

Global Mentorship Initiative

Code of Conduct for Students

About Global Mentorship Initiative globalmentorship.org

Global Mentorship Initiative (“GMI”) is a nonprofit organization that provides guidance to college students through online mentorship. GMI was created to help prepare students for their first career job.

Summary

The GMI Code of Conduct (“Code”) is to define and maintain a standard of behavior that is expected of participants in the program as mentors and mentees. Participants in a mentoring relationship may develop friendships over time. However, it is important for mentor-mentee sets to have a well-defined mentoring relationship that meets the standards of the GMI Code.

Commitment to the mentoring relationship is an important part of the mentoring program. If you’re unable to fulfill your responsibilities or are having difficulty in your mentoring relationship, you are encouraged to contact GMI to discuss the appropriate course of action. Causes for termination could include:

- Not responding to GMI and your mentor emails in a timely manner. All emails should be responded to within seven days.
- Skipping two scheduled sessions without communicating with your mentor or GMI.
- If a mentorship shows as Inactive on the portal (meaning no sessions held for over 20 days) on two separate occasions.

All Mentorships must be completed within 10 months of the match date.

The mentee is responsible for managing his/her own learning and goal setting during the program. The mentor shall be supportive during this process but should not do the work for the mentee.

Maintaining Appropriate Mentorship Behavior

Mentors and mentees are not allowed to discriminate on the basis of ethnicity, religion, gender, sexual orientation, age, race, national origin, marital status, physical disability, or political belief.

Mentors and mentees will not exploit the relationship or seek any inappropriate financial or non-financial advantage from the relationship. Mentees are prohibited from asking mentors for financial assistance during the mentorship.

Mentees should not expect their mentors to find a job for them or to refer them for a job.

Mentors are not allowed to provide any legal or medical advice to a mentee. For any questions regarding those topics, the mentor should tell the mentee to look for qualified assistance.

Mentors and mentees should not engage in a romantic relationship. Mentors and mentees must report this to GMI if this condition of mentorship has been violated.

When a mentor or mentee is not available or delayed for some time, they should notify the other person as soon as possible to adjust the mentorship schedule.

If mentors or mentees express unwillingness, reluctance, or discomfort in discussing any topic raised, the other person should promptly cease pursuing that topic.

Harassment of any participants in any form including deliberate intimidation or stalking will not be tolerated and must be reported immediately to GMI.

How to Report Code Violations

If you are concerned about a potential violation of the GMI Code, please immediately contact the GMI Director of Operations at: Kristen.Sahl@globalmentorship.org.