



Code of Conduct for mentoring pairs

Responsibility

The onus is on both the mentor and the mentee to be aware that their behaviour has the potential to negatively affect the mentoring relationship.

Confidentiality of the identity of the person being mentored

Confidentiality involves preserving the name of those being mentored unless they have given consent to disclosing them.

Confidentiality of mentoring conversations

Both the mentor and the mentee have the responsibility to maintain and respect the confidentiality of all information imparted and exchanged during the mentoring relationship as this information may be sensitive and personal in nature. Accordingly, all information about a mentor and mentee exchanged in the course of the mentoring relationship shall be kept confidential by mentors and mentees and should not be shared with third parties, unless such information is publicly available or comes within the public domain.

Boundary management, roles and contracting

Those working in a mentoring relationship may develop friendships over time. It is important to have a clear mentoring relationship and not allow personal bias to influence professional actions. Stay mindful of maintaining confidentiality, objectivity and equal partnership.

Examples of clear contracting should include agreement on whether it is permissible or not to make email/telephone/text contact concerning mentoring issues in between mentoring sessions.

Mentoring pairs are strongly encouraged to set and agree on boundaries of their mentoring relationship at the first mentoring session. Some of the suggested boundaries may include:

1. Access to the mentor outside of agreed mentoring sessions
2. Topics that should be avoided during mentoring sessions
3. Being respectful of each other's time

Recruiting

Neither mentors or mentees shall use the platform or the mentoring programme for their recruiting purposes.

Competence

Mentors need to be conscious of their own levels of mentoring competence and experience and to never overstate them. An appropriate approach for mentors to foster this consciousness might be to engage in reflective practice and / or requesting the Roots Inspire team for guidance via our help@rootsinspire.com channel.



If a mentoring conversation strays away from mentoring and moves towards counselling, it might be best to suggest that, if needed, a competent person in that field be contacted (e.g., a counsellor). Please contact us at help@rootsinspire.com if such situations arise.

Dealing with self-distractions

Mentors need to recognise that bias, preconceived ideas, initial impressions, opinions and stereotypes can all influence the ability to pay full attention and be present and focused on those being mentored. If it is not possible to achieve this level of self-management, an appropriate approach might be for the mentor to either absent themselves temporarily or suggest that the mentee work with a different mentor.

Breach of Code of Conduct

Should a mentor or mentee encounter a breach of the Code of Conduct by any other user of our platform, please report this to us at help@rootsinspire.com so we can investigate further and take the appropriate actions.