

Junior Achievement's Child Protection Policy

Junior Achievement is an organization dedicated to making a difference in the lives of its participants. Our purpose is to educate and inspire young people to value free enterprise, understand business and economics, and be workforce ready.

Child abuse is a fact in our society and a matter of critical national concern. It is of special concern to Junior Achievement because we bring volunteer role models into the educational system. Child abuse is damage to a child for which there is no "reasonable" explanation. It includes non-accidental physical injury, neglect, sexual molestation and emotional abuse.

Junior Achievement has an aggressive program to deal with the issues of child abuse in an attempt to ensure there is no such abuse in any of its programs. The program involves the establishment of policies that make it difficult for child abuse to occur within its programs, the encouragement of prompt reporting of inappropriate conduct, and the swift removal and reporting of alleged offenders.

Junior Achievement believes that by working together with responsible members of the community it can best confront the abnormal issues of child abuse.

Junior Achievement's Volunteer Conduct Standards

The following standards are designed to help volunteers understand the practice we expect them to employ in the classroom while acting as a Junior Achievement volunteer consultant. These standards are designed to help protect both the student as well as the volunteer. Our policy states that each volunteer must have a signed Volunteer Conduct Standards form on file with our local Junior Achievement office before entering the classroom as a volunteer consultant.

Junior Achievement's Volunteer Standards state that volunteers shall not:

- Have any inappropriate contact inside or outside the classroom with any student met through their Junior Achievement class, including those students 18 years of age or older.
- Be in contact with any student inside or outside the classroom unless that student's teacher, another school-sanctioned adult, another JA volunteer, or the student's parent or guardian is present or has provided written consent.
- Be in contact with any student inside or outside the classroom without the prior knowledge or consent of the local Junior Achievement staff.

Exceptions would include routine business activity or bona fide job interviews for students 15 years of age or older, conducted at a regular place of business and during regular business hours.

Some examples of inappropriate conduct may include but are not limited to:

- Violations of state law regarding child abuse, providing alcohol to minors, or having alcohol on a school campus.
- Dress that violates school dress codes or is inconsistent with normal business attire.
- Use of profanity in the classroom.
- Physical contact which is inappropriate to a teacher-pupil professional relationship considering the age and sex of the student.

Allegations of violation of these standards will result in immediate suspension as a Junior Achievement volunteer. If an investigation by the proper authorities determines a violation occurred, it will result in the immediate and permanent dismissal as a Junior Achievement volunteer

-----**Sign and return**-----

I have received a copy of Junior Achievement's Volunteer Conduct Standards and have read, understand and will abide by these standards. Please return this form to the Junior Achievement office at: PO Box 608, Lee, MA 01238 or fax to (413) 243-8232

Signature

Date

Printed Name

SS#