

EARMA Mentorship Scheme CODE OF CONDUCT

This Code of Conduct relates specifically to the participation in the specified EARMA Mentorship Scheme. We refer to EARMA's general [Terms and Conditions](#) and EARMA [Privacy Statement](#) for general engagement in EARMA activities.

Purpose of EARMA Mentorship Scheme

The EARMA Mentorship Scheme is a service to the EARMA members, developed to provide an arena for life-long learning, networking and sharing of best practices among members. The scheme is designed to support colleagues who are new in the profession to have targeted and regular yet informal discussions on pre-decided topics with more senior or experienced colleagues in a safe and trust-based environment.

Expectation of behaviour, ethical issues

Each participant is expected to act fairly and reasonably, politely and honestly, in the best interests of the other party.

Confidentiality

All issues that are discussed between the mentor and mentee are for internal purposes and details should only be shared with others by the consent of both parties.

Conflict of interest

In cases where discussions between mentor and mentee touch upon topics or issues that are in conflict with each other's interests, for instance if they discuss pre-award project development using ongoing processes as examples, then realising that they are taking part in competing proposals, they should declare the conflict of interest and stop discussing the particular issue.

Harassment and discrimination

The aim of the scheme is to provide a safe and trust-based environment for discussions. If a mentor or mentee claim that they have been exposed to any kind of behaviour from the other party that is not building trust, they can contact the EARMA office contact point and ask for advice.

Disciplinary actions

In cases where the mentorship relationship fails to develop successfully and fruitfully, the EARMA office will mediate between the parties to find a viable solution and way ahead. The committee has the authority to terminate the agreement and will seek alternative opportunities.