



TERMS & CONDITIONS FOR THE MENTORSHIP PROGRAM

Privacy Policy

As a Mentor or Mentee, I consent to CREAN collecting, using and disclosing the information in this Application Form and in any documents I give to CREAN in connection with this Application form for the purpose of considering my participation in the Mentor Program and if my application is approved for the purposes of: (a) including my personal information in CREAN's mentorship directory (b) sending me notices and other correspondence, (c) managing my participation in the Mentor Program, and (d) for the other purposes described in this Privacy Policy which I have read and understood.

By applying to the Mentor Program, I understand that this is a Mentee-led relationship, driven and maintained by me. As such, as a mentee, I commit to:

- Scheduling monthly one-hour phone/video meetings with my Mentor 30 days in advance;
- Providing feedback via quarterly feedback surveys;
- Immediately contacting CREAN if I have any concerns (confidentiality, communication, expectations, or other) with my mentor relationship;
- Reading the Mentor Program Guide (sent to me by email when being introduced to my Mentor);
- Signing a Confidentiality Agreement.

As a mentor, I commit to:

- Meeting with my Mentee at least 1 hour every month for the 12 month duration of the program;
- Providing feedback via quarterly feedback surveys;
- Immediately contacting CREAN if I have any concerns (confidentiality, communication, expectations, or other) with my mentee relationship;
- Reading the Mentor Program Guide (sent to me by email when being introduced to my Mentee);
- Signing a Confidentiality Agreement.

By applying to the Mentor Program, I understand the following policies:

- All the information I have provided CREAN is true.
- All Mentees agree to work with the Mentor they are paired with and understand that this pairing is valid for 12 months, starting on the date that they are introduced by email.



Confidentiality/Non-Disclosure Agreement

Any information encountered during the course of discussions during the mentorship program, including but not limited to financial information, customer lists or information, or project designs is considered confidential proprietary information of the mentor, and as such, you agree, are trade secrets. You will not at any time, either during communications, discussion or planning thereafter, divulge, furnish, or make available either directly or indirectly, to any other person, firm, corporation, or other entity, any proprietary information provided by the Mentor/Mentee and their company(ies). You agree that such matters and information shall be kept strictly and absolutely confidential.

It is the discretion of the Mentee as to what info is disclosed to the Mentor, and vice versa. CREAN is not responsible for disclosure issues in conversations within the Mentor/Mentee relationship.

If you have any questions or need some clarification, please contact us at hello@creansociety.ca or call 250-721-9611.