

Junior Achievement of Hawaii Volunteer Conduct Standards

These standards shall be conveyed verbally and in writing by Junior Achievement staff to volunteers teaching for the first time. Standards are to be conveyed in writing to all volunteers prior to their first visit to the classroom each semester.

Volunteers should 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, or the student's parent is present or aware of the situation.
- Be in contact with any student inside or outside the classroom without 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 include:

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

These are examples only and are not intended to be a comprehensive list. There could be other actions not listed herein which could result in suspension or dismissal as a volunteer.

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.

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, business, and economics to improve the quality of their lives.

Child Abuse Policy

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 provide volunteer role models in 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 a selection process of staff and volunteers, the training of its staff and volunteers about child abuse issues, 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 abhorrent issues of child abuse.