



Mentoring Policies

Mentor Eligibility Policy

It is the policy of the Diocese of York that each mentor understands and meets the following criteria:

- Is over 18 years of age
- Has completed the safe recruitment process of the Church including police checks
- Is willing to abide by the mentoring program policies and safeguarding guidelines
- Is willing to spending 4-10 hours a month with the mentee, meeting regularly in a public place
- Is committed to the program for at least one year
- Is willing to attend mentor training events as required
- Is willing and able to communicate regularly with the program coordinator
- Has access to reliable transportation
- Is able to manage time effectively and be on time for meetings
- Does not abuse substances, alcohol or use illegal drugs
- Is not currently under treatment for a mental disorder or has been hospitalised for a mental disorder in the past three years

Matching Policy

The program co-ordinator should use the factors below to consider suitability of a mentor/mentee match

- Preferences of the mentor, mentee
- Preferences of the parent/guardian of the mentee
- Gender
- ethnicity
- Geographic proximity
- Common interests



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Unacceptable Behaviour Policy

Mentors are considered role models to their mentees and therefore are required not to partake in any unacceptable behaviour whilst part of the programme.

Any unacceptable behaviour specified, but not limited to the list below, will result in a warning and/or disciplinary action including suspension or termination from participation in the mentoring program.

- Unwelcome physical contact, such as inappropriate touching, patting, pinching, punching, and physical assault
- Unwelcome physical, verbal, visual, or behavioural mannerisms or conduct that denigrates, shows hostility, or aversion toward any individual
- Demeaning or exploitive behaviour of either a sexual or nonsexual nature, including threats of such behaviour
- Display of demeaning, suggestive, or pornographic material
- Known sexual abuse or neglect of a child
- Denigration, public or private, of any mentee parent/guardian or family member
- Denigration, public or private, of political or religious institutions or their leaders
- Intentional violation of the law
- Possession or use of illegal substances or weapons
- Being under the influence of alcohol during a session