

CODE OF CONDUCT

- The Mentee/Mentor will try to communicate in a timely manner and honour agreed upon meetings and commitments whenever possible in the spirit of mutual respect.
- Mentee/Mentor will maintain a professional relationship while engaged in this mentorship program and not enter into any kind of sexual relationship for the duration of the program.
- The Mentee/Mentor will maintain a high level of confidentiality which is appropriate and is agreed to by both participants.
- The Mentee/Mentor will respect personal boundaries and promote a healthy balance in the relationship.
- The Mentee/Mentor will declare any conflict of interest that may arise.
- The Mentee/Mentor understands that professional responsibilities continue beyond the termination of any mentoring relationship. This include maintaining agreed upon confidentiality, including any written records and avoidance of any exploitation of the former relationship.
- During mentorship meetings, the Mentee/Mentor will not promote goods or services, especially those that they might have a personal, financial, or political interest in.
- Neither participant will accept fees or commissions from their Mentor/Mentee.
- The program participants will represent themselves honestly (no fake identities or aliases, not misrepresenting qualifications) and strive to communicate openly and professionally.
- Mentee/Mentor will abstain from the use of drugs, alcohol, or any illegal activity while engaged in a meeting with their mentor.
- At all times the Mentor/Mentee will show respect for different cultural norms, beliefs, practices, and will conduct themselves “without regard to race, creed, colour, religion, ethnic origin, sex or political affiliation” (EFCL Code of Ethics, Article 1).
- Participants will attempt to resolve any interpersonal conflict directly with their Mentee/Mentor and if necessary involve their EFCL support staff.

Please sign this form and email it to [EFCL leaguesupport@efcl.org](mailto:EFCL_leaguesupport@efcl.org). Or fill out this form online efcl.org/mentorship-program/code-of-conduct/

Signature

Date

