



COMMUNITY GUIDELINES

BACKGROUND

Symbiotic STEM is a nonprofit organization founded to make STEM opportunities more visible, valuable, and viable for underrepresented students interested in science, technology, engineering, and math (“STEM”) fields. We seek to recruit volunteer scientific mentors (“Mentors”) of different backgrounds and professional paths who can inspire, encourage, and support Symbiotic STEM Mentees (“Mentees”) in reaching their STEM goals.

We want to make sure that this service creates healthy, productive, and professional relationships between Mentors and Mentees. These Community Guidelines are used to help set norms and expectations for these relationships.

OUR GUIDELINES

The purpose of these Mentor–Mentee relationships is to allow Mentors to provide guidance and support for Mentees’ personal and professional development in STEM-related fields. We want to ensure that both Mentors and Mentees feel safe and comfortable when having these conversations. To that end, we expect that Mentors and Mentees:

1. Will be timely, professional, respectful, honest, and kind when communicating with each other, and anyone else they encounter through the Symbiotic STEM program.
2. Will communicate their expectations regarding the mentoring relationship at the outset of the relationship and adhere to the expectations they mutually agree to.
3. Will treat each other and others with respect, patience, integrity, courtesy, and dignity, using positive reinforcement and constructive dialogue.
4. Will follow instructions or rules given by teachers and/or schools to ensure safe mentoring.
5. Will not engage in any profane, offensive, or exclusionary behavior.

6. Will not attempt to use these services to develop a romantic, intimate, or sexual relationship.
7. Will not use any substances or engage in any activity that would render you incapacitated, inebriated, or otherwise unable to have clear and professional conversations.
8. Will not solicit, give, or accept goods or services of value or other monetary compensation for engaging in these discussions. (This rule does not apply to thank you cards and other non-monetary gestures of thanks!)
9. Will be honest, enthusiastic, and encouraging in your conversations.

MENTORSHIP RESOURCES

Symbiotic STEM maintains a list of resources that may help you make the most out of your mentorship experience, available at <https://www.symbioticstem.org/resources>. We encourage Mentors and Mentees to each take some time reviewing those resources.

SYMBIOTIC STEM'S ROLE IN MENTOR–MENTEE DISCUSSIONS

Please note that Symbiotic STEM is a service that connects Mentees to Mentors who are interested in discussing careers in STEM. It does not assign Mentees to Mentors, supervise any discussions, or otherwise monitor these relationships except as separately provided in our agreements with Mentors and Mentees. We do not review or endorse any views expressed by Mentors or Mentees.

REPORTING ISSUES OR CONCERNS

In the event any issues or concerns arise, please contact us first at contact@symbioticstem.org. We can investigate and address reported issues or concerns.

We reserve the right to remove a Mentor or Mentee from the services in the event of a violation of these Community Guidelines. We can also provide advice, feedback, and guidance on how to improve the health of a Mentor–Mentee relationship.