

### **1. General**

The discipline policy in Scouting is simple; the doors of Scouting are always open to those who strive to follow its law. Adherence to Troop 122's policies will primarily be handled by the boy leaders, with adult intervention only to maintain safety, preclude property damage, avoid disrupting other organizations' activities, and/or to restore order in extreme cases of unruliness.

### **2. Policy Goal**

The goal of the Troop 122 Discipline Policy is to delineate clear processes whereby inappropriate behaviors are recognized and resolved. The policy reflects the need for a graded approach in dealing with inappropriate behaviors as well as the need for a graded response in terms of action or consequence. By implementing a formal policy, our youth and parents have a clearer understanding of the troop's behavioral expectations. The policy empowers our youth and adult leadership to resolve behavioral issues and to determine appropriate consequence based on a well-defined process. Finally, adherence to the formal policy provides a measure of assurance that issue resolution will be executed in a fair, uniform, and equitable manner.

### **3. Behavior and Conduct Overview**

The Scout Oath and Scout Law are the rules of conduct in Troop 122. The Oath and Law make being a good citizen of the troop, camp, or community possible. Obedience to the Scout Law includes respect for Scout leadership and adult leadership and all members and guests of the troop. Respect for adult and Scout leadership is expected. Under no circumstances will adult or youth leaders administer physical punishment, for any reason. Hazing, of any type, will not be tolerated. Boys or adults observing such activity will take immediate measures to stop such activity.

### **4. Troop 122 Code of Conduct**

- a.** Scouts are expected to live by the Scout Oath and Law at all Scout activities.
- b.** Each Scout will have due respect for one another as well as all other personnel with designated authority.
- c.** Each Scout will have due respect for the personal belongings of other scouts, adults, and the troop.
- d.** Each Scout is responsible for making restitution for any damage caused by his activities or negligence. A Scout is trustworthy.
- e.** Each Scout will do his best and be cooperative with the adult and Scout leadership.
- f.** Harassment of others during any Scout function will not be tolerated. Support of others during all scout functions is expected.
- g.** Fighting is not permitted and is grounds for immediate disciplinary action.
- h.** Each Scout will inform the Scoutmaster or Assistant Scoutmaster where they will be and always use the buddy system when leaving the campsite or group for any reason.
- i.** Once the Scout reports to a Scouting function, he may not leave the function without the knowledge of an adult leader.

- j.** Inappropriate material is not to be a part of any Scouting activity. Any registered adult may confiscate and/or destroy any items deemed inappropriate or dangerous.
- k.** Sexually explicit materials shall not be brought to Scout activities. If found, such materials will be confiscated and returned to the parents of any Scout involved.
- l.** Gambling is not permitted.
- m.** Foul language, swearing, cursing, blasphemy, and abusive/ suggestive gestures are not in keeping with the ideals of Scouting and will not be allowed. A Scout is Reverent, Courteous, and Clean.
- n.** Each Scout will wear a seatbelt at all times as an occupant of a motor vehicle.
- o.** Scout passengers in vehicles to and from events will remember that they are the guests of the driver/owner of the vehicle. Scouts will follow the rules set by the driver/owner, e.g., eating, drinking, seating arrangements, and noise levels.
- p.** During activities/outings, everyone will participate in all planned activities. Staying behind to do something other than what is planned will need the permission of the adult leader in charge.
- q.** Scouts attending summer camp must attend the classes they sign up for. If a Scout wishes to drop a class, it must be cleared with the Scoutmaster (or his designee) and an alternative activity must be chosen. Many merit badge classes fill up – non-attendance is simply unfair to those who were wait-listed or denied access to a class.
- r.** During outings, specific times will be identified for back in camp, lights out, and quiet time. These established rules are to be observed by all Scouts.
- s.** Personal items that do not pertain to the purpose of a Troop outing will not be allowed. Bear in mind that personal items, like playing cards and books, are appropriate for down times during campouts -- as long as they don't distract from the purpose of the outing. If in doubt, discuss the item with the outing leader.
- t.** Alcohol, tobacco, fireworks, firearms, drugs, slingshots, knives (other than pocket or Swiss Army), laser pointers, and similar items are not allowed at any Scout activities.
- u.** The Boy Scouts of America prohibits the securing, use, and display of fireworks in conjunction with programs and activities except where the fireworks display is conducted under the auspices of a certified or licensed fireworks control expert. Scouts of Troop 122 are prohibited from possessing or using fireworks on any Troop 122 activity.
- v.** Firearms will be permitted at troop meeting only if the troop program calls for such activities. Any such activities will have the approval of the Scoutmaster and the Troop Committee.
- w.** Scouts may carry a regulation pocketknife after earning the Totin' Chip card. Sheath knives are never allowed.
- x.** Scouts will not light unauthorized fires.
- y.** Scouts will maintain and leave any campsite or place of activity in better than original condition.

