

## Mentoring Code of Ethics

- ✓ Mentors do not, in their role as mentors, assume other roles such as offering advocacy
- ✓ Mentors will not have inappropriate expectations of mentees. For example, mentees will not be expected to meet institutional requirements such as those required of employees.
- ✓ Mentees respect the professional boundaries of the mentors
- ✓ Mentors understand, and help their mentees understand, the difference between professional and personal interactions. They assume responsibility for establishing and maintaining appropriate boundaries between themselves and the other participants in communicative interactions.
- ✓ EMPOWER mentors will treat the mentees fairly and with sensitivity, dignity, respect and in a non-discriminatory manner.
- ✓ EMPOWER mentors will at all times respect mentee privacy and the confidentiality of mentee information.
- ✓ EMPOWER mentors will seek, at all times, to create an atmosphere of friendliness and positive support.
- ✓ EMPOWER mentors will refrain from physical or verbal abuse or denigration of mentees or other staff.
- ✓ EMPOWER mentors will at all times respect the cultural and religious beliefs of mentees.
- ✓ EMPOWER mentors will not refuse, or fail to carry out reasonable instructions of EMPOWER project supervisors.
- ✓ EMPOWER mentors will recognise and respect their responsibility to the EMPOWER Project, ensuring they are neither late nor absent from mentoring appointments without valid reason.
- ✓ EMPOWER mentors will refrain from giving false or misleading information to the mentee.
- ✓ EMPOWER mentors will maintain positive professional relationships with other peer mentors and the mentees.
- ✓ EMPOWER mentors have a legal and professional responsibility to disclose information where not reporting might cause harm to a client or another person.
- ✓ Mentoring sessions are to be held at Ishar or at any other public place.
- ✓ Some actions are unacceptable behaviour for EMPOWER Mentors:
  - Inappropriate conversation of a sexual nature.
  - Coarse language, especially that of a sexual nature.
  - Suggestive gestures or remarks.
  - Jokes of a sexual nature.
  - Inappropriate touching.
  - Inappropriate literature.
  - Recording, photographing or filming without prior consent.
  - Mentors do not accept gifts, money, or any other offers under any circumstances.