



INSURANCE COLLECTION EXECUTIVES CODE OF CONDUCT POLICY

Insurance Collection Executives (“ICE”) is committed to preventing unlawful discrimination and harassment, and in creating an environment in which all ICE members, conference attendees, exhibitors, speakers, and guests are treated with respect and professionalism. Consistent with this commitment, and in accordance with all federal, state and local laws, ICE prohibits any discrimination or harassment on the basis of race, religion, color, national origin, ethnic origin, ancestry, sex, sexual orientation, gender, marital status, age, physical or mental disability, medical condition or any other characteristic or status protected by law. ICE is dedicated to ensuring that this Code of Conduct is adhered to in every aspect. All ICE members, conference attendees, exhibitors, speakers, and guests are expected to avoid any behavior or conduct that could reasonably be interpreted as being discriminatory or harassing. Individuals who believe they have been or may be the victim of unlawful discrimination or harassment in violation of this policy shall immediately report such conduct to any ICE Board of Directors member, or to ICE’s corporate counsel. All reports and complaints will be dealt with on a confidential basis and disclosure of their existence will be limited to those who, in the interests of fairness and resolution, have an immediate need to know. This prohibition applies to all ICE members and conference participants, exhibitors, speakers, and guests, and should be honored at all conference activities, sessions and functions.