

NZSA Mentoring Code of Conduct

We value your and everyone's participation in the NZSA Mentoring Program. The mentoring program aims to provide a harassment-free experience for everyone, regardless of gender, gender identity and expression, age, sexual orientation, disability, physical appearance, body size, ethnicity, religion (or lack thereof), or technology choices.

It is the responsibility of all mentors, mentees and program organisers to promote a kind, inclusive and positive environment for mentoring to take place. All mentors, mentees and organisers are required to agree with the following code of conduct.

The NZSA Committee and Mentoring Program team do not tolerate harassment and hostile behaviour in any form. Harassment includes offensive or demeaning verbal comments; sharing of sexual images; deliberate intimidation, stalking, harassing photography or recording; sustained disruption of meetings; inappropriate physical contact; unwelcome sexual attention.

We expect participants to follow these rules in all in-person and virtual interactions with others in the mentoring program.

Participants asked to stop any harassing behaviour are expected to comply immediately.

If you are being harassed, or have any other concerns, please contact one of the following representatives:

- Lisa Thomasen lisa.thomasen@fonterra.com
- Beatrix Jones beatrix.jones@auckland.ac.nz
- Roy Costilla roy.costilla@cawthron.org.nz

These representatives will be available to chat via virtual meetings and e-mail. Any concerns raised will be kept in strict confidence and you will be consulted on any actions taken. In case of a formal complaint, they will speak to all parties involved to try to resolve the issue – without presupposition of guilt.