



## **Colorado Attorney Mentoring Program**

### **Mentoring Agreement**

#### **(For Mentoring Relationships between Lawyers Not in the Same Office or Firm)**

We agree to participate in the Colorado Attorney Mentoring Program (the “Program”) in accordance with its rules and regulations as may be amended from time to time. We understand that this Program is part of the state-wide Colorado Attorney Mentoring Program, established by Rule 255 C.R.C.P. We understand that the Program is intended to complement traditional classroom instruction with a one-on-one mentoring relationship which primarily involves teaching core values and ideals of the legal profession and the best practices for meeting those ideals.

We acknowledge the specific objectives of the Program:

- Promote excellence in the practice of law.
- Promote professionalism and collegiality among members of the bar through exercise of ethical and civil behavior.
- Inclusion and involvement of attorneys in the Colorado legal community, including teaching the value of networking and developing mentor relationships.
- Promote high standards for client representation through early instruction regarding competency and the exercise of sound and reasoned judgment.
- Promote high standards for client representation through early instruction about best practices, including law office management and legal customs learned from practical experience.
- Promote public service as an indispensable component of professionalism, and instill pride in the profession and the role lawyers have played and continue to play in shaping and preserving our nation’s values.

We acknowledge and will abide by the following Program rules:

- Any communication between the mentor and the mentee arising out of our participation in the Program is for the sole purpose of guiding and teaching the mentee about the practice of law and the issues that the mentee is likely to face in the practice of law.
- Any communication between the mentor and mentee is not intended to be the rendering of legal or professional advice to the mentee or his or her clients, and the mentee will not rely upon such communications or cause any client to rely upon them. The mentee will rely solely upon his/her own judgment, legal opinions, or independent research.
- No confidential relationship is formed between the mentor and the mentee as a result of participation in the Program. Consistent with C.R.P.C. 1.6, the mentee will not identify any client to the mentor or reveal to the mentor any client confidence, nor will the mentee seek professional or legal advice from the mentor about specific legal matters or clients such that protected communications are revealed.

Subject to the limits of the previous paragraph and pursuant to C.R.P.C. 1.6 (b)(5), a lawyer may reveal information relating to the representation of a client to the extent the lawyer reasonably believes necessary to secure legal advice about the lawyer's compliance with the Rules of Professional Conduct, other law, or a court order. Discussions, if any, about substantive legal matters between the mentee and mentor will be limited to hypothetical situations.

- With the exception of any case that the mentor and mentee accept through the CAMP Trial Attorney Mentoring Program, the mentor will not co-counsel any matter with the mentee, nor will the mentor make referrals to or accept referrals from the mentee during the term of their mentoring relationship through the Program.
- All mentors agree to maintain active professional liability insurance during the course of their participation in the CAMP program and shall immediately notify the Director regarding any change to their liability coverage during the mentor's five year mentoring commitment. Mentees are encouraged to obtain professional liability insurance during the course of their participation in the CAMP program.
- The CAMP program is not an approved lawyer's peer assistance program and therefore does not provide immunity to the mentor or mentee regarding the reporting of professional misconduct. Pursuant to Colorado Rules of Professional Conduct 8.3 the mentor or mentee shall inform the appropriate professional authority if either knows that another lawyer has committed a violation of the Rules of Professional Conduct that raises a substantial question as to that lawyer's honesty, trustworthiness or fitness as a lawyer in other respects.
- The mentee agrees to waive all claims against, and to hold harmless, the mentor; the Supreme Court of Colorado, its employees and agents; the Colorado Bar Association, its employees and agents; and the Participating Organization (if any), its employees and agents, for any actions or inactions associated with the CAMP Program or with the mentee's participation in same.

We acknowledge the following rules regarding the awarding of Continuing Legal Education (CLE) credit for participation in CAMP:

- Mentors and Mentees must satisfactorily complete a formal mentoring plan to receive 9 CLE credits, 2 of which will count toward the ethics requirement of C.R.C.P. 260.2. Formal mentoring plans are defined as any of the CAMP Model Mentoring Plans, approved Participating Organization mentoring plans, or a self-designed mentoring plan approved prior to completion by the CAMP Director.
- The Mentee or Mentor who fails to complete the program will not receive the CLE credit otherwise awarded.
- Mentees may receive CLE credit only once for participation in the CAMP program.
- Mentors may participate in this Program—one mentor relationship at a time—as often as they wish, but may receive the available credit only once per three year compliance period.
- The award of CLE credits will apply to the compliance period in which the Program is completed.
- Mentors and mentees who participate together in pro bono representation during or as a part of this program may not also receive CLE credit under C.R.C.P. 260.8 for that representation.

We understand that there have been no known claims or grievances arising out of other states' lawyers mentor programs or any lawyers mentor programs in Colorado. Nevertheless, we understand that it is very important that the rules of the Colorado Attorney Mentoring Program be followed in that specific client confidences shall not be disclosed in the case of mentors and mentees who do not share clients.

We pledge to devote the time and effort needed to complete the activities selected in our Mentoring Plan.

We hereby certify that we have read the above Mentoring Agreement and agree to its terms.

\_\_\_\_\_  
Signature of Mentee                      Date

\_\_\_\_\_  
Signature of Mentor                      Date

\_\_\_\_\_  
Print/Type Name

\_\_\_\_\_  
Print/Type Name

\_\_\_\_\_  
Attorney Registration Number

\_\_\_\_\_  
Attorney Registration Number