



Code of Ethics

The success of the mentoring process rests on the respect of a Code of Ethics whose primary goal is to preserve the relationship of confidence between the mentor and the mentee (and their organizations).

BASIC PRINCIPLES (ETHICS) FOR THE MENTORING MODEL

Act in the interest of the mentee:

- The mentor must act, in their mentoring activities, in such a manner as to place the interest of the mentee first.
- If a mentor or mentee is not capable of continuing his/her commitment, s/he must inform their mentorship coordinator so they may take appropriate measures.
- The mentors and the mentorship coordinator must, at all times, protect the confidentiality of information obtained from the mentees.

Conflict of interest:

- In the case where a mentor and a mentee work for different organizations, whether direct or indirect competition exists or not, the confidentiality of information shared between the mentor and mentee must be respected at all times.
- A mentor cannot participate or accept to accompany a mentee in such a way as to enter into conflict of interest with the mentee's employer, an associate or with another business in which there are financial interests or others.
- A mentor cannot recommend an action or a transaction to seek or propose the services or the products of his/her personal firms. Mentoring cannot be considered as a lever to develop the business of the mentor or vice versa.

Refuse all compensation or payment:

- A mentor is a volunteer. No advantage, no reward or financial compensation or other must be accepted in return for the accompaniment work associated with the support offered to a mentee.

Ethics of the relationship:

- The only persons responsible for the quality of the mentoring relationship are the persons involved in that relationship. In the event of a problem, it must at first be discussed by the persons directly concerned. If the difficulty persists, it is then possible to ask for the coordinator's help.

Collaboration and mutual aid:

- The mentoring relationship is under the seal of confidentiality. However, the coordinator, the mentor, and the mentee respect the volunteer intention of the project, support the network and the mentoring stakeholders with their collaboration and mutual aid. They accept to transmit certain information to the partners for the purpose of measuring the mentoring global results and therefore contribute to the development of a mentoring expertise in their environment