

TROOP 195

Behavioral Code of Conduct & Progressive Discipline Policy

Behavioral Guidelines:

The Boy Scouts of America is a values based youth development organization that helps young people learn positive attributes of character, citizenship, and personal fitness. The BSA has the expectation that all participants in the Scouting program will relate to each other in accord with the principles embodied in the Scout Oath & Law. Misbehavior by a single youth member in a Scouting unit may constitute a threat to the safety of the individual who misbehaves as well as to the safety of other unit members. Such misbehavior constitutes an unreasonable burden on a Scout unit and cannot be ignored.

Code of Conduct (Responsibilities & Expectations):

All members of the Boy Scouts of America, including Troop 195, are expected to conduct themselves in accordance with the principles set forth in the Scout Oath and Law. Physical violence, hazing, bullying, theft, verbal insults, and drugs and alcohol have no place in the Scouting program and may result in the revocation of a Scout's membership in the unit, and will not be tolerated in Troop 195. If confronted by threats of violence or other forms of bullying from other youth members, Scouts should seek help from their unit leaders (youth and/or adult) or their parent/guardian. These behavioral expectations are the responsibility of each Scout, parent/guardian, and adult leader in the unit and are to be followed during their participation in every Scouting activity, whether these activities are troop, district, council, or national. All participants should acknowledge that they not only represent Troop 195, but also Mountain Lake District, Circle Ten Council, and the Boy Scouts of America during all Scouting activities.

The adult leaders and the troop committee have adopted this Behavioral Code of Conduct & Progressive Discipline Policy as a benchmark for expected behavior and the corrective action to be taken for misbehavior. The troop committee expects all leaders, parent(s)/guardian(s), and all Scouts to follow this policy. For that reason, the troop committee requires every Scout, parent/guardian, and adult leader to show their intent to follow this policy by signing it and returning it to the troop committee chair. Membership in Troop 195 requires acceptance of the Behavioral Code of Conduct & Progressive Discipline Policy.

Progressive Discipline Policy:

Once in a while, a Scout's behavior falls so far short of the Scout Oath & Law that it becomes unacceptable and may not be able to be resolved by youth leaders. When this happens and the youth leadership needs some assistance, an adult leader(s) may need to intervene and start disciplinary actions as outlined below. The purpose of this policy is to help adult leaders use consistent discipline that is reasonable and likely to improve the Scout's behavior.

Discipline Level Situation:

Level 1; Discussion:

Initial minor misbehavior:

Adult leader(s) talks with Scout. Explains that the behavior is unacceptable, preferably casting the discussion in terms of the Scout Oath or Law.

Level 2; Extra chores or withholding privileges are immediately assigned.

Scout repeatedly misbehaves:

Adult leader(s) explains the problem, reminds Scout of previous actions and states the punishment. Adult leader(s) then **documents** date, behavior, discussion, and Scout's reception. Typical added chores are extra kitchen duties, fetching water or fire wood, or cleaning an outhouse. These duties are assigned immediately and are limited to duties that all Scouts may be expected to perform. Withheld privileges may include free time, ability to leave camp, or participation in a game.

Level 3; Parental Notification:

Repeatedly not complying with requests from a troop leader or continued misbehavior after Level 2 discipline.

An adult leader contacts parent/guardian and explains the behavior and points out that the Scout has been disciplined several times. Adult leader asks the parent/guardian to talk with Scout to improve Scout's behavior. Adult leader(s) **documents** the date, behavior, and discipline including that the parents were contacted. Adult leader(s) also documents Scout's attitude after the discussion.

Level 4: Removal from meeting, event, or outing:

More serious problems such as but not limited to theft, vandalism, endangering animals, self or others. Or continued misbehavior after Level 3 discipline.

This step requires a discussion among at least two adult leaders, including the Scoutmaster or Tour Leader. If a majority agrees, an adult leader calls/contacts the parent/guardian, explains the behavior, and asks parent/guardian to come immediately and remove the Scout from the meeting, event, or outing. Adult leader(s) **documents** date, behavior, call/contact to parent/guardian, and parent/guardian response. Scoutmaster should schedule a meeting with parent(s)/guardian(s) as soon as possible to discuss the problem and options for improving the behavior. At least two adult leaders should attend the meeting with the parent(s)/guardian(s). Detailed minutes must be taken at the meeting and entered into the Discipline Notebook.

Level 5: Expulsion and revocation of membership in Troop 195.

Repeated serious misbehavior after Level 4 discipline or life-threatening behavior, for example.

This step should be attempted to take place within two weeks of the transgression. Level 5 discipline requires two discussions. First, among at least three adult leaders, including the Scoutmaster or acting Scoutmaster. Second, at the troop committee. The second discussion occurs only if a majority of the adult leaders at the first meeting approves of this action. At the second meeting, in the presence of the Scout's parent(s)/guardian(s), while detailed minutes are taken, an adult leader(s) explains the situation to the committee. The discussion must cover the Scout's behavior, why it is a serious problem, what discipline has been applied to date, and justification for expulsion from the troop. The Scout's parent(s)/guardian(s) may speak on behalf of their son. After the adult leader(s) and the parent(s)/guardian(s) have spoken, the troop committee discusses the issue. If the majority of the troop committee agrees, the Scout's membership in the troop is revoked. The Scout's parent(s)/guardian(s) do not participate in the voting. If membership is revoked, the troop committee must inform the district office. **Detailed minutes of the discussion must be taken at the meeting and added to the Discipline Notebook.**

Discipline Levels 2-5 require documentation of the discipline. The adult leader uses the attached form to document the problem, discipline, and result. The form is then inserted into the Discipline Notebook. Only the Scoutmaster, acting Scoutmaster, and troop committee chair may access the Troop Discipline Notebook. Each Scout along with all parent(s)/guardian(s), as well as all adult leaders are asked to sign acknowledging their understanding and intent to abide by the Behavioral Code of Conduct & Progressive Discipline Policy as a condition of participation, understanding that misbehavior could result in revocation of their troop membership.