- z. Electronic devices (Walkman, Discman, Game Boy, AM/FM radios, boom boxes, cell phones, DVD players, etc.) are allowed in vehicles traveling to and from outings. Use of these electronic devices in vehicles is subject to the approval of the driver. However, these items are not allowed to be removed from the vehicles for use at troop meetings, campouts, summer camp, high adventure, or other troop function.

### **5. Enforcing Discipline**

As mentioned previously, adherence to Troop 122's policies will primarily be handled by the boy leaders, with adult intervention only to maintain safety, preclude property damage, avoid disrupting other organizations' activities, and/or to restore order in extreme cases of unruliness.

- a. The Patrol Leaders are empowered to handle discipline in the patrols. Patrol Leaders have the authority to ask any patrol member to leave a patrol meeting and report to the Senior Patrol Leader.
- b. If the Patrol Leader has difficulty handling a problem or issue, he can obtain help from the Senior Patrol Leader. The Senior Patrol Leader has the authority to ask the disruptive Scout to leave the meeting area and report to the Scoutmaster.
- c. If the Senior Patrol Leader has difficulty handling a problem or issue, he can obtain the help of the Scoutmaster or Assistant Scoutmasters.
- d. The above steps are not meant to discourage either the Patrol Leaders or Senior Patrol Leader from seeking advice from the Scoutmaster or any adult leader when they are having leadership challenges but are intended to state discipline options in advance. Scout leaders should remember and use their chain of command.
- e. At the discretion of the Senior Patrol Leader and the Scoutmaster, the youth leadership may convene a Board of Conduct.
  - 1) The Scout Board of Conduct is intended to regulate the code of conduct within the troop. Its purpose is to investigate behavioral or discipline problems within the troop and issue recommendations to the Scoutmaster(s) as to what course of action should be taken to insure an environment conducive to the principles of scouting. The Board of Conduct shall be convened as appropriate by the Scoutmaster(s) and the Senior Patrol Leader.
  - 2) The Scout Board of Conduct shall be made up of the Patrol Leader of each patrol, and an Assistant Senior Patrol Leader. They shall each have one vote. The Senior Patrol Leader shall preside over the board, but can only cast a tie-breaking vote. At least one Scoutmaster must be present, and has veto authority.
  - 3) Decisions made by the Board of Conduct are binding, but can be modified by the Scoutmaster staff. Administration of board decisions shall be carried out by the Senior Patrol Leader and his staff, and/or the Scoutmaster and his staff.
  - 4) Issues of a particularly serious or sensitive nature will be dealt with by the adult leadership and/or the troop committee, rather than the Board of Conduct.

