



Mentorship Program Agreement

WHEREAS _____ [“Mentor”] and _____ [“Mentee”]
wish to enter into a mentoring arrangement, the undersigned do hereby agree as follows:

1. The Mentee and the Mentor agree to enter into a mentoring relationship for a period of twelve months, namely from _____, 20__ to _____, 20__, which may be extended upon the mutual written consent of the parties.

2. The Mentee’s goals for this relationship are:

a. _____

_____;

b. _____

_____;

c. _____

_____.

3. The parties hereto agree and acknowledge:

a. To be available for consultation by telephone or e-mail during regular business hours, and occasionally in person;

b. To meet in person every three months to review the progress of the relationship, and to discuss how the relationship can be improved;

- c. That the Mentor will look for opportunities to introduce the Mentee to other members of the local bar;
- d. That they will meet in person to deal with any events or circumstances that make continuing the relationship difficult or awkward;
- e. That all matters discussed in the course of the relationship shall be confidential, unless both parties agree that disclosure can occur;
- f. That the Mentor will not assist the Mentee on following types of matters:
 - i. Direct involvement in dispute resolution;
 - ii. Acting as an advocate for career advancement; and
 - iii. The lending of money or financial matters;
- g. That the Mentor will not have any contact with the Mentee's client(s) that would create a solicitor/client relationship. Similarly, that the Mentee will not have any contact with the Mentor's client(s) that would create a solicitor/client relationship;
- h. That the Mentee understands that he/she is responsible for individually and independently satisfying him/herself of the soundness of any suggestions, recommendations or advice-like comments made by the Mentor;
- i. That the Mentee will hold the Mentor harmless for any professional liability claim arising on a matter that the Mentor provided advice to the Mentee;
- j. That the Mentor and Mentee will hold the Ontario Bar Association ["OBA"] harmless for any claim arising out of the OBA's facilitation of the Mentor - Mentee relationship; and,

- k. That the Mentor will not be subject to any deductible or claims levy surcharge on any claim against a Mentor arising out of this mentoring relationship.

Mentor Signature

Date

Mentee Signature

Date