



Boy Scouts of America

Troop 230

## **Conduct and Discipline Policy**

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All Scouts and Scouters of Troop 230 are always expected to exhibit “Scout Spirit”, which is defined as the daily living of the Scout Oath and Scout Law. Scouting should be fun and challenging, while at the same time providing a safe and supportive environment. The "Spirit of Scouting" dictates high expectations for the behavior of all members of Troop 230. All Troop members are required to abide by the rules and guidelines set forth in the Guide to Safe Scouting and as outlined in this policy. Troop members are expected to show appropriate self-control and self-discipline at all times.

The Conduct and Discipline Policy must be agreed to by both the Scout and his parent prior to participation in Troop activities. Failure to comply with this policy may jeopardize a Scout’s rank advancement sign-off for “Scout Spirit” and if behavior issues persist, could result in participation restrictions up to and including non-renewal of membership. Parents must agree to bear the expense of transportation costs related to disciplinary dismissal of their Scout from any Scouting activity.

### **Code of Conduct**

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The following rules have been adopted for purposes of health, safety and behavioral conduct. These rule are in alignment with and supplemental to the Guide to Safe Scouting.

1. Scouts will follow reasonable directives from youth leaders and/or adult leaders supervising the activity. The Scoutmaster or other adult leader in charge is responsible for each boy’s safety and thus it is imperative that instructions be respected and followed.
2. When the “Scout sign” goes up, everyone must be quiet. This is true not only at Troop meetings, but also at every Scout event. Failure to stop talking when the sign is raised cuts into time allocated for the activity.
3. Unruly, loud, disrespectful or disobedient behavior will not be tolerated.
4. Swearing or use of offensive or use of unfit language is unacceptable.
5. Horseplay or inappropriate physical roughness will not be tolerated. Never restrain another Scout. Shoving, punching, kicking or stick fighting is prohibited.
6. Throwing or kicking of rocks or other dangerous or injury threatening objects is prohibited.
7. Lying and dishonesty. This type of behavior is inconsistent with the goals and ideals of Scouting and will not be tolerated.
8. Respect other people’s feelings. Threatening or intimidating another person by words or actions is prohibited. No hazing, “put-downs”, ridiculing, hurtful comments, name-calling or jokes at other people’s expense is allowed. Use nicknames only if the Scout does not object.
9. Lights out must be respected. Be considerate of your neighbors.
10. Respect other people’s property. No one may borrow any person’s or the Troop’s equipment or property without prior consent. Practical jokes, such as hiding someone else’s gear, sabotaging tents, etc. have no place in this Troop, and will not be tolerated.

11. The intentional destruction of or damage to natural or man-made areas, as well as to personal or troop property is forbidden. The Troop Camping Equipment Policy outlines additional consequences for intentional damage to troop equipment.
12. No fires or open flames of any kind are permitted inside tents. This means no lit candles, matches, stoves, heaters, lanterns or open flames of any type are allowed in tents. Only appropriately used chemical light sticks or battery operated lanterns or flashlights are permitted inside tents.
13. Caffeinated and/or energy drinks are prohibited for Scouts on Troop campouts. No exceptions!
14. Food, candy, snacks or drinks (other than water) are not allowed in tents.
15. Use of any alcohol or other controlled substances by Scouts is prohibited. The only exception is prescription medication that is accompanied with a Parental Consent form signed by a parent and discussed with the adult leader prior to the activity.
16. Use of any tobacco products by Scouts is prohibited. Adults may use tobacco products with discretion in designated areas per BSA Policy.
17. Cellular phones, CD players, iPods, portable televisions, radios, portable games, etc. are prohibited from use during Scout activities. Cellular phones must not be used (e.g., phone calls, texting, internet use, etc.) during Scout activities, except in the event of an emergency or with the permission of the Scoutmaster or other supervising adult. Items, such as personal CD players, iPods and radios, with headphones, may be allowed during travel to and/or from a Scouting event, but requires prior consent of the driver and Scoutmaster.
18. No Scout may leave an activity and/or designated area without the Scoutmaster's or an Assistant Scoutmaster's express permission to do so.
19. Never venture off alone. The "buddy system" must be used at all times to provide support and safety. Scouts are required to have another person or buddy with them when swimming, meeting with a Merit Badge Counselor and during other Scout specified activities. The two-deep leadership rule must always be followed by every adult participating in Scouting activities.
20. Fire safety rules will be enforced at all times. Scouts must not play in the fire or wave burning/smoldering sticks in the air. Scouts may be allowed to have matches as part of their "10 essentials", but, under normal circumstances, they may only be used under adult supervision.
21. No Scout may carry or use a knife, until he has had the proper training and is in possession of a valid "Totin' Chip" card. Sheath knives and knives with blades of more than four (4) inches may not be carried. Any knife deemed unacceptable will be confiscated and will be returned to the Scout's parent at the conclusion of the activity. No knives should be brought by Scouts to events or meetings held at facilities that may prohibit them (schools, etc.).
22. Firearms, rockets, fire crackers, fireworks, ammunition, black powder, sling shots, bows and arrows, paint ball guns or any other weapons are prohibited. Exceptions may be made only for use at such activities as Troop-approved rocket, archery and rifle ranges.
23. The Scoutmaster (with advice and counsel from his Assistant Scoutmasters) reserves the right to determine other forms of unacceptable behavior as they occur.
24. When in doubt, let the Scout Oath and Scout Law be your guide.

