

Guy Talks Pods

Mentor Code of Conduct & Covenant

Purpose

As a Guy Talks Mentor, I commit to stewarding a small pod of men in a way that reflects the values of Connect, Grow & Thrive and protects the safety and dignity of every participant.

My Commitments as a Mentor

1. Character & Integrity

- I will seek to model honesty, humility, and personal responsibility.
- I will be open about my own growth journey without pretending to have everything figured out.
- If I make mistakes, I will own them and seek to repair any harm.

2. Presence & Reliability

- I will commit to the full mentorship term (normally one year), barring unforeseen circumstances.
- I will come prepared, start and end on time, and communicate promptly if I must miss or reschedule.
- I will follow Guy Talks processes for attendance, reporting, and communication.

3. Respect, Inclusion & Non-Discrimination

- I will treat every participant with respect, regardless of age, race, ethnicity, religion, sexual orientation, gender identity, ability, socio-economic status, or background.
- I will not tolerate bullying, shaming, harassment, or discriminatory language in the pod.
- I will encourage a culture of curiosity and respect rather than debate or coercion.

4. Confidentiality & Psychological Safety

- I will uphold confidentiality: what is shared in the pod stays in the pod.
- I will clearly explain that there are exceptions to confidentiality where there is a risk of serious harm to the participant or others.
- I will not share identifying stories outside the pod without explicit permission.

5. Boundaries & Scope of Role

- I understand that I am not acting as a therapist, doctor, lawyer, or financial advisor.
- I will not diagnose, prescribe, or offer professional advice outside my competence.
- Where issues go beyond peer support, I will encourage participants to seek appropriate professional help and, where appropriate, signpost trusted resources.
- I will avoid romantic or sexual relationships, financial entanglements, or other conflicts of interest with participants in my pod.

6. Safety, Substance Use & Conduct

- I will not attend or lead meetings while impaired by alcohol or drugs.
- I will not bring weapons or behave in any way that is threatening, intimidating, or violent.
- I will support a zero-tolerance stance toward violence, abuse, and exploitation.

7. Responding to Distress & Risk

- If I become concerned about a participant's immediate safety (e.g., talk of suicide, harm to others, severe domestic violence), I will:
 - take them seriously,
 - involve a Guy Talks program lead as soon as possible, and
 - encourage or access appropriate crisis or emergency services, in line with Guy Talks' crisis protocol.
- I will document serious incidents in accordance with program guidance.

8. Spiritual & Values Language

- I will use spiritual language (e.g., faith, prayer, calling) only in ways that are respectful, invitational, and sensitive to the mix of beliefs in the group.
- I will never pressure anyone to adopt my beliefs or practices.

9. Learning & Accountability

- I will complete required training and participate in mentor check-ins or huddles.
- I welcome feedback from participants and the Guy Talks leadership team and will adjust my approach as needed.
- If I can no longer uphold this covenant, I will step back from mentoring.

Mentor Declaration

I have read and understood the Guy Talks Pods – Mentor Code of Conduct & Covenant. I agree to uphold these commitments to the best of my ability for the duration of my involvement.

Name: _____

Signature: _____

Date: _____

Guy Talks Pods

Participant Code of Conduct & Covenant

Purpose

As a participant in a Guy Talks Mentorship Pod, I commit to helping create a space where men can **connect, grow, and thrive** together in safety and mutual respect.

My Commitments as a Participant

1. Showing Up & Engaging

- I will make a good-faith effort to attend scheduled pod meetings and monthly Guy Talks gatherings.
- If I cannot attend, I will let my mentor know as early as reasonably possible.
- I will participate honestly and respectfully, understanding that my own effort contributes to the value I and others receive.

2. Respect for Others

- I will treat other participants and mentors with respect, regardless of age, race, ethnicity, religion, sexual orientation, gender identity, ability, socio-economic status, or background.
- I will not use shaming, belittling, harassing, or discriminatory language.
- I will listen to understand, not just to respond or argue.

3. Confidentiality & Trust

- I understand that pod conversations are **confidential**: what is shared in the pod stays in the pod.
- I will not share other men's stories or personal details outside the group without their clear permission.
- I understand there are **exceptions** when there is serious risk of harm to someone, in which case mentors may need to involve appropriate support.

4. Voluntary Sharing & Boundaries

- I will be honest about what I am comfortable sharing and respect my own limits. I may always say "pass" on any question or topic.
- I will respect the boundaries of others and never pressure anyone to reveal more than they wish.
- I understand that mentors are **not** therapists or professional advisors, and the pod is not a substitute for counselling, medical care, or legal/financial advice.

5. Safety, Substance Use & Conduct

- I will not attend meetings while impaired by alcohol or drugs.
- I will not engage in any behaviour that is threatening, intimidating, or violent.
- I will not bring weapons or illegal substances to any Guy Talks event or pod meeting.
- If I feel unsafe or concerned about someone's behaviour, I will raise it with my mentor or a Guy Talks leader.

6. Spiritual & Values Language (Optional)

- I understand that the pod is values-based and may include optional spiritual elements (such as brief prayer, reflection, or discussion of faith).
- I am free to engage, adapt, or decline these elements in good conscience, and I will extend the same respect to others.

7. Commitment to Growth

- I will approach this experience as an opportunity to grow—relationally, emotionally, and in other areas of life.
- I will be open to encouragement and challenge, and I will give both in a kind and constructive way.
- I will engage honestly with any self-assessment tools used (for example, the Harvard Flourishing Index) and use them for my own reflection, not to compare myself with others.

Participant Declaration

I have read and understood the Guy Talks Pods – Participant Code of Conduct & Covenant. I agree to uphold these commitments to the best of my ability for the duration of my involvement.

Name: _____

Signature: _____

Date: _____