



## AOM IBPOC Mentorship Program: Privacy and Confidentiality Disclaimer

The AOM's IBPOC Mentorship Program is intended to be "hands off" - meaning the AOM will not actively be involved in your mentorship arrangement or in attendance of your sessions nor what is shared during these sessions. This mentorship program is provided on the - [Together Mentoring Platform](#) and as such, their [User Terms](#) and [Privacy Policy](#) apply. While the AOM provides some guidelines on the mentorship process, resources to help you navigate your journey, and technical support, we do not monitor discussions or agreements between pairings. Both mentee and mentor are entering this relationship at their own discretion and with full autonomy to decide whether they accept an identified match, frequency and duration of sessions identified goals, duration and cessation of the match, what is exchanged between mentor and mentee, etc. The AOM recognizes the importance of confidentiality and privacy throughout this process and encourages participants of the program to respect one another's privacy and confidentiality during the mentorship journey. This entails adhering to the following principles:

1. **Maintaining Discretion and Respect Consent:** Do not share personal or professional details shared in confidence without receiving explicit permission from the mentor/mentee. This includes sharing information with third parties, including colleagues or supervisors about your mentor/mentee that are discussed during mentorship sessions.
2. **Secure Communication:** Ensuring that all communications, whether verbal, written, or electronic, are conducted in a secure and private manner to prevent unauthorized access.
3. **Maintain Professional Standards:** Refrain from discussing sensitive and identifiable information about midwifery clients in accordance with the [CMO Professional Standards for Midwives](#).
4. **Ongoing Commitment:** Continuously prioritizing and upholding the principles of privacy and confidentiality throughout the duration of the mentorship relationship, and even after its conclusion.

By adhering to these principles, we can create a safe and trusting environment conducive to meaningful mentorship experiences.