

CHILD ABUSE POLICY

Junior Achievement of West Virginia and the Advantage Valley 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 of West Virginia and the Advantage Valley 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 of West Virginia and the Advantage Valley 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 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 of West Virginia and the Advantage Valley believes that by working together with responsible members of the community it can best confront the abhorrent issues of child abuse.

VOLUNTEER CONDUCT STANDARDS

It is the policy of Junior Achievement of West Virginia and the Advantage Valley that no volunteer have any inappropriate contact inside or outside of the classroom with any Junior Achievement student, regardless of age.

This policy is conveyed verbally and in writing by Junior Achievement staff to all volunteers teaching for the first time. The policy is also conveyed in writing to all volunteers prior to his or her first visit to a classroom each semester.

The following examples of inappropriate contact are a guide only, and are not exhaustive of the inappropriate contact that may result in dismissal as a Junior Achievement volunteer:

- *Any violation of West Virginia, Kentucky or Ohio law concerning child abuse, sexual offenses, providing alcohol or other illegal drugs to a minor, etc.*
- *Dress in a manner that violates school dress codes or is not consistent with normal business attire.*
- *Use of profanity or other offensive language in the classroom.*

Volunteers are required to follow the policies and procedures of the school system in which they are teaching concerning the reporting of child abuse. Volunteers should make themselves aware of and familiar with the policies and procedures of the individual school in which they are teaching.

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.