## **Adult Behavior**

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All adults working with the Troop are expected to conduct themselves according to the Scout Oath and Law, in a courteous and professional manner. Adults are expected to lead by example and not be disruptive or distracting during Troop meetings or activities.

Adults must be ever-mindful that Boy Scouts is a boy-run, adult-supervised organization. Corporal punishment is prohibited. No adult may ever intentionally strike or inappropriately touch a Scout.

Adult behavior problems will be addressed by the Troop Committee Chairman in consultation with the Troop Committee in a professional and timely manner.

## **Discipline Policy**

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There are times when it is necessary to discipline a Scout for not abiding by the Scout Oath, Law or the Troop's Code of Conduct. Discipline and conduct must be treated as an individual matter, realizing the best discipline is preventive in nature rather than regulatory and restrictive. Fortunately, serious problems rarely arise due to the outstanding character of our Scouts and adults. When there are problems, cooperation among Scouts, the Scoutmaster and parents often turn problems into opportunities for growth and character development.

How Scouts are disciplined, by whom, when, and where are important issues that must be clearly established and communicated to all Scouts, parents and leaders. Scouts have the right to know what the consequences are if they break the rules. Scouts also have the right to expect the Troop to discipline Scouts who disrupt Troop programs and activities or threaten the safety or well-being of others.

The Scoutmaster will ultimately be responsible for the safety of Scouts and, therefore, will be expected to enforce a fair and consistent disciplinary plan in cooperation with the Senior Patrol Leader. In a Boy-Led troop, the Senior Patrol Leader is to ensure proper conduct and be the first line of any disciplinary actions. It is the responsibility of the Scoutmaster and any adult participants to supervise the discipline of the Scouts and advise the Senior Patrol Leader of any violations of the Code of Conduct or other unacceptable behavior.

Adults always have the right and responsibility to immediately intervene in any situation they consider unsafe. These situations include, but are not limited to: fighting, hazing, foul language, bullying, sexual misconduct or inappropriate behavior. The adult leader must then decide what course of action is necessary to improve a situation. Discipline sessions are to be conducted off to the side, but in full view of Scouts or adults, and never in private behind closed doors, unless other adults are in attendance. **BSA Youth Protection Guidelines must be followed at all times.**

Any and all records of discipline pertaining to individual Scouts must be maintained by the Scoutmaster and passed along to succeeding Scoutmasters as long as the offending Scout is affiliated with the Troop. Access to these records must be limited to only those with a "need to know" as determined by the Scoutmaster and the Committee Chair. At the point when the offending Scout either leaves the Troop or becomes an adult (i.e., 18 years old), all disciplinary records pertaining to that Scout will be destroyed.

The following consequences and activities are prohibited in the Troop as discipline:

- **Hazing** - This includes, but is not limited to: shouting, cursing, ridiculing, name-calling, hazing activities or any other demeaning activity.
- **Physical Activity** - Physical activity such as push-ups, sit-ups, or running may not be used as a consequence for conduct violations.
- **Physical/Emotional Discipline** – Physical/emotional discipline is prohibited.

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## Disciplinary Action Plan

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The first line of discipline is to clearly communicate Troop expectations with regard to Scout behavior. When discipline problems occur that require more than a friendly reminder from a Scout's peers, youth leaders or supervising adults, the following steps must be taken.

### ***1st Offense – Verbal Warning – The Offending Scout Asked to Please Stop***

The Patrol Leader/SPL/ASPL will politely but firmly request the offending Scout to cease the behavior. Resolving the conflict by coaching, issuing a verbal warning and taking immediate action is the preferred first response.

### ***2nd Offense – Removal from the Scout Activity and Coaching by Youth Leader (SPL/ASPL/PL)***

If the problem(s) continue, and the offending Scout has been asked to comply once more by a youth or adult leader, he will be removed from the Scout activity and the SPL/ASPL/PL will discuss the behavior issue and agree on a resolution with the offending Scout. This should take no more than five minutes. Coaching and a second verbal warning must be firmly issued.

### ***3rd Offense – Removal from the Scout Activity and Coaching by Adult Leader (Scoutmaster or ASM)***

If the problem(s) continue, the offending Scout will again be removed from the Scout activity by the SPL. The Scoutmaster or Assistant Scoutmaster must be notified of the behavior issue. The Scout is to be removed from the activity for a time period no less than 15 minutes to allow time to reflect on his conduct and will be coached by the Scoutmaster or an ASM delegate regarding behavior expectations.

Immediate Removal from Activity - If the violation is serious in nature, or if the offending Scout's actions are continually distracting or disruptive to the operation of the Troop or beyond the control of the youth leaders or Scoutmaster, the Scout may be asked to leave the Scout activity permanently at the 3<sup>rd</sup> Offense. If a parent cannot be contacted, the Scout will sit out the Scout activities under supervision until such time as the parents can be contacted and the Scout sent home.

