

Code of conduct

CIMPA is committed to fostering a positive environment for all participants. By participating in this program, mentors and mentees agree to adhere to the following principles.

General Behaviour (both for mentors and mentees)

We expect everyone to exercise consideration and respect in their speech and actions. You must refrain from demeaning, discriminatory, or harassing behaviour and speech. If you are feeling uncomfortable within the mentoring context, or if you notice a violation of these rules, or a dangerous situation, you must alert the CIMPA representative.

Unacceptable Behaviour

- **Discriminatory harassment:** Any conduct that discriminates or denigrates an individual on the basis of race, ethnicity, religion, citizenship, nationality, age, sexual or gender identity, disability, or any other characteristic protected by law in the location where the event takes place.
- **Sexual Harassment:** Unwelcome sexual advances, requests for sexual favours, inappropriate touching of an individual's body.
- **Moral Harassment:** Demeaning behavior aimed, for instance, at undermining confidence and/or self-esteem.

Harassment can occur when there is no deliberate intention to offend. Be careful with the words that you choose. Harassment committed in a joking manner or disguised as a compliment still constitutes unacceptable behaviour. Remember that sexist, racist, and other exclusionary jokes can be offensive to those around you.

Mentor Commitments

As a mentor, I commit to:

- support my mentee with kindness, sharing my experience and advice;
- be inclusive, welcoming, and benevolent towards all community members;
- respect the confidentiality of our exchanges unless it is in contradiction with the outlined principles of general behaviour;
- provide help to my mentee and encourage them to ask questions.



Mentee Commitments

As a mentee, I commit to:

- come prepared with topics, questions and/or updates;
- treat my mentor and others in the program with courtesy and respect;
- not share or record our conversations without my mentor's permission;
- if something in the relationship feels wrong or isn't working, I will raise it with my mentor and/or CIMPA using one of the following emails
 - Sophie Dabo sophie.dabo@univ-lille.fr
 - Helena Nussenzveig Lopes hlopes@im.ufrj.br
 - Christophe Ritzenthaler director@cimpa.info