

**Mentorship Guidelines**  
**of**  
**Black Girl White Coat**  
**a Texas Nonprofit Corporation**

These MENTORSHIP GUIDELINES are designed to provide all Black Girl White Coat mentors and mentees with a set of principles and expectations for appropriate conduct and behavior.

Violation of these Mentorship Guidelines or conducting oneself in a manner we otherwise determine to be unprofessional, will result in dismissal from the Black Girl White Coat Mentorship Program. If a mentee is dismissed from the Black Girl White Coat Mentorship Program, they are ineligible to reapply for future Black Girl White Coat programs, giveaways, and scholarships.

## **MENTORS**

All mentors shall abide by and conform to these professional standards:

1. Mentors shall conduct themselves in a manner that is honest, professional, and honorable.
2. Mentors shall give sound, unbiased, knowledgeable advice to mentees.
3. Mentors shall disclose any conflicts of interest that may arise.
4. Mentors shall respond to their mentees in a timely manner.
5. Mentors shall email [Mentorship@BlackGirlWhiteCoat.org](mailto:Mentorship@BlackGirlWhiteCoat.org) and their mentee if they find themselves unable to fulfill their commitments as a mentor.
6. Mentors shall contact [Mentorship@BlackGirlWhiteCoat.org](mailto:Mentorship@BlackGirlWhiteCoat.org) promptly if they begin to desire a romantic relationship with their mentee.
7. Mentors shall contact [Mentorship@BlackGirlWhiteCoat.org](mailto:Mentorship@BlackGirlWhiteCoat.org) if a mediator is needed to address a conflict between themselves and a mentee.

## **MENTEES**

All mentees shall abide by and conform to these professional standards:

1. Mentees shall conduct themselves in a manner that is honest, professional, and honorable.
2. Mentees shall initiate communication with their mentor promptly.
3. Mentees shall disclose any conflicts of interest that may arise.
4. Mentees shall respond to their mentors in a timely manner.
5. Mentees are responsible for initiating communications, such as the scheduling of meetings, with their mentor.
6. Mentees shall email both [Mentorship@BlackGirlWhiteCoat.org](mailto:Mentorship@BlackGirlWhiteCoat.org) and their mentor if they find themselves unable to fulfill their commitments as a mentee.
7. Mentees shall contact [Mentorship@BlackGirlWhiteCoat.org](mailto:Mentorship@BlackGirlWhiteCoat.org) promptly if they begin to desire a romantic relationship with their mentor.
8. Mentors shall contact [Mentorship@BlackGirlWhiteCoat.org](mailto:Mentorship@BlackGirlWhiteCoat.org) if a mediator is needed to address a conflict between themselves and a mentor.