

## **AOSpine Mentorship Scheme-Education Code of Conduct**

1. Mentees should be the driving force behind the relationship and should therefore take responsibility for their personal learning and development
2. Mentors should react to the Mentees requirements and provide relevant support
3. The knowledge and experiences shared between the pair should be based on the Mentees needs and not the needs of the Mentor
4. Mentors should empower their Mentees
5. Professional courtesy should always be considered when reacting to time schedules and personal responsibilities
6. The Mentors and Mentees should have a mutually respectful relationship
7. It is the Mentors responsibility to ensure his/her knowledge and experience is appropriate for the Mentees requirements
8. The Mentor is required to participate in relevant training opportunities AOSpine provides for them to enhance their Mentoring skills
9. The Mentee's expectations need to be considered and discussed with the Mentor prior to the relationship beginning. If the Mentors feels they cannot meet their Mentees expectations this needs to be raised before the agreement is signed.
10. Should the Mentor be unable to assist the Mentee due to lack of knowledge or experience the Mentor should refer the Mentee to a suitable source
11. Should any conflict of interest arise (be it professional, academic, emotional or personal) the Mentor and Mentee are responsible for solving the issue.
12. The Mentor and Mentee have the right to approach the AOSpine Education Commission Chairperson if they feel either party is not operating within the boundaries of the code.