

CFL's Behavioral Policy Statement for Mentors and Mentees: Preventative and Protective Measures

Revised September 15, 2008
Effective date: January 1, 2009

The College is committed to fostering an environment in which all persons have an equal opportunity to work and to pursue learning freely, whether in group settings or in close relationships between individual students, employees, and mentors. This entails an obligation to protect the dignity, safety, and self-respect of all students, employees, and mentors. As an academic community valuing the moral teaching of Jesus Christ, Hope College is committed to the belief that each individual is of unqualified worth. God values each person, female and male, as a unique work of divine creation. Therefore, the College condemns covert and overt acts which interfere with this commitment.

This commitment extends to The Center for Faithful Leadership's mentoring program. Below is a list of preventative and protective measures that participants are encouraged to undertake to help ensure the dignity, safety, and respect of everyone involved.

- I. Preventative Measures
 - a. Filters
 - i. Hope College will do a criminal background check on all who apply to be mentors in CFL's mentoring program.
 - ii. CFL will ask for references of those applying to be participants (mentors and mentees).
 - iii. All participants will have access to training by way of mentoring information/roundtable sessions.
 - iv. All participants will be asked to provide electronically monthly summary notes of their meetings.
 - b. Guidelines
 - i. Participants of CFL's mentoring programs are expected to conduct meetings only in public places and open spaces.
 - ii. Participants are also expected to not break the law or professional codes of conduct.
 - iii. Participants are expected to be familiar with and adhere to the following Hope policies:
 1. Virtues of conversation:
<http://www.hope.edu/academic/communication/virtuesbrochurenew.pdf>.
 2. Hope's sexual harassment policy
www.hope.edu/about/policies.
 3. Hope's policy on discriminatory behavior:
www.hope.edu/about/policies.

- II. Protective Measures
 - a. Communication: Participants are encouraged to report any questionable behavior to the CFL director; in addition:
 - i. If the questionable behavior is of a sexual or discriminatory in nature, participants are encouraged to report that behavior to Hope's Sexual Harassment Policy Advocates (www.hope.edu/about/policies/sh_advocates.html).
 - ii. If the questionable behavior is of a psychological nature, participants are encouraged to report that behavior to Hope's Counseling Center (616-395-7945).
 - b. Liability:
 - i. Hope College can be held accountable for those persons acting on its behalf, regardless of whether these agents are paid or volunteers.