

TROOP 292 SCOUT CONDUCT AND DISCIPLINE AGREEMENT

Conduct & Discipline: *“A Scout is Obedient”*

Boys have a great amount of energy and enthusiasm. Sometimes it’s misdirected or uncontrolled: frequently referred to as bad behavior. When they do what they should not, the leaders will follow these discipline guidelines. It really is that simple.

We want Troop 292 to provide a quality program for its entire membership, and to accomplish this goal we need proper behavior during meetings and outings. In addition to abiding by the Scout Oath and Scout Law, and complying with the safety tenets of their Totin’ Chips and Firem’n Chits, all Scouts are expected to know and follow our established guidelines:

1. Scout Meetings and events are for Scouting. All meetings involve some level of instructing and learning. The meetings are not simply social events—if a boy is not interested in scout activities please choose another time and place to get together with your friends. Scouts who disrupt meetings may be asked to leave.

2. Treat all with respect. All leaders, adults and Scouts are to be listened to and treated with respect. This means obeying whoever is in charge and no name-calling or words offending or insulting another. Responding promptly to “signs up” is required and is a good indication of a scout’s respect toward others. Violence will not be tolerated. We want every scout to have a safe haven.

3. Treat property with respect. The Cawley School and other property used by the Troop should be treated with respect at all times. Damage to property will not be tolerated. We are guests wherever we are, and we should behave as such.

4. Arrive on time. Having the whole troop of 30 Scouts and leaders waiting for you is disrespectful.

A few examples of behavior which will not be tolerated include, but are not limited to:

- Violence or the threat of violence toward anyone (a Scout is Friendly);
- Hazing or any other form of humiliating or meaningless “initiation” or ritual (a Scout is Kind);
- Vulgar or profane language;
- Smoking-Scouts may not smoke at all, adults must be out of sight of all Scouts to smoke-(a Scout is Clean);
- Discussion of sexual topics, since there is a range of ages and maturity levels present in a troop (a Scout is Courteous).

Enforcement Policy

The Scoutmaster and his assistants monitor the behavior of scouts in the Troop to ensure that reasonable standards of scout behavior are observed at all scouting events. If an unacceptable situation arises, and junior leaders are unable to restore order to the group, the Scoutmaster or his assistants or a designated adult should intervene. (See BSA Scoutmaster’s Handbook.)

The Scoutmaster, Assistant Scoutmasters, PLC and other designated leaders should follow the procedure outlined below when disciplinary problems arise:

Stage 1) “Coaching” from Scout in charge of the activity: The first step is to ask the offending scout respectfully to stop the inappropriate behavior, to describe acceptable alternatives and to suggest that continuation of the behavior will warrant an *official warning*. This “coaching” should come from the Scout in charge of the current activity, who should also ensure that the offending scout’s Patrol Leader and the SPL are informed. The scout should understand that his behavior disrupts a scout activity or interferes with another person’s participation in such an activity. He should acknowledge his responsibility for the actions and try to compensate for their effects. Some examples:

A scout might apologize to the affected parties (possibly the entire troop), explain to the troop the importance of some relevant portion of the Scout Law, replace or repair broken or lost equipment, or make some other reparative effort such as skill or advancement instruction with a younger scout he had mistreated.

Stage 2) Warning from PLC: The second step in the event that the scout continues the unacceptable behavior, or defies an order to stop, is to issue an *official warning* to the offending scout that his behavior is inappropriate: he is told not to repeat the behavior, or risk disciplinary action. The “warner” should be the offending scout’s Patrol Leader, accompanied by the SPL; the goal is to make the offending scout understand why his behavior was unacceptable, lead him to discover better alternatives and commit to more constructive behavior. The SPL will report the event to the Scoutmaster at the earliest possible time. Following this stage, the SPL should be actively monitoring the situation, and if necessary, ask the Scoutmaster or ASMs for guidance. Leaders must judge for themselves when a scout’s behavior merits an official warning. Moving too swiftly into the disciplinary process may aggravate rather than alleviate a problem. A leader may also, however, judge that an infraction is severe enough to warrant immediate recourse to a later stage in the process.

