AWWA NEW JERSEY MENTORSHIP PROGRAM GUIDELINES

Goals of the mentoring program are to:
● Increase personal fulfillment and promote professional development
● Increase, capture, and transfer institutional knowledge to support the industry in the face of a changing workforce
● Enhance mutual respect between students/young professionals and experienced professionals, and a sense of community at the Section and Association levels
● Promote a culture of generosity and open dialogue
● Enhance the value experience for members

Who can apply?
Any student attending a New Jersey university or young professional based in New Jersey can apply to be a mentee. Any young professional or experienced professional based in New Jersey can apply to be a mentor.

How are mentors and mentees matched?
Mentors and mentees will be matched by the Young Professionals Committee and Student Affairs Committee based on career interests, expertise, and geographic location.

How often are mentors and mentees expected to meet?
Each mentor-mentee pair will be expected to attend the program-wide kick-off event and closing event, complete bi-monthly sessions/modules, and coordinate individual meetings. Each pair will have flexibility in determining the frequency and nature of their meetings. These meetings may be held virtually, by phone, in-person and they may be coordinated with other AWWA or Section events.

Code of Ethics
By participating in the mentorship program, you will agree to abide by the following:

1. I will not discriminate on the basis of race, color, national origin, religion, sexual orientation, age, or handicap
2. I will meet listen to my mentor/mentee
3. I will not make promises that I cannot keep
4. I will avoid any impropriety, or appearance of impropriety, in my relationship with my mentor/mentee
5. I will not engage in inappropriate personal relationships with my mentor/mentee

Last revised: 01/2021
Termination of a Match

If, during the course of the mentorship program, a mentor or mentee feels unable to continue participating in the program, that participant should contact the program administrators about this decision. Depending on the time of year that this decision is made, a new match may be able to be made.