



RSAA – Mentor Programme Code of Conduct

The RSAA's role is limited to facilitating introductions, setting baseline expectations for conduct, and upholding this code as necessary. The RSAA does not supervise, monitor, or manage mentoring relationships once introductions have been made, nor does it maintain records of mentoring discussions.

Participants are responsible for the conduct of their own mentoring relationships. If a participant believes this code has been breached, or has concerns about behaviour, they should notify the RSAA promptly either by emailing or telephoning the Society – info@rsaa.org.uk, 020 7235 5122.

The RSAA reserves the right, at its discretion, to remove participants from the programme. The RSAA takes no responsibility for advice given, actions taken, or outcomes arising from mentoring relationships.

Admittance to and participation in the RSAA Mentoring Programme is conditional upon agreement to this Code of Conduct.

1. Purpose of the Programme

The Programme exists to facilitate informal, voluntary mentoring relationships between adults with an interest in Asia, whether academic, professional, or personal.

The programme is not a substitute for professional training, counselling, or career services.

2. Eligibility

The scheme is open to participants who are 18 years of age or older.

Participation is voluntary and may be ended by either party at any time.

3. Nature of the Relationship

Mentoring relationships are informal and self-directed.

Frequency, format, and duration of contact are for mentors and mentees to agree between themselves.

4. Professional Conduct

Participants are expected to treat one another with respect, courtesy, and professionalism.

Discriminatory, harassing, or abusive behaviour of any kind will not be tolerated.

Mentors and mentees should be mindful of power imbalances, particularly where differences in age, seniority, or professional experience exist.

5. Boundaries

Participants are responsible for maintaining appropriate personal and professional boundaries.

Mentoring relationships should not be used to pursue romantic, religious, political, financial, or commercial interests.

Participants should avoid placing unreasonable emotional, personal, or time demands on one another.

Participants should not request money, employment, legal, or medical service.

6. Confidentiality

Conversations within the mentoring relationship should generally be treated as confidential unless otherwise agreed. Confidentiality may be broken where there is serious concern of harm or problematic activity.

7. Ending the Relationship

Either participant may end the mentoring relationship at any time. Participants are encouraged to do so respectfully and to inform the RSAA.