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WIN *on-line*
Women In action

Proj.no: 2019-1-FI01-KA204060743

WIN on-line: Women In Action



MENTORING CODE OF ETHICS

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PROJECT CONSORTIUM



FINLAND

YSAO - Ylä-Savo Municipal Federation of Education

<https://www.ysao.fi/In-English>



ITALY

APID IMPRENDITORIALITA DONNA

<http://www.apid.to.it>



SPAIN

Errotu Taldea S.L.P

<https://www.errotu.com/>



CYPRUS

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<https://www.eurosc.eu/>



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<https://www.svietimoprofsajunga.lt/>



GREECE

p-consulting.gr - C.M. SKOULIDI & SIA E.E.

<https://www.p-consulting.gr/>



GREECE

Patras Women Union

<https://egyppa.org/el/>

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Mentoring Code of Ethics

Preamble

The reason behind creating the Mentoring Code of Ethics is to introduce certain ethical norms which are very important during the whole operation of the WIN on-line Mentoring process. The Code of Ethics reflects and comes in line with the mission of our Organization, that is, to strengthen the sustainable economy and offer equal opportunities while encouraging and advancing ethical, conscious and effective entrepreneurial behaviour.

The Organization conducts mentoring in spirit of the aforementioned basic principles, the goal of which is to increase the mentoring network's sphere of influence (in aspects of geographical reach, industrial sector and activity). The aim of the WIN on-line mentoring is to support unemployed women to enter or re-enter the labour market by creating their e-business and is also aiming at developing mentees' business knowledge and skills in order to become successful e-entrepreneurs. With this intention, mentors within the network should conduct their duties in accordance with a unified professional normative system, while their activity is in accordance with the duties as well as the qualitative and ethic expectations established.

Fundamental Rules

The present Code of Ethics includes seven fundamental rules, which present in detail what attitude is being expected from the Mentors and Mentees during the mentoring process.

Proactivity, motivation, availability

The Mentors and Mentees are selected according to their own practice. During the selection process, Mentees need to meet the following qualities: proactivity and motivation. Proactivity: Involvement in the program by their own initiative. Motivation: Examining the business, or the reason of their intent to join the Mentoring Network and Concept.

Impartiality and objectiveness

The Mentor is obliged to provide carefully considered, impartial professional feedback and development ideas during the analysis of the Mentee's activities or plans and to deliver suggestions for development and to do other constructive professional activities;

Professional confidentiality

During the mentoring process, any information being exchanged especially during the Mentor-Mentee communication is considered confidential, and as such, no information may be made available to third parties without the authorization of both parties. All participants of the WIN on-line mentoring consider this basic rule binding.



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Responsibility and Respect

Mentors and mentees should collaborate with respect towards each other's beliefs, cultural values and practices, local rules, working time and company's history/past. Both parties must avoid discrimination in all activities and operations, including discrimination on the basis of age, race, gender expression, ethnicity, sexual orientation, religion, national origin or disability.

Know-how development

Mentors are obligated to constantly maintain and develop their professional know-how and strive to encourage the same attitude in their Mentee during the mentoring process, in the spirit of lifelong learning.

Regarding the Code, it is also worth emphasizing, that the Code cannot and does not contain guidance for every possible situation and subject that could arise. If anyone is in doubt how a situation is to be approached, help can be requested from the organizer of the WIN on-line program using the central email address.

The personal scope of the Code of Ethics extends to Mentors, Mentees and other people involved in the processes of the WIN on-line mentoring program.