- f. At troop functions any adult may speak with a Scout who is behaving inappropriately. If the inappropriate behavior persists, the Scoutmaster or event leader should be notified.
- g. Discipline problems will be handled during the scout activity if possible.
- h. Counseling of scouts will be conducted with two adult leaders present. Ideally, the same two adult leaders will follow the issue through to resolution. Depending on the seriousness of the situation, the Scout's parent(s) may be required to attend some or all of the counseling.
- i. Counseling meetings shall be conducted with the following guidelines in mind.
  - 1) Talk privately (but with two-deep leadership and/or in full view of others) with the Scout at first occurrence of a problem. This step is very important in laying the groundwork for dealing with difficult behaviors should they occur later. Gently and with caring, ask the Scout to describe the situation as he sees it.
  - 2) Carefully point out the inappropriateness of this behavior and what is considered acceptable behavior in that situation.
  - 3) Develop a list of alternatives on which you both agree. Provide clear alternative behavior rather than just point out the inappropriate behavior. Coaching is not a lecture; it is a give and take discussion with the major goal to build character and appropriate decision making.
  - 4) Offer encouragement and concern to the Scout. Point out his strong points and successes.
  - 5) There may be hidden issues. Often there are underlying personal or medical issues that affect a behavior. When a boy is angry and directs it toward you or others, he may be reacting to something else in his life. Try to understand what these underlying issues might be.
  - 6) Stay calm. Don't take adolescent issues personally and as a result become angry yourself. If you feel this happening, it is time to turn the matter over to another adult Scout leader. One of the strongest ways to shape positive behavior is for you to show, not just tell, Scouts how to behave in difficult situations.
  - 7) If further discussion is necessary, schedule a meeting within a short period of time. Let the Scout know that you are available to discuss his concerns at any time.
  - 8) Part of the value of these meetings is that you are helping the Scout solve a problem that he agrees that he needs to change. This is a powerful character building opportunity. Informally encourage the scout, recognizing his attempts to change. When changes occur, point out their positive effects.
- j. In the event of misconduct, scouts will be given every reasonable opportunity to correct the inappropriate behavior. Depending on the nature of the offense, or if the Scout does not correct the misconduct, the adult leader in charge of an event, after consultation with at least one additional adult leader, may bar a Scout from that specific event. Should this become necessary, the Scoutmaster and the parent(s) must be notified. In this situation, the parent(s) will be required to pick up their Scout from the outing/activity regardless of

it's location. If a Scout is required to leave an activity he will not be permitted to attend future activities without a conference with the Scoutmaster.

- k. Incidents of serious or frequent misconduct, including situations resulting in suspension and/or dismissal from the troop, will involve the Scoutmaster(s) and the Troop Committee. Reinstatement of a scout following a suspension will involve the Troop Reinstatement Review Board.
- l. In the absence of any written policy, common sense procedures will be followed.

### **6. Corrective Actions**

Troop 122's goal is to have positive outcomes following behavioral or discipline issues. For all but the most serious infractions, all consequences will have their emphasis on restoring positive behaviors on the part of the Scout and restoring their full privileges with respect to outings and troop functions. In light of this, our goal is to take a graded approach to consequence as outlined below.

- a. First Offense – Conference/counseling in the presence of at least two adult leaders, to include the Scoutmaster and/or event leader.
- b. Second Offense – Conference/counseling in the presence of at least two adult leaders, to include the Scoutmaster and/or event leader. A phone call to the parent(s) will be made to explain the problem and possible consequences. Parent(s) may be requested to attend meetings and outings to help supervise their Scout. The Scout may also be assigned to appear before a scout Board of Conduct.
- c. Third Offense – Conference/counseling in the presence of at least two adult leaders, to include the Scoutmaster and/or event leader. A phone call to the parent(s) will be made to explain the problem and possible consequences. The Scout may be suspended from the specific event and sent home. If a Scout is required to leave an activity he will not be permitted to attend future activities without a conference with the Scoutmaster, or his designee.
- d. Fourth Offense – Conference/counseling in the presence of at least two adult leaders, to include the Scoutmaster and/or event leader and the Scout's parents. Based on the Scoutmaster's recommendation, the Scout may be suspended from all troop activities for a period of time as recommended by the Scoutmaster. In the event of suspension, the Scout would be required to appear before the Troop Reinstatement Review Board prior to his restoration to full privileges.
- e. Fifth Offense – Conference/counseling in the presence of at least two adult leaders, to include the Scoutmaster and/or event leader and the Scout's parents. Based on the recommendation of the Scoutmaster and the troop committee, the Scout may be dismissed from the troop.

Cases of serious misconduct, physical violence, or illegal activity, will immediately warrant consideration of suspension of the Scout from a specific event or from all troop activities for a specific period of time. Situations in this category may include, but are not limited to:

- Deliberate destruction of, or damage to, troop equipment or property belonging to someone else;
- Actions or in-actions that result in a serious safety issue for the scout himself, or others;
- Smoking;
- Striking, assaulting, or deliberate intimidation of another person;
- Continued disrespect of adult and/or Scout leadership;
- Any illegal activity;
- Possession of illegal substances including, but not limited to, drugs and alcohol;
- Possession of firearms or pyrotechnics;
- Refusal to take prescribed medications; or
- Any other behaviors or actions which are harmful or destructive.

If, at any time, a Scout or his parent(s) or guardian(s) feel they have been mistreated or unfairly judged, they may request a Troop Committee meeting in a timely manner to properly resolve the situation. This is also applicable if it is felt that the Scoutmaster, Assistant Scoutmasters or other adult leadership are not acting justifiably or appropriately.

