

## Example 7: Mentor/Mentee Code of Conduct

### WHAT IS THIS EXAMPLE?

This example provides suggested wording for a mentor/mentee code of conduct, outlining a set of rules around what constitutes acceptable versus unacceptable behaviour in a mentor and mentee relationship.

### HOW IS GENDER INCLUDED IN THIS EXAMPLE?

This code of conduct takes into account the power dynamics that exist between mentors and mentees, and explicitly states the organisation's commitment to gender diversity, equality and inclusion.

### WHY IT MATTERS

There can be significant power dynamics between entrepreneurs and those supporting them, including mentors. When power dynamics are not addressed they can lead to negative relationship outcomes ranging from a mentee not receiving any value from their mentor to incidences of intimidation or assault. An intermediary can address these by putting a code of conduct in place, that both parties sign and agree to.

### EXAMPLE(S)

All entrepreneurs and mentors should sign a [Code of Conduct](#) document before they start their relationship with one another.

In many cases, a three point approach works best:

- Discuss verbally in an open forum
- Have participants read and sign documents
- Reiterate regularly and deliberately and call out inappropriate behaviour as soon as it happens.
- Establish clear lines of reporting to help you address issues as they arise