

# Mentoring Code of Conduct

---

1. Mentoring is a confidential activity, in which both parties have a duty of care towards each other.
2. Both mentor and mentee should be volunteers; either may dissolve the relationship if they feel it is not working
3. The mentor's role is to respond to the mentee's developmental needs and agenda; it is not to impose his or her agenda
4. Mentor and mentee should respect each other's time and other responsibilities, ensuring that they do not impose beyond what is reasonable.
5. Mentor and mentee should also respect the position of third parties, other members, and colleagues. \*
6. The mentor should not intrude into areas that the mentee wishes to keep off-limits, unless invited to do so. Mentors should check with mentees and, where appropriate, suggest that mentees seek counselling.
7. Mentor and mentee should be open and truthful to each other about the relationship itself, reviewing from time to time how might it be effective.
8. Mentor and mentee share responsibility for the smooth winding down and proper ending of their relationship when it has achieved its purpose or renegotiating a future relationship.

\*Including respecting and abiding by any employer confidentiality requirements

*Source: The European Mentoring and Coaching Council (EMCC)*