalism, lawful and ethical behavior, protection of confidential or proprietary information, or the safe and orderly functioning of AFCC activities and events.

Prohibited conduct includes, without limitation:

- Unlawful or unethical conduct that directly affects AFCC, its programs, platforms, materials, events, or participants
- harassment/discrimination/retaliation
- disruption of AFCC events
- misuse of AFCC role/resources
- misuse of confidential/proprietary information

Participants shall act as responsible professionals and, when they witness harassment or other plainly inappropriate conduct in connection with AFCC activities and events, intervene in a safe, respectful, and professional manner if they feel comfortable doing so. Appropriate intervention may include addressing the conduct directly, checking on the affected person, de-escalating the situation, reporting unlawful behavior to security or law enforcement, or seeking assistance from AFCC leadership.

As an organization of independent professionals, AFCC expects all participants to exercise professional autonomy by attempting to resolve interpersonal or professional disagreements directly and respectfully. AFCC encourages immediate reporting of conduct that directly affects the safety of participants of AFCC activity, operations, or access. AFCC reserves the full discretion to decline involvement in private, professional, or third-party disputes that do not directly implicate or affect the association's core activities.

#### **4. Communications and Social Media**

AFCC-related communications should remain professional and respectful. Individuals speaking in a personal capacity must not state or imply that they speak for AFCC. Participants may not use communications channels or social media to harass, threaten, defame, disclose confidential information, misrepresent AFCC positions, or reveal client, patient, case-specific, or other confidential content learned through AFCC activities.

#### **5. Conflicts of Interest and Misuse of Position**

Participants must avoid using AFCC membership, office, committee roles, or access to AFCC resources for personal gain, preferential treatment, or improper advantage. Participants should disclose actual or apparent conflicts of interest when relevant to AFCC decision-making, leadership, publications, speaking opportunities, sponsorship matters, or other association activities.

#### **6. Use of AFCC Resources, Systems, and Property**

AFCC resources, including its name, logos, content, directories, mailing lists, online platforms, member lists, event access, educational materials, and other systems or property, may be used only for authorized purposes consistent with AFCC rules and applicable permissions. Unauthorized access, copying, sharing, distribution, commercial exploitation, or misuse of AFCC resources is prohibited.

#### **7. Intellectual Property and Limited License**

All AFCC live presentations, recordings, slides, handouts, chat transcripts, written materials, publications, and related content are the protected intellectual property of AFCC or its licensors and are made available only under a limited, revocable, non-exclusive, non-transferable license for the original registrant's or authorized user's personal, non-commercial educational and professional development use. Any unauthorized distribution of this material is strictly prohibited.

#### **8. Ethical Use of Artificial Intelligence**

This Policy is not intended as a prohibition or restriction on using artificial intelligence tools generally. Participants may use artificial intelligence tools, provided that such use is consistent with applicable law and their professional, ethical, licensing, confidentiality, and fiduciary obligations.

Participants are also strictly prohibited from uploading, inputting, pasting, submitting, recording, transcribing, scraping, or otherwise using artificial intelligence or machine-learning tools to process any AFCC provided or sponsored content, including presentations, PowerPoints, handouts from sessions, written materials, or similar materials, for purposes of training a large language model or other artificial intelligence system, or for using such content to support, develop, or pursue complaints, grievances, or similar claims against presenters.

Participants may not use artificial intelligence or machine-learning tools to process content obtained from an AFCC event, presentation, meeting, training, consultation, or similar activity for their own use where the content belongs to another member, presenter, client, patient, or other person, unless informed consent or other appropriate authorization has been obtained.

#### **9. Subject Matter Guidance**

AFCC recognizes that many family law and family justice issues, including, without limitation, Parent-Child Contact Problems (PCCP), allegations of child maltreatment, neglect, and abuse, and related matters, require individualized, nuanced, and multifactorial assessment. Participants are expected to approach such topics professionally and in good faith, recognizing that one-size-fits-all labels or conclusions may be inappropriate.

#### **10. Enforcement, Reporting, and Non-Retaliation**

Concerns about harassment, discrimination, retaliation, misuse of content, or other violations that directly affects AFCC, its programs, platforms, materials, events, or participants may be reported to AFCC Board Leadership, Executive Director, Program Director or to [afcc@afccnet.org](mailto:afcc@afccnet.org). AFCC may decline to investigate conduct that, in its reasonable determination, AFCC considers a private, professional, or third-party dispute that does not directly affect AFCC activity, safety of participants, operations, or access or the mission of AFCC.

AFCC encourages good-faith reports, good-faith bystander intervention, and support for affected individuals where safe and appropriate. AFCC will not tolerate retaliation against a person who in good faith reports a concern, participates in a review, supports an affected person, intervenes in a manner encouraged by this Code, or reports any illegal activity to law enforcement. If illegal activity is reported to law enforcement and such activity implicates or involves AFCC, please notify AFCC promptly after reporting.

When conduct occurs that directly affects AFCC, its programs, platforms, materials, events, or participants, AFCC will investigate suspected violations, impose corrective action, remove individuals from events or platforms, suspend or terminate access or privileges, require deletion of unauthorized materials, and pursue other available remedies, without refund of any kind. AFCC may pursue injunctive relief, specific performance, damages, statutory damages, and recovery of attorneys' fees, in addition to account termination and revocation of CE eligibility.

### **11. Disclaimer**

AFCC content is educational in nature only and does not constitute legal, clinical, psychological, or other professional advice. Membership in AFCC, accessing any AFCC programming, or participation in any AFCC programming or events does not create an attorney-client, therapist-client, fiduciary, or other professional relationship with AFCC, its presenters, or its staff.

### **12. Acceptance**

By applying for, renewing, or maintaining membership in AFCC, or by registering for, attending, accessing, or participating in any AFCC event, training, presentation, recording, communication platform, or associated materials, each participant acknowledges that they have read, understood, and agreed to comply with this Policy.

### **Contact**

Questions regarding this Policy, accommodations, or reports of suspected violations should be directed to **AFCC** at [afcc@afccnet.org](mailto:afcc@afccnet.org).