



International Women Mentoring Institute

CODE OF ETHICS

1. PURPOSE

The IWMI Code of Ethics establishes the guiding principles, values, and standards of conduct for all individuals and organizations engaged with IWMI, including Members, Affiliates, and Sponsors.

This Code aims to:

- Promote ethical mentoring and leadership practices
- Ensure professionalism, integrity, and accountability
- Foster inclusive, respectful, and safe environments
- Support the global advancement and empowerment of women

All stakeholders are expected to uphold this Code in all IWMI-related engagements and activities.

2. CORE VALUES

Integrity

We act with honesty, transparency, and consistency in all professional and personal interactions. We communicate truthfully, avoid misrepresentation, and uphold trust in every engagement.

Respect

We honor the dignity, diversity, and perspectives of all individuals. We actively listen, seek to understand, and create safe and inclusive spaces across cultures, backgrounds, and experiences.

Responsibility

We take accountability for our actions, decisions, and commitments. We act ethically even in challenging situations and ensure our actions align with IWMI's mission and values.

Empowerment

We are committed to uplifting and enabling women to grow, lead, and succeed. We encourage confidence, independence, and continuous personal and professional development.

Impact

We strive to create meaningful, sustainable, and positive change through mentoring, leadership, and collaboration within our communities and globally.



3. GENERAL ETHICAL STANDARDS

All Members, Affiliates, and Sponsors are expected to:

3.1 Professional Conduct

- Conduct themselves with professionalism, integrity, and respect at all times
- Communicate clearly and honestly in all interactions
- Avoid misleading claims or misrepresentation of qualifications, roles, or affiliations

3.2 Confidentiality

- Respect and protect all confidential information shared within IWMI engagements
- Clearly communicate the limits of confidentiality when required by law or safety concerns
- Ensure proper handling, storage, and protection of personal and professional data

3.3 Respect, Inclusion, and Non-Discrimination

- Promote diversity, equity, and inclusion in all activities
- Avoid discrimination based on gender, race, culture, religion, age, or background
- Foster a safe, respectful, and supportive environment for all participants

3.4 Conflict of Interest

- Disclose any actual or potential conflicts of interest promptly
- Avoid situations that may compromise objectivity, fairness, or integrity
- Act in the best interest of IWMI and its community

3.5 Ethical Use of Technology

- Use digital platforms and tools responsibly and professionally
- Protect privacy and confidentiality in all digital communications
- Avoid misuse of data, information, or artificial intelligence

4. INDIVIDUAL MEMBERS

4.1 Mentoring Relationships

- Establish clear expectations, goals, and boundaries at the beginning of the engagement
- Maintain mutual respect, professionalism, and commitment throughout the mentoring process
- Honor agreed schedules, responsibilities, and communication norms

4.2 Confidentiality and Trust

- Maintain strict confidentiality of all discussions within mentoring relationships
- Create a safe, open, and supportive environment for sharing and growth

4.3 Professional Boundaries

- Maintain appropriate and ethical boundaries at all times
- Avoid any form of exploitation, including emotional, financial, or personal gain
- Refrain from inappropriate or conflicting relationships

4.4 Empowerment Approach

- Encourage mentees to develop their own solutions and decisions
- Support independence, confidence, and leadership growth
- Avoid creating dependency



4.5 Active Participation

- Engage meaningfully in IWMI programs, sessions, and initiatives
- Contribute positively to the community through collaboration and knowledge sharing

5. AFFILIATES

5.1 Alignment with IWMI Values

- Ensure all collaborations align with IWMI's mission and ethical standards
- Promote women's empowerment and leadership in all joint initiatives

5.2 Ethical Representation and Branding

- Use IWMI name, logo, and affiliation responsibly and with proper authorization
- Avoid misrepresentation or misuse of IWMI branding

5.3 Program Delivery and Engagement

- Deliver programs and initiatives with integrity, quality, and professionalism
- Ensure ethical treatment, respect, and safety of all participants

5.4 Inclusion and Diversity

- Promote inclusive practices within their organization and programs
- Support gender equity and equal opportunities

5.5 Transparency and Accountability

- Maintain transparency in agreements, communications, and reporting
- Address concerns or issues promptly and responsibly

6. SPONSORS

6.1 Ethical Support

- Provide support in a manner that respects IWMI's independence and integrity
- Avoid undue influence on program content, decisions, or participants

6.2 Transparency and Integrity

- Maintain clear, honest, and transparent sponsorship agreements
- Avoid conflicts of interest or hidden agendas

6.3 Respect for IWMI Community

- Engage respectfully with IWMI members and participants
- Avoid exploitation of access for inappropriate commercial or personal gain

6.4 Alignment with Mission

- Ensure sponsorship activities align with IWMI's commitment to women's empowerment, leadership, and ethical practice

7. ACCOUNTABILITY

All Members, Affiliates, and Sponsors are expected to comply with this Code.

Failure to adhere may result in:

- Review and mediation
- Suspension or termination of membership, affiliation, or sponsorship
- Individuals are encouraged to report unethical behavior responsibly and in good faith.



8. COMMITMENT

By engaging with IWMI, all participants commit to:

- Upholding the highest ethical standards
- Acting with integrity, respect, and responsibility
- Contributing to a global movement that empowers women through mentoring and leadership

ACKNOWLEDGEMENT

I acknowledge that I have read, understood, and agree to abide by the IWMI Code of Ethics.

Signature over Printed Name and Date