## **7. Drugs, Alcohol, and Tobacco**

- a. Any Scout guilty of using, possessing, and/or distributing a controlled substance (drugs and/or alcohol) will be dropped from the troop roster. Parents of the guilty Scout will be advised of all actions taken. The Scout may later be allowed to return once his problem has been resolved to the satisfaction of the Troop Reinstatement Review Board.
- b. No Scout will be allowed to use a controlled substance of any type at any Scout function. This includes those boys who have parental permission to use tobacco.
- c. BSA recommends that leaders not use tobacco products in any form nor allow their use at any BSA activity.
- d. Parents of Scouts required to take prescription medication over the period of a troop event will discuss the requirement with the Scoutmaster. Serious medical requirements may require a parent to attend an event and administer medication.

## **8. Troop Reinstatement Review Board**

- a. This board evaluates Scouts who have been suspended from the troop as a result of misconduct, as well as use of drugs, alcohol, and/or tobacco as outlined in the troop discipline policy. After the completion of the defined suspension period and prior to resuming troop activities, the Committee Chairman will convene a Reinstatement Review Board to meet with the Scout and his parents to assess his intentions regarding pursuit of

the Scouting program. The members of the Troop Reinstatement Board will consist of the Committee Chairman, Scoutmaster, Senior Patrol Leader, and as deemed necessary, respective designated representatives from the Troop Committee.

- b. The Reinstatement Review Board, bound by the principles of objectivity and confidentiality, will seek input from all parties involved including, but not limited to, the Scout, adult(s) in charge of the event, and additional sources with knowledge of the infraction. All Review Board findings and recommendations will be documented and reported to the Troop Committee.
- c. Based on the conclusions of the Board, the Scout will either:
  - Resume troop participation and activities
  - Or continue his suspension for a period as recommended by the Scoutmaster and approved by the board.
- d. Continuation of the suspension requires a meeting with the parents and the Committee Chairman and Scoutmaster to discuss the position of the board.
- e. Upon reinstatement, a Scout will be on probation for a minimum of two months. Additional infractions within the probation period are grounds for immediate dismissal by the Troop Committee.
- f. Terms of the reinstatement and/or probation period may include:
  - Assignment of a coach/mentor
  - Institution of a behavior contract
  - Financial restitution
  - Community service
  - Required parent attendance at functions, meetings, and outings.
- g. Failure to attend the review board meeting will result in an automatic dismissal from the troop.

## **9. Dismissal**

Dismissal of a Scout requires the approval of the Troop Committee at a meeting fully and openly advertised at least seven days in advance and to which all committee members have been invited. The decision of the Troop Committee will be discussed with the Scout and his parent(s). A finding for dismissal is considered irrevocable. In this respect, we are not prohibiting the youth from participation in scouting, merely from participating in scouting within Troop 122.

**10. Approval**

This revised behavior and discipline policy has been reviewed and approved by the Scoutmaster, the Troop Committee, and the Patrol Leader Council, as certified by the following signatures.

\_\_\_\_\_  
(Scoutmaster)                      \_\_\_\_\_ (Signature)                      \_\_\_\_\_ (Date)

\_\_\_\_\_  
(Committee Chair)                      \_\_\_\_\_ (Signature)                      \_\_\_\_\_ (Date)

\_\_\_\_\_  
(Senior Patrol Leader)                      \_\_\_\_\_ (Signature)                      \_\_\_\_\_ (Date)

**Troop 122**  
**Individual Behavior Agreement**  
(Revised 28-Feb-05)

I, \_\_\_\_\_ (parent's name), as the parent or

guardian of Scout \_\_\_\_\_ (scout's name), provide this statement as certification that both parent and scout have read and understood the Troop 122 discipline policy. Moreover, we agree to be bound by any counseling, consequence, or action that results from application of the Troop 122 discipline policy to my child. I further understand that this document must be signed and returned to the Scoutmaster or Committee Chair prior to participation in any Troop outdoor activity or function.

\_\_\_\_\_  
(Parent's Name)

\_\_\_\_\_  
(Parent's Signature)

\_\_\_\_\_  
(Date)

\_\_\_\_\_  
(Scout's Name)

\_\_\_\_\_  
(Scout's Signature)

\_\_\_\_\_  
(Date)