Troop 292 recognizes that parents are important partners in maintaining discipline within the troop. For this reason, at this stage and all subsequent stages, documentation of the specifics of the incident is required.

Stage 3) SPL meets with Parents: If the unacceptable behavior persists, or an official warning is ignored, the scout should compensate for any material or psychological damage he has caused. In the third stage the SPL, shadowed by the appropriate adult leader, will speak to the scout’s parent(s) or guardian(s) about the problem. The SPL and the scout’s parent/guardian(s) will devise a plan the scout should undertake to correct the offending behavior and if necessary compensate for any damages. The SPL and Scoutmaster should inform the Troop Committee Chair of any such actions.

Stage 4) Discipline Conference with Scoutmaster: If the scout continues the unacceptable behavior after the application of stage three discipline or refuses to accept such discipline, the Scoutmaster and a second adult leader will have a conference with the scout to discuss the unacceptable behavior, ensuring the scout understands why the behavior was wrong, what the consequences of his actions were and to review the recommendations of the youth leadership applied in earlier stages. The offending scout will have an opportunity to explain his behavior

and his refusal to accept the decisions of his youth leaders. After this discussion the Scoutmaster will specify the behavior expected of the scout in order to remain an active member of the troop.

Stage 5) Scoutmaster Conference with Parents: If the scout continues to behave inappropriately, the Scoutmaster will call for a conference attended by the Troop Committee Chair, the offending scout, and the scout's parent(s) or guardian(s). The Scoutmaster may suspend the scout temporarily until such a meeting occurs. For example, the Scout may be sent home from a campout. Here the adult Troop leaders review the Troop's discipline policy, discuss the problems that have occurred and the steps already taken to address the problem, and obtain from the scout and his parent(s) or guardian(s) a commitment to correcting the unacceptable behavior. At the same time, the scout and his parent(s) or guardian(s) can attempt to defend the scout's behavior or criticize any elements of the scouting program that they believe justifies the scout's behavior. Participants at such a meeting should then formulate positive goals and devise a plan to resolve the situation. The Committee Chair will only observe and record the proceedings, or offer material and moral support. If there is disagreement among the adult leaders applying the discipline, the Scoutmaster's decision will rule. Further complaints should be submitted to the Troop Committee Chair.

Stage 6) Parental Supervision or Expulsion: If steps 1-5 above do not result in acceptable behavior by the offending scout, or any party to the agreement reached in the Stage 5 meeting refuses to cooperate, the offending Scouts further participation in Troop 292 will be considered in jeopardy. Some possible resolutions at this stage of discipline include, but are not restricted to, renegotiating a contract with the scout and his parent(s) or guardian(s), requiring that a parent or guardian attend all scouting activities in which the scout participates, or expelling the scout from the Troop.

It is hoped that no disciplinary situation will reach Stage 6. Such problems should be resolved by agreement between scouts and their youth leadership, in particular with the cooperation and intervention of the Scoutmaster and his assistants. Failing this, it is hoped that appealing to the scout's parents will resolve any such matter.

In rare instances of serious inappropriate behavior, the Scoutmaster shall have the authority and discretion to suspend any Scout from the remainder of the activity. In the event such a suspension occurs, the parents of the Scout are contacted immediately and will be required to make arrangements to take custody of the Scout. The troop shall not be liable for any cost involved; these will be solely the parents' responsibility.

Review of Discipline Steps:

1. Scout in charge of the activity - COACHING
2. Patrol Leader and Senior Patrol Leader - VERBAL WARNING
3. SPL – COACHING; PARENTS NOTIFIED
4. Scoutmaster – DISCIPLINE CONFERENCE with SCOUT
5. Scoutmaster – DISCIPLINE CONFERENCE with SCOUT AND PARENTS
6. Scoutmaster – SUSPENSION AND CONFERENCE WITH PARENTS; **Possible Expulsion.**

Please sign and return the following page to your Scoutmaster:

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PRINT SCOUT NAME

I have read, understand and discussed this policy with my parents.

SCOUT SIGNATURE

DATE

I have read, understand and discussed this policy with my son.

PARENT’S SIGNATURE

DATE