

EELA – Statement on Expectations regarding Conduct

In pursuit of its constitutional objectives, EELA holds conferences and other events. We value the contribution of each member of EELA and want all participants in conferences and other activities to have an enjoyable and worthwhile experience. With that in mind, participants are expected to show respect and courtesy to each other at conferences and other activities, and to ensure that accompanying guests are aware of expectations.

To ensure that everyone understands what is expected, we have made this Statement to which all participants are asked to adhere.

We believe that EELA conferences and other EELA activities should be inclusive and free of discrimination and harassment, regardless of age, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation. We will respect the laws and expectations of the location in which the conference is held. Communication and conduct should be appropriate for a professional audience of different backgrounds and cultures. Lawyers are asked to be mindful of the high standards expected of those who represent the legal profession. Respectful, professional and courteous behaviour is expected at all times.

To whom does this Statement apply?

This Statement applies to all participants in EELA conferences and other EELA activities including EELA members, accompanying partners, speakers, exhibitors and conference staff.

What kind of conduct is considered inappropriate?

We will not tolerate harassment, discrimination or inappropriate conduct at EELA conferences or in connection with other EELA activities. Harassment is unwanted behaviour that has the purpose or effect of violating dignity, or creating a degrading, humiliating, hostile, intimidating or offensive environment. Here are examples of conduct that is not acceptable:

- verbal or written abuse
- the use of sexual or offensive images in public spaces
- deliberate intimidation, stalking or following whether in person or via social media
- inappropriate photography or recording

- sustained disruption of talks or other events
- inappropriate physical contact or unwelcome sexual attention
- derogatory or abusive tweets, texts, emails or comments on websites and social media
- jokes or banter that may be offensive, including where this is related to characteristics protected by law
- behaviour that brings the reputation of EELA into disrepute, for example damage to hotel property

Consequences of violation

The Board of EELA reserves the right to take appropriate and proportionate action against any conference participant who violates this Statement. This may include (without limitation):

- asking the person to stop his/her behaviour and warning him/her that any further incidents may result in other actions;
- requiring the person to avoid any interaction with, and physical proximity to, a complainant for the remainder of the event;
- ending a talk early if it violates the policy;
- not publishing the video or slides of a talk which is not in accordance with this Statement;
- not permitting a speaker who acts in contravention of this Statement to give (further) talks at the event now or in the future;
- requiring any person to leave the event;
- banning any person from future events (either indefinitely or for a certain time period);
- taking steps to terminate membership of EELA, subject to the Constitution;
- reporting the behaviour to an appropriate regulatory body;
- terminating the contract of a third-party contractor.

Who should a participant speak to if they have been harassed or have witnessed harassment or other inappropriate behaviour?

If a participant has been harassed, notices that someone else is being harassed, or has any other similar concerns, please speak to Alice Trágerová (the representative of the Conference organiser) or to Conference host or to the EELA Board member for your country.

Confidentiality

EELA is mindful both of the sensitivity of matters of this nature and may have duties to members and third parties under the Constitution and applicable laws (which may not be laws that either participants or the Board members are familiar with). You should be aware that if you raise a concern to the parties identified above it may not always be appropriate for them to maintain confidentiality, e.g. they may decide to take steps (ie to bring this topic to the Board of EELA) to protect the safety of others. Participants are encouraged to make preferences clear.

Statement last updated: 1 December 2025