

**RED GLOBAL
DE MENTORES**

Code of Ethics

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Part 1 - RGMentor Approved Definitions.

1. CODE OF ETHICS

A deontological code is a document that includes a more or less wide set of criteria, supported by deontology, with norms and values that are formulated and assumed by those who correctly carry out a professional activity.

Deontology should not be confused with deontological codes. Deontology has a broader character, and may include rules that do not appear in any particular code. A code of ethics is the application of deontology to a specific field.

Professional ethics or professional deontology (from the Greek δέον 'due' + λόγος 'treated', is the branch of applied ethics whose purpose is to establish the duties of those who practice a profession.

Ethics or deontology does not impose legal or normative sanctions. However, professional ethics can be, in some way, in the legal codes that regulate a professional activity. Deontology also forms part of what is known as normative ethics and presents a series of principles and rules of obligatory compliance

Our code of ethics deals with the ethical aspects of mentoring. Therefore, it is an instrument that brings together the rules, behaviors and ethical values, which regulate the discipline of mentoring and which are assumed by the members of RGMentores, when practicing the profession of Mentoring.

2. IMPLICIT CODE OF HONOR

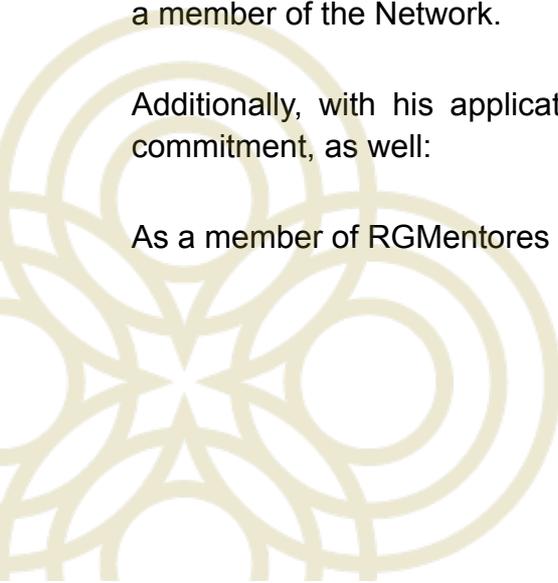
It is the set of basic norms, principles and rules that are required to safeguard the relationships within RGMentores and thus maintain an honorable system, based on trust, integrity and ethical virtuosity of its members.

3. ETHICAL COMMITMENTS

All members of RGMentores commit themselves to act from the professional performance mode contained in this Professional Guide for Mentors, to practice the present Code of Ethics, to permanently raise their competencies as Mentors, and to submit to the regulations and procedures established by the management of RGMentores; their breach will result in the application of sanctions, up to the expulsion as a member of the Network.

Additionally, with his application to RGMentores, the applicant is affirming his ethical commitment, as well:

As a member of RGMentores these are my commitments to the Network:



1. I will provide reliable academic and practical documentation to prove my admission to RGMentores and to request my hierarchical position within it.
2. I will conduct myself in accordance with the RGMentores Code of Ethics in all mentoring activities.
3. I will participate in RGMentores with the deepest respect for diversity and inclusion, without philosophical, religious, political or sociological impositions on other members of the Network.
4. It is my commitment to be an active member of the Network, so I will contribute to the progress of the profession, researching in the discipline of mentoring, and communicating my knowledge as a Mentor, so I will provide systems and tools, self-diagnostic tools, protocols and process guides, documents, writings, articles, case studies, videos and research, which provide empirical knowledge to the Network and all its members.
5. I will respect the copyright, trademarks, intellectual property rights and will abide by the respective laws of each country in which I act as a Mentor.
6. I will carry out the research, which I bring to the profession, and their respective writings, according to the scientific standards and guidelines applicable to each case, with honesty, competence and responsibility.
7. I will recognize and respect the efforts and contributions of the other members of the RGMentores and will not assume them as my own. If I quote them, I will give an account of their author and where this contribution can be found.
8. I will not discredit perspectives or approaches to mentoring other than those outlined in this Mentor's Guide, nor will I discredit colleagues or other professionals, who work with the same or different methods, and I will speak respectfully of my colleagues' schools, and of the types of intervention proposed by European and North American perspectives of mentoring, which have scientific and professional credibility.
9. I will maintain my professional competence, the soundness of the objective and scientific foundation of my interventions, from the requirements of the professional way of acting as a Mentor.
10. I will abstain from accepting conditions of economic retribution that clearly signify devaluation of the profession or unfair competition with my colleagues.
11. I will keep in mind that it is a serious violation of professional ethics to attribute to myself, in any medium, advertisements, plaques, business cards, programs, etc., a qualification that I do not possess, as well as to use RGMentores' seals of endorsement, which could easily lead to error or confusion, and also to favor the public's credibility regarding my role as a mentor or as a member of the Network.

12. If I am called to serve RGMentores, at its leadership level or in its special committees, I will act from the search for the common good, as a co-responsible for promoting and strengthening the profession, the integrity of the Network and its members, supported by the fulfillment of the Sustainable Development Goals (SDO) and guided by the guidelines established in the United Nations Convention against Corruption (UNCAC).
13. I will honor, in impeccability and consistency, the Mentoring profession, respect other approaches or disciplines, and submit to the legislation and rules applicable in each country and in the RGMentores.

