

Animal Behaviour Collective – Mentorship

Code of conduct

Mentorship should be inclusive, accessible, safe, and productive, on the part of both mentor and mentee. Animal Behaviour Collective are committed to making mentorship welcoming for all. Therefore, we expect all mentors and mentees to adhere to the Animal Behaviour Collective Mentorship Code of Conduct outlined below. Please note that we reserve the right to remove any mentors or mentees that are not adhering to these behaviours (see Terms and Conditions for more information).

For mentor/mentees experiencing unacceptable behaviour:

Please contact Animal Behaviour Collective (animalbehaviourcollective@gmail.com) if you are experiencing behaviour that breaks our Code of Conduct. All reports will be kept confidential.

Acceptable behaviour:

- Discuss and respect boundaries and expectations for the relationship between mentor and mentee (e.g. frequency/length of meetings/contact, topics of focus, duration of mentorship relationship etc.).
- Establish areas or topics that mentor or mentee do not want to discuss, and be respectful of that decision.
- Treat your mentor or mentees with respect, courtesy, and consideration.
- Value the diversity of opinions and experiences that your mentor or mentee may have.
- Avoid personal attacks, and only critique ideas rather than personal critiques.
- Be conscientious of the balance of communication in mentorship meetings.
- Respect one another's privacy by keeping communications confidential and discussing what a safe and confidential mentorship means for both of you.

Unacceptable behaviour:

- Do not send abusive messages to your mentor or mentee.
- Do not use racist, xenophobic, sexist, ableist, homophobic, transphobic/queerphobic or other discriminatory language.
- We have a zero-tolerance policy to bullying, harassment (including sexual harassment), and intimidation. This includes but is not limited to: negative comments and images about any protected categories (e.g. ethnicity, gender, sexual orientation, disability).

Consequences:

Animal Behaviour Collective will contact anyone not following the Mentorship Code of Conduct. We reserve the right to remove any mentor or mentee from their mentorship matching and prohibit future matching with mentors or mentees.