

Code of Conduct for the ESPID – WSPID Mentorship Programme

For Mentors and Mentees

The purpose of this Code of Conduct is to promote a respectful, productive, and professional environment for all participants in the ESPID – WSPID Mentorship Programme. This document outlines the expectations, responsibilities, and professional standards for both mentors and mentees to ensure the success and integrity of the mentoring relationship.

1. Principles of the Mentorship Relationship

Mentorship should be built on mutual **respect, confidentiality, honesty**, and a **commitment to growth**. Both mentors and mentees are expected to:

- Foster a safe, inclusive, and supportive environment.
 - Recognise and respect differences in background, training, identity, and perspective.
 - Engage in open, two-way communication and constructive feedback.
-

2. Responsibilities of Mentors

Mentors serve as role models and professional guides. Their responsibilities include:

- **Commitment:** Allocate regular, dedicated time to the mentoring relationship, and honour scheduled meetings.
- **Professionalism:** Model ethical and responsible behaviour in research, clinical practice, and communication.
- **Support and Guidance:** Provide constructive feedback on career development, education, research, and professionalism.
- **Confidentiality:** Respect the privacy of discussions and protect personal or sensitive information.
- **Boundaries:** Maintain professional boundaries, avoiding personal or inappropriate relationships.
- **Inclusivity:** Create an environment where the mentee feels valued, especially those from underrepresented backgrounds.

Mentors must also acknowledge when they are unable to provide specific guidance and help the mentee identify alternative resources or contacts.

3. Responsibilities of Mentees

Mentees are expected to take an active role in their professional development. Their responsibilities include:

- **Engagement:** Attend meetings on time, be prepared, and follow through on agreed goals or tasks.
 - **Openness:** Be receptive to feedback and willing to explore new perspectives.
 - **Communication:** Communicate needs, goals, and challenges honestly and clearly.
 - **Initiative:** Drive their own learning by setting objectives, asking questions, and seeking feedback.
 - **Respect:** Acknowledge and respect the mentor's time, expertise, and boundaries.
 - **Integrity:** Adhere to high standards of academic, clinical, and research ethics.
-

4. Mutual Expectations

- Define goals and expectations early in the relationship, and revisit them periodically.
 - Be responsive to communication within a reasonable timeframe.
 - Agree on the preferred mode and frequency of contact.
 - Address issues or misunderstandings respectfully and promptly.
-

5. Unacceptable Conduct

The following behaviours are not tolerated:

- Harassment, discrimination, or intimidation of any kind.
 - Breach of confidentiality or trust.
 - Exploitation of the mentorship relationship for personal, academic, or financial gain.
 - Any form of coercion, including pressure to co-author papers or perform tasks unrelated to agreed goals.
-

6. Dispute Resolution

If problems arise, participants are encouraged to first address them directly with each other. If resolution is not possible, the issue should be reported to the ESPID-WSPID Mentorship Organising Committee for confidential review and action.

7. Commitment to the Code

Participation in the mentorship programme implies agreement to this Code of Conduct. Violations may result in dismissal from the programme.