
LIA Mentor Program Code of Conduct

The LIA Mentor Program is designed to foster meaningful professional relationships, provide guidance, and promote growth within the laser and photonics community. To ensure a positive and productive experience for all participants, mentors and mentees are expected to adhere to the following standards of conduct.

1. Professionalism

- Treat all interactions as professional engagements—maintaining respect, courtesy, and integrity at all times.
 - Be punctual and prepared for scheduled meetings.
 - Communicate promptly in the event of a cancellation or reschedule.
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2. Confidentiality

- Respect the privacy of all conversations.
 - Do not share personal, professional, or proprietary information disclosed during mentorship sessions without explicit consent.
 - Avoid recording or sharing virtual meetings unless both parties agree.
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3. Respectful Communication

- Listen actively and communicate with empathy.
- Avoid language or behavior that could be considered disrespectful, discriminatory, or harassing.

- Be open to differing perspectives, experiences, and opinions.
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4. Commitment

- Honor your agreed-upon meeting frequency and duration to ensure a consistent and reliable mentoring relationship.
 - Mentees should take the lead in scheduling meetings and proposing discussion topics, as this supports their growth, fosters accountability, and respects the mentor's time.
 - Mentors should offer constructive guidance, encouragement, and honest feedback to support the mentee's goals.
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5. Boundaries

- Keep the mentorship relationship focused on professional and educational development.
 - Refrain from discussing or pursuing topics outside of career and technical guidance (e.g., personal, political, or religious matters).
 - Maintain professional boundaries. Do not request or expect favors, financial support, or guaranteed employment. Networking and career advice are appropriate, but should never create pressure, leverage, or a sense of obligation.
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6. Use of LIA Resources

- Mentorship sessions should be conducted using professional and secure communication platforms (such as Zoom).
 - Participants are expected to represent the Laser Institute of America with integrity and professionalism.
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7. Issues or Concerns

- If any participant feels uncomfortable, experiences misconduct, or encounters challenges within the mentorship relationship, they should contact the LIA Membership Team at membership@lia.org for confidential support and [mediation](#).
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Acknowledgment

By participating in the LIA Mentor Program, mentors and mentees agree to uphold this Code of Conduct and represent LIA with professionalism and respect.