

## **Protocol on Referral of Mentoring Requests by the Law Society of Ontario to Mentors**

This protocol sets out the process for the Law Society's referral of its licensees to be mentored by senior licensees.

Courts and tribunals may refer conduct of concern by licensees to the Law Society of Ontario. Referrals will be assessed in the context of the licensee's regulatory history. If the Law Society determines that it is appropriate for a licensee to receive mentoring, and the licensee agrees to participate in a mentoring session, the following process will be followed:

1. The Law Society will choose the appropriate mentor from a panel of senior licensees identified by mentoring organizations who have agreed to work with the Law Society. The Law Society will provide the licensee with the name of the mentor that has been selected.
2. Mentors sign a confidentiality agreement with the Law Society which confirms that any details concerning the mentoring sessions will be kept confidential by the mentor. At the outset of the mentoring session, the mentor will confirm this confidentiality to the licensee.
3. The Law Society will provide the mentor with background information relevant to the referral, including confirmation that the licensee has agreed to mentoring and to sharing the background information with the mentor.
4. The mentor will contact the licensee to set up their meeting. The form, content, and extent of the mentoring session, and what takes place during the mentoring session is in the discretion of the mentor.
5. After the mentoring session, the mentor will confirm to the Law Society that the mentoring session took place. No other details concerning the mentoring referral will be reported to the Law Society by the mentor.
6. The Law Society will notify the referring court or tribunal that the licensee was referred to mentoring. No other details concerning the mentoring will be provided.