



## **SPRYNG Mentorship Program**

### **MENTOR MEMORANDUM OF UNDERSTANDING (MOU)**

This Memorandum of Understanding outlines the expectations and responsibilities of mentors participating in the SPRYNG Mentorship Program. The program connects Pakistani-American College students and early in career individuals (must be 18+ to participate) with experienced professionals to support leadership development, academic exploration, and career readiness.

Mentors play a critical role in providing guidance, encouragement, and professional insight to participating students.

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#### **1. Role of the Mentor**

Mentors agree to:

- Provide guidance and support related to academic pathways, career exploration, and leadership development.
- Share professional experiences and advice to help mentees navigate educational and career opportunities.
- Encourage mentees to develop confidence, professional skills, and long-term goals.
- Support mentees in building networks and identifying opportunities for growth.

Mentors are not expected to provide employment, internships, financial support, or academic tutoring.

#### **2. Mentor Responsibilities**

Mentors agree to:

- Participate in mentorship meetings as requested by mentee
- Accept at least one meeting request per month through the program
- Communicate respectfully and professionally with mentees and program leadership
- Provide constructive guidance and encouragement
- Maintain appropriate professional boundaries with mentees
- Notify program leadership if concerns arise within the mentorship relationship

Mentors understand that consistency and reliability are essential to building a meaningful mentorship experience.

### **3. Professionalism and Conduct**

Mentors agree to maintain a professional and respectful environment by:

- Treating mentees with dignity and respect
- Promoting a safe and supportive learning environment
- Avoiding discriminatory, inappropriate, or harassing behavior
- Modeling professional behavior and ethical decision-making
- Respecting cultural, religious, and personal differences

Failure to uphold these standards may result in removal from the program.

### **4. Confidentiality**

Mentors agree to respect the confidentiality of mentees and program participants.

Mentors will not disclose personal, academic, or professional information shared during mentorship discussions without permission, except when required to report concerns regarding participant safety or well-being.

### **5. Program Structure**

Mentors acknowledge that the program may include:

- one-hour scheduled mentorship meetings on a monthly basis for a period of 6 months
- workshops and professional development sessions
- leadership development opportunities

Mentors may be invited to support additional program activities when available.

### **6. Communication and Boundaries**

Mentors agree to maintain appropriate professional boundaries and communication practices.

- Communication should remain professional and respectful.
- Meetings should occur through approved program channels/platform
- Mentors should not engage in behavior that could create conflicts of interest or inappropriate relationships.

### **7. Agreement**

By signing below, the mentor confirms that they:

- Understand the expectations of the SPRYNG Mentorship Program
- Agree to support their mentee with professionalism and integrity
- Commit to maintaining a safe, respectful, and constructive mentorship environment

Mentor Name: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

Program Representative  
SPRYNG Mentorship Program

Name: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

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