

## **Example Mentor Code of Conduct**

The goal of the [Company or Organization] Mentoring Program Code of Conduct (“Code”) is to define and maintain a standard of behaviour that is expected of participants in the Program as mentors and mentees.

Participants in a mentoring relationship may develop friendships over time. However, it is important for mentor-mentee sets to have a well defined mentoring relationship. Mentors must maintain confidentiality throughout the program and beyond.

Mentors are not allowed to discriminate on the basis of ethnicity, religion, sex, sexual orientation, age, race, national origin, marital status, physical disability, political belief, mental or any other preference or personal characteristic, condition or state.

When a mentor is not available or delayed for some time they should notify the mentee early on.

Mentors are not allowed to provide any legal or medical advice to a mentee. For any questions regarding those topics the mentor should tell the mentee to look for qualified assistance.

Mentors should not engage in a romantic relationship with any mentee.

Mentors must report to the mentoring program manager if they find participant violates this Code.