

RALLY Code of Conduct

As a voluntary Participant in the RALLY Program, I agree to abide by the RALLY Code of Conduct. I agree that if I violate any rule of the RALLY Code of Conduct, The Mom Project may suspend or terminate my participation in the RALLY Program.

Rule 1. Confidentiality. Except as provided below, I shall not disclose to any third party any personal details of my communications with my RALLY Match without prior permission of my Match. Exceptions: Code Violations. If my Match violates the RALLY Code of Conduct, I shall report the code violations to The Mom Project staff at rally@themomproject.com.

Rule 2. Availability. I shall be available for a minimum of (60) minutes per month over a (3) month period to communicate with my Match.

Rule 3. Communications. In my communications with my Match, (1) I shall not use offensive language, and (2) I shall not transmit offensive images. Offensive language includes, but is not limited to, (a) profanity or verbal abuse directed towards the Match, (b) sexually suggestive comments directed towards your Match, and (c) derogatory remarks directed towards any individual or group of individuals based on religion, race, color, ethnicity, country of origin, age, sex, sexual orientation, or sexual identity. Offensive images include, but are not limited to, (a) images that are sexually suggestive, lewd, or pornographic and (b) images that include offensive language, as described above.

***Discussion.** "Communications" refers to communications via any media; for example, in-person, phone, mail, photographs, voice-mail, audio conferencing, video conferencing, audio recordings, video recordings, e-mail, electronic text messaging, computer files supplied on physical media, and computer files transferred electronically.*

Rule 4. Topics for Discussion. If my Match expresses unwillingness, reluctance, or discomfort in discussing any topic that I have raised, I shall promptly cease pursuing that topic.

***Discussion.** The specific personal issues and the degree of personal detail that are appropriate for discussion will depend strongly on your specific Match and the specific circumstances.*

Rule 5. Meetings in Person. If my Match does not wish to meet in person, I shall not insist on a meeting.

***Discussion.** If circumstances permit, in-person meetings between you and your Match can be beneficial for developing personal rapport.*

Rule 6. Prohibited Advice. I shall not provide medical, mental-health, or legal advice to my Match.

***Discussion.** Medical, mental-health, or legal advice should be provided by a qualified professional. Even if your Match is coincidentally a qualified professional (for example, if the Match is a physician, psychologist, or attorney), the Match shall not provide medical, mental-health, or legal advice. Within the RALLY Program, each Match provides guidance and*

advice for professional development. If needed, advise your Match to seek the assistance of another qualified professional.

Rule 7. Knowledgeable Advice. I shall provide advice only on topics in which I have knowledge.

Rule 8. Fees. I shall not charge my Match any fees during the period of our mentorship.

***Discussion.** As a participant in the RALLY program, you are a volunteer and shall not charge a fee for your time working with your Match. Even if you are employed such that you would normally charge fees for services related to your Match (for example, if the you are a professional career coach who normally charges fees for preparing resumes), you shall not charge your Match any fees during the period of mentorship.*

Rule 9. Business Relationships. I shall not pursue a business relationship with my Match in which my Match derives no benefit from the business relationship.

Rule 10. Career Assistance. I shall not expect my Match to find me a job.

***Discussion.** It is not appropriate for a Participant to look to their Match to act as a job placement service and require them to circulate their resume as a matter of course. Under specific circumstances, a Participant may volunteer to circulate their Match's resume among colleagues and to inquire whether there is a suitable job opening; however, such assistance is strictly at the discretion of each Participant.*

Rule 11. Duty to Report Code Violations. If I observe any Participant behaving in a manner that violates the RALLY Code of Conduct, I shall promptly report my observations to The Mom Project staff at rally@themomproject.com.