



## **The Australasian Quaternary Association (AQUA) Mentoring Program Code of Conduct**

The purpose of the AQUA Mentoring Program Code of Conduct is to ensure that all program members can expect to be treated with respect, dignity, and inclusion, and in turn will reciprocate that behaviour. AQUA strives for diversity and is committed to providing a safe space for intellectual interactions, regardless of if face-to-face or virtually (including via online meetings, emails, social media etc.). This Code is not intended to infringe upon the academic freedom of our community.

As a participant of the AQUA mentoring program, I commit to:

- Treat everyone with respect and courtesy, recognising social and cultural differences,
- Engage positively and inclusively with all members of the program,
- Respect the privacy of individuals,
- Recognise, value, and respect the diversity, heritage, knowledge, cultural property, and connection to land of Indigenous peoples,
- Take reasonable care to ensure the physical and mental health and safety of myself and others,
- Maintain high standards of scientific and professional practice,
- Encourage cooperation, collaboration, and teamwork. Ensure that appropriate co-authorship is discussed and awarded as a result of any collaboration.
- Undertake practices in accordance with principles of environmental stewardship, resilience, and sustainability to the best of my ability,
- Notify the AQUA President of any incident where the Code of Conduct has not been followed, including inappropriate behaviour and misconduct, such as using harmful verbal or written comments towards others; disrupting AQUA activities inappropriately; or inappropriately using others' material without permission.

As participant of the AQUA mentoring program, I agree that I will not:

- Discriminate against another member on any basis.
- Behave in a way that abuses, intimidates, offends, degrades, insults, harasses or humiliates another person.
- Make improper use of my position to gain, or seek to gain, for myself.

Signed: \_\_\_\_\_

Name: \_\_\_\_\_

Date: \_\_\_\_\_