

Junior Achievement of Central North Carolina, Inc.
VOLUNTEER CONDUCT STANDARDS

These standards are designed to help volunteers understand the practices they are expected to employ as Junior Achievement consultants in the high school, middle school or elementary school programs. To protect all program participants, volunteers are asked to read and sign this form, which will be kept on file in the Junior Achievement office.

VOLUNTEERS SHOULD NOT:

- Have 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 or guardian is present or aware of the situation.
- 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 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 that is inappropriate to a teacher-pupil professional relationship considering the age and sex of the student.
- Classroom discussion of potentially sensitive or controversial topics without prior consultation with the classroom teacher or the Junior Achievement staff. This would include discussions on religion, sexual orientation, etc.

These are examples only and not intended to be a comprehensive list. There could be other actions not listed herein which could be considered inappropriate conduct.

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.