Part 2 - Ethical Standards in the Stages of Mentoring

As a provider and actor in the Mentoring process:

I. General Conditions:

1. I will adjust my professional activity as a Mentor to the laws and regulations of each country, refraining from making my clients believe that I am acting on behalf of RGMentores, although I can argue my certifications as a Professional Mentor, Specialist Mentor, etc., or the endorsement of my institution or programs, issued by the Network.
2. I attest that my professional authority is based on my training and qualifications for the tasks I perform.
3. I will not make misleading statements about my services and will accurately report my qualifications, expertise, experience, certificates, accreditations, and actual results of my mentoring processes
4. My Mentoring interactions, and my performance as a Mentor, are constituted from a principle of independence and professional autonomy, whatever the hierarchical position I hold in a given organization, with respect to other professionals and higher authorities.
5. Given that the professional practice of mentoring should not be mixed, either in practice or in its public presentation, with other procedures and practices outside the empirical basis of mentoring, without prejudice to the legitimate diversity of theories, schools and methods, I will not use other forms of accompaniment, different from mentoring, without being prepared in them and without leaving express evidence, to

the mentored, of the change in the processes of interaction.

6. Under no circumstances will I lend myself to confusing situations, in which my role, functions and tasks as a Mentor are equivocal or ambiguous.
7. When, during a mentoring interaction, I discover the need for close relations with other disciplinary areas and professional competencies, for a better and more adequate attention of the person being mentored, I will make sure that he/she knows the corresponding connections, indicating and guiding him/her, so that he/she can make better informed and qualified decisions regarding his/her situation and the best way to face it in order to solve it.

II. Relationships with my clients and mentors:

1. I will develop clear contracts, respect them, and prior to initiating a mentoring process, explain the nature, limits, agreements, confidentiality, financial commitments, and any other details incorporated into the process.
2. All the information that I gather in the exercise of my profession, whether in express verbal manifestations of my clients, or in measurements or other professional observations made, will be subject to my duty and the right of my mentor to professional secrecy, from which I can only be exempted by the express consent of my client. I will also ensure that my possible collaborators comply with this professional secrecy.
3. I will establish a clear agreement on the exchange of mentoring information between Mentor, Mentoree and Client company when applicable. The reports made at the request of institutions or organizations in general, will be subject to the general duty and right of confidentiality established above, leaving me, as well as the corresponding requesting instance, obliged not to disseminate them outside the strict framework for which they were collected.
4. In the exercise of my profession I will show scrupulous respect for my client's right to his or her own privacy. I will only collect the information that is strictly necessary for the performance of the tasks for which I have been requested, and always with the authorization of my client.
5. I will keep my Mentor's (person or community) and the contracting party's information confidential, unless required by law.
6. I will avoid conflicts of interest and if they exist I will openly expose them and propose to withdraw from the mentoring process.
7. I will be diligent and honest in providing all available empirical knowledge to my credit, without consciously omitting relevant information, that may support the

Mentorship.

8. I will assist, competently and responsibly, my client companies and mentors, according to the standards of the community in which they operate
9. I will refrain from mentoring illegal or unethical individuals or organizations.
10. I will only accept the exchange of services, goods or other non-monetary compensation when this will not harm the Mentoring relationship.
11. I will not engage in sexual relationships with any of my clients, nor will I intentionally exploit any aspect of the Mentor-Mentee relationship for personal, professional, or financial gain.
12. I will identify and report any personal or professional issues that may affect a mentoring process, including suspending it, and when the facts require it, I will seek appropriate professional help.
13. If I believe my client can be better served by another mentor, or professional from other disciplines, I will encourage him/her to make the change when necessary and appropriate.

Part 3 - Ethical Standards for Termination of the Mentoring Relationship

1. I will respect my client's right to terminate the mentoring relationship, at any time or when she no longer benefits from our mentoring relationship.
2. I will discard records created during each mentoring process so that the confidentiality, security and privacy of my mentees are not affected.

Part 4 - Continuing Education.

I will assume responsibility for my personal and professional growth through continuous training processes, seeking to ensure that my hierarchy in RGMentores is very much in line with all I can offer.

Part 5 - Professional Image.

1. I will use the contact information of colleagues and clients in a professional and respectful way.
2. When I identify that someone is acting contrary to this Code of Ethics and the profession of Mentoring, I will notify RGMentores' senior management.
3. I will not participate in activities that discredit the profession, nor will I make adverse judgments about the performance of another Mentor, simply because I do not share their approach.

Part 6 - Mentorship Training.

1. Only when I am duly certified by RGMentores, as a Mentor of Mentors, or endorsed with a specific program or endorsed as a Training Center, will I assume the commitment to train Mentors.
2. When I form Mentors I will explain and clearly commit to each of the chapters contained in this Code of Ethics.

Part 7 - Mentor's Professional Ethical Oath

As a Mentor, I acknowledge and agree to respect my ethical and legal obligations to my clients, sponsors, colleagues, the public, and stakeholders.

I promise to abide by the Code of Ethics and apply these standards in my mentoring services.

If I violate this Oath of Ethics or any part of the Code of Ethics, I agree to be held accountable.

I further agree that liability for my failure to comply will result in sanctions such as loss of my certifications, and/or my institutional or program endorsements.

After reading and analyzing this document, I sign it as a sign of acceptance.

Signature:

Name and Surname: _____

Identity Card: _____

Date: _____

