

**PROTOCOL ON REFERRAL OF MENTORING REQUESTS
BY THE LAW SOCIETY OF UPPER CANADA
TO MENTORS**

This document sets out the process for the Law Society's referral of its lawyer members to the mentors provided through the assistance of the Advocates' Society (mentoring organizations).

If the Law Society determines that it is appropriate for a lawyer to receive mentoring, and the lawyer agrees to participate in a mentoring session, the following process will be followed.

1. The Law Society will choose the appropriate mentoring organization, and a mentor from a list of mentors, which list has been provided by the mentoring organization.
2. The lawyers on the mentor organization's list will 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 lawyer.
3. The Law Society will advise the lawyer of the name of the mentor and that he/she should expect the mentor's call to arrange for a meeting.
4. The Law Society will provide the mentor with the background information relevant to the referral for mentoring, including the confirmation that the lawyer has agreed to mentoring and to sharing the background information with the mentor. The mentor will then contact the lawyer to set up their meeting.
5. The form, content and extent of the mentoring session and what takes place during the mentoring session is in the discretion of the mentor.
6. After the mentoring session, the mentor will confirm to the Law Society that the mentoring session either took place or did not take place. No other details concerning the mentoring referral will be reported to the Law Society by the mentor.
7. The Law Society will notify the referring court that the lawyer was referred to mentoring. No other details concerning the mentoring referral or its outcome will be provided to the court.

This protocol and the history of referrals under it will be reviewed and assessed by the Law Society and mentoring organization in or about October 2010 with a view to determining whether it is working, whether it requires any amendments and whether the Law Society and mentoring organizations wish to continue with the protocol.