### ***Probation – Multiple Offenses Occur Within a 2-Month Period***

NOTE: The following violations constitute immediate Probation:

- Fights where another is injured
- Any abuse allegations of a Scout by another Scout
- Stealing
- Controlled substance use or possession
- Deliberate destruction of Scout, Troop, personal or private property
- Any other significant incident(s), as determined by the Scoutmaster

The Senior Patrol Leader or Scoutmaster will schedule a meeting with the offending Scout, his parents, the Scoutmaster and Committee Chair to discuss the behavior and agree upon the length of the probation period.

Prescribed Consequence: Probation will be assigned for up to thirty (30) days. During this time period, the offending Scout will be allowed to participate in Troop meetings and camping activities only when accompanied by a parent. The Scout will be closely monitored by the Scoutmaster and a Patrol Advisor so that he has an opportunity to demonstrate "Scout Spirit".

### ***Suspension – Observed Behavior Issues Unimproved***

If the offending Scout continues to misbehave, and there is another incident within one month of the Probation, a Scoutmaster Conference and Disciplinary Board of Review is required. Parental cooperation is required. If the parent(s) refuse to participate in the corrective action plan, the scout will be immediately expelled. The Scoutmaster, Committee Chair, the offending Scout and his parents must agree upon and devise a written Action Plan for correcting the Scout's behavior. The Action Plan must be signed by all parties.

***Prescribed Consequence:*** A suspension will be assigned for up to three (3) months. During this time period, the offending Scout will be prohibited from attending camping activities and may be allowed to participate in Troop meetings and non-camping activities only when accompanied by a parent. The offending Scout must have a meeting with the Scoutmaster, Committee Chair and parent before reinstatement to Troop activities can occur. The Scout must present a compelling case for improvement in his Scout Spirit and evidence that he has been abiding by the Code of Conduct and the agreed upon Action Plan has been accomplished.

Note: There may be instances when a certain action, behavior or circumstance is so significant or egregious that it necessitates that the prescribed Action Plan procedure be avoided and a recommendation made by the Scoutmaster to the Committee Chair for Expulsion of the offending Scout.

### ***Expulsion – Dismissal from the Troop***

If the offending Scout's behavior issues are not resolved at end of a Suspension period, the parent(s) is not cooperative or supportive, or if the Scout or his parents fail to abide by the agreed upon Action Plan, the Scoutmaster will recommend Expulsion of the offending Scout to the Troop Committee. The Committee Chair will provide written notice to the offending Scout's parents of the Expulsion decision.

***Appeals:*** Should the offending Scout or parent object to the Expulsion for any reason, the offending Scout has the option to appeal the decision by delivering a written request to the Committee Chair for a Disciplinary Board of Review within one week of the decision being issued. The Committee Chair will assemble a 3-member board (one Assistant Scoutmaster and two Troop Committee Members, none of whom are related to the offending Scout) and schedule a meeting for the Scout or parent to present their appeal. Within a week of the Board of Review, the Committee Chair will provide written notice to the offending Scout and his parent(s) regarding course of action/final decision.

The offending Scout will not be allowed to re-charter with the Troop.

Adopted: March 2013

BSA Troop 230

Behavior Contract  
Scout Acknowledgement

I, \_\_\_\_\_, understand that I must be on my best behavior during all Boy Scout activities. I further understand that misbehavior and inappropriate activities will not be tolerated. The Troop will always work as a team. I hereby promise to:

- Live by the Scout Oath
- Live by and practice the Scout Law
- Live by and practice the Outdoor Code

I fully understand that behaviors which are not allowed at any Scout function include, but are not necessarily limited to:

- Disobeying youth leaders or adults (includes ASMs and Troop Committee members)
- Hazing or bullying of other Scouts
- Foul or inappropriate language of any kind
- Hitting, fighting or similar actions
- Refusing to follow Troop uniform policy
- Not following safety requirements and procedures as outlined in the BSA Guide to Safe Scouting
- Leaving a designated area without an adult leader's permission
- Lying, cheating, stealing and any form of inappropriate activity
- Being uncooperative
- Disrupting activities
- Intentionally damaging property or equipment
- Doing anything that would be considered dangerous

I understand that if I am found in violation of the above actions that I will be disciplined according to the Troop's Conduct and Discipline Policy.

Furthermore, I fully understand that the consequences of misbehavior will vary depending upon the severity of the offense. I understand that these consequences can include warnings, sitting out during an activity, parent conferences, having a parent take me home from a Scout activity, rank advancement probationary periods, suspension and expulsion from the Troop.

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Signature of Scout

Printed Name

Date

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Parent Acknowledgement

I have read the Troop 230 Behavior & Conduct Policy and agree to provide disciplinary support to the youth and adult leaders of the Troop. I have discussed the behavior expectations and misbehavior consequences with my son.

Furthermore, I agree to pick my son up from a Scout activity for disciplinary reasons at my own expense, even if the activity is out of town, at any hour of the day.

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Signature of Parent

Printed Name

Date