

# Paoli Troop 181

## ***Behavioral Code of Conduct - Signature Page***

### **Behavioral Guidelines:**

The Boy Scouts of America (BSA) is a values based youth development organization that fosters 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 with a high degree of Scout Spirit, in accord with the principles embodied in the Scout Oath, Scout Law, motto and slogan.

Behavior exemplifying poor Scout Spirit by a member in a Scouting unit may constitute a threat to the safety of the individual who misbehaves as well as to other unit members. In addition, such behavior may cause an unreasonable burden on the unit.

### **Code of Conduct (Responsibilities & Expectations):**

***All members of the Boy Scouts of America, including Troop 181, are expected to conduct themselves in accordance with the principles set forth in the Scout Oath and the Scout Law.*** Accordingly, acts of violence, bullying, repeatedly demonstrating a failure to listen and take direction, a lack of respect for the authority of the Scout or Adult Leadership, a demonstrated level of immaturity that poses a threat to the individual Scout or the safety of others, (or other behaviors in conflict with The Scout Oath and Scout Law) have no place in the Scouting program and may result in the revocation of an individual's unit membership.

If confronted by threats of violence or other forms of bullying from other youth members, Scouts must seek help from their unit leaders (youth and/or adult) or their parent/guardian. Scouts should not attempt to take matters into their own hands.

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 Berwyn United Methodist Church and Troop 181, but also Diamond Rock District, Chester County 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 in case of misbehavior. The acting Troop 181 Scoutmaster may, at his discretion, choose to deviate from the Progressive Discipline Level protocols under appropriate circumstances. The troop committee expects **all** leaders, parent(s)/guardian(s), and 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 the policy by signing it and returning it to the troop committee chair. Membership in Troop 181 requires acceptance of the Behavioral Code of Conduct & Progressive Discipline Policy.

I certify by signing below that I have read and have access to a copy of the Troop 181 Behavioral Code of Conduct & Progressive Discipline Policy (Exhibit 1) and agree that I will abide by it while participating in all Scouting activities.

<u>Print name of Scout</u>	<u>Print name of Scout's Parent/Guardian</u>
<u>Signature of Scout</u>	<u>Signature of Scout's Parent/Guardian</u>

**Date:** \_\_\_\_\_

## ***Progressive Discipline Policy (Exhibit 1)***

Occasionally, a Scout's behavior falls so far short of the Scout Oath and Scout Law that it cannot be addressed by the youth leaders. When this happens, an adult leader(s) will need to intervene and initiate disciplinary steps as outlined below. The purpose of this policy is to help adult leaders follow a consistent approach; one that is reasonable and intended to improve a Scout's behavior. The appropriate response to an issue will require judgment and discretion by the adult leaders involved.

<b>Level</b>	<b>Situation</b>	<b>Disciplinary Action</b>
<b>Level 1</b> Discussion.	Initial minor misbehavior.	Adult leader(s) talks with Scout. Explains why the behavior is unacceptable, preferably casting the discussion in terms of Scout Spirit, the Scout Oath or Law. Explains that continued misbehavior will result in movement to Level 2 action.
<b>Level 2</b> Scout assignment and parental notification.	Scout repeatedly misbehaves and or does not respect Troop Leadership.	( <u>2 adult consensus</u> , one of which is Scoutmaster, starting at Level 2). Adult leader(s) explains the problem and reminds Scout of previous actions/discussions. <u>Assignment:</u> Scout is required to write and sign an acceptable note explaining why his behavior was inappropriate and how he plans to improve this in the future. Scout <u>must complete</u> the assignment <u>before</u> being allowed to participate in other activities. Adult leader(s) then documents date, behavior, discussion, Scout's attitude after discussion and notifies parent/guardian.
<b>Level 3</b> Removal from meeting, event or outing. Suspension from future Troop meetings/events.	More serious problems <u>such as but not limited to</u> theft, vandalism, endangering animals, self/others, <u>or</u> continued misbehavior after Level 2 action.	This step requires the Scoutmaster ( <u>or</u> Tour Leader) and 2 other adults involved for a <u>total of 3 adults</u> . If a majority agrees, an assigned (by the Scoutmaster) 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 2 adults should attend the meeting with the parent(s)/guardian(s). Detailed minutes are taken at meeting.
<b>Level 4</b> Expulsion and revocation of membership in Troop 181.	Repeated / serious misbehavior or life-threatening behavior.	This step should ideally take place immediately after the transgression. Level 4 action requires 2 discussions. The first discussion is among at least <u>3 adult leaders</u> , one of which is the acting Scoutmaster. The second discussion is at the troop committee meeting. The second discussion <u>occurs only if a majority of the adult leaders at the first meeting approve this action</u> . At the troop committee meeting, in the presence of the Scout's parent(s)/guardian(s), the Scoutmaster (or designee) explains the situation to the committee. The discussion must cover the Scout's behavior, why it is a serious problem, what steps have 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) are asked to step out of the meeting and do not participate in the voting. If membership is revoked, the troop committee must inform the council office. <u>Detailed minutes of both discussions must be taken at each meeting.</u>

Discipline Levels 2-4 require documentation of the action taken. The adult interacting with the Scout should document the concern, discipline and result. The documentation is then inserted into the Troop Discipline Notebook by an authorized leader. The only authorized leaders are the acting Scoutmaster, Troop Committee Chair and the Chartered Organization Representative. Access to the Troop Discipline Notebook is limited to these authorized leaders.

Each Scout along with all parent(s)/guardian(s), as well as all adult leaders are asked to sign this policy acknowledging their understanding and intent to abide by the Behavioral Code of Conduct & Progressive Discipline Policy as a condition of participation, understanding that improper behavior could result in revocation of their troop membership.

**Scoutmaster is notified at all levels.**