

## **Troop Conduct and Discipline Policy**

All Scouts and Scouters of Troop 195 are 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 providing a safe and supportive environment in which Scouts can learn and grow without unnecessary roughness, physical or verbal intimidation, foul or offensive language or disrespectful behavior. All Scouts should help build Troop unity and an effective, enjoyable program. These are the basics of Scouting.

The "Spirit of Scouting" dictates high expectations for the behavior of all Scouts in Troop 195. All Troop members are asked to abide by the rules and guidelines set forth here and are expected to show self-control and self-discipline. Failure to comply may jeopardize the signoff for "Scout Spirit" for a period of time at rank advancement.

### **Code of Conduct**

The following rules of conduct have been adopted for purposes of health, safety and behavioral conduct:

1. Failure to follow reasonable directives from an adult or junior leader is unacceptable.
2. Unruly, loud, disrespectful or disobedient behavior will not be tolerated. The Scoutmaster or Leader in charge is responsible for each boy's safety and will be obeyed to the fullest extent.
3. When the sign goes up, everyone is quiet. This is true not only at our Troop meetings, but also at every Scout event. Failure to stop talking when the sign is raised cuts into time allocated for activities.
4. No swearing, offensive or use of unfit language.
5. No fires of any kind are permitted inside tents. This means no candles, lit matches, stoves, heaters or lanterns. Only battery operated lanterns or flashlights are permitted.
6. Fire safety rules will be enforced at all times. Scouts will not play in the fire or wave burning sticks in the air. Fires will be placed only in designated locations. Scouts will be allowed to have matches as part of their 10 essentials, but will only be used under adult supervision.
7. No Scout will carry or use a knife, until he has had the proper training and is in possession of a valid "Tote 'N Chip" card.
8. Sheath knives and knives with blades of more than four (4) inches will not be carried by boys or adults. Any knife deemed unacceptable will be confiscated. The Scoutmaster's word is absolutely final in the area.

9. Lights out will be respected. Be considerate of your neighbors.
10. Respect other people's property. No borrowing of any person's or troop's equipment or property without prior consent. If it is not yours, leave it alone. Practical jokes such as hiding someone else's gear, sabotaging tents, stuffing a sleeping bag with leaves, etc. have no place in this Troop, and will not be tolerated. This type of behavior is nothing more than a crude attempt at "having fun" at someone else's expense. Remember, it hurts to be on the receiving end.
11. No alcohol or any other controlled substances are allowed by Scouts or adults (except medication of which the adult leadership is aware).
12. No use of any tobacco products by any boy members. Adults may use with discretion in designated areas per BSA Policy.
13. Tape/CD players, portable TV's, radios, portable games, etc. are not allowed. Personal CD players and radios, with headphones, may be allowed during long travels to and from an event, but requires prior driver and Scoutmaster approval.
14. Firearms, fire crackers, fireworks, ammunition, black powder, sling shots, bows and arrows, paint ball guns or any other weapons are prohibited Exceptions will be made only for Troop-approved archery and rifle ranges. The penalty for bringing fireworks on a campout is suspension for a whole year. It's not worth it!
15. No food candy or soft drinks are allowed in tents.
16. There are to be no carbonated drinks on campouts. Exceptions are made only by the Scoutmaster.
17. Horseplay or inappropriate physical roughness will not be tolerated. Never restrain another Scout. No shoving, punching, kicking or stick fighting is allowed.
18. No throwing of rocks or other objects. Throwing rocks is unacceptable.
19. Respect other people's feelings. Threatening or intimidating another person by word or action is not allowed. No hazing, "put-downs", ridiculing or name-calling. Use nicknames only if that Scout does not object.
20. No Scout shall leave an activity and/or designated area without the Scoutmaster's or an Assistant Scoutmaster's express permission to do so.
21. Never venture off alone. The "buddy system" will 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 specified activities.
22. The intentional destruction of, or damage to, natural or man-made areas, as well as to personal or troop property is forbidden.

23. Lying. This type of behavior is inconsistent with the goals and ideals of Scouting and will not be tolerated
24. No fighting allowed. Fistfights, hurtful comments, jokes at other people's expense, etc. have no place in Scouting. Loud arguments and shouting matches only lead to more trouble. Fistfights never resolve the problem and are simply not allowed in the Troop. Suspension is the minimum consequence.
25. The Scoutmaster (with counsel from his Assistant Scoutmasters) reserves the right to determine other forms of unacceptable behavior as they occur.
26. When in doubt, let the Scout Oath and Scout Law be your guide.

### **Adult Behavior**

All adults working with the Troop are expected to conduct themselves in a courteous and professional manner. Adults are expected to lead by example and not be disruptive or distracting during Troop meetings or outdoor activities. Scouts are influenced by the adult behavior around them. Adult behavior problems will be dealt with by the Troop Committee and all other concerned adults in a professional and timely manner.

Adults should be ever mindful that Boy Scouts is a boy-run, adult-supervised organization. Corporal Punishment is prohibited. No adult may knowingly touch or strike a Scout.

### **Discipline Policy**

There are times when it is necessary to discipline a Scout for abusing the Code of Conduct. Discipline and control must be treated as an individual matter, realizing the best discipline is preventive in nature rather than regulatory and restrictive. Scouts will receive positive reinforcement (praise) when exhibiting appropriate behaviors. The Scoutmaster will ultimately be responsible for the proper behavior of Troop members and, therefore, will be expected to enforce a fair and consistent disciplinary plan.

Fortunately, serious problems rarely arise due to the good character of our Scouts. When there are problems, cooperation among Scouts, the Scoutmaster and parents often turn problems into opportunities for growth and character development.

It is the responsibility of the Scoutmaster, or the adult leader in charge, to supervise the discipline of the Scout. The Scoutmaster or adult leader in charge will advise the Senior Patrol Leader of the violation of the Code of Conduct or unacceptable behavior.

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 a “right” to know what the consequences are if they break the rules. Scouts who follow the Scout Oath and Law have a “right” to expect a Troop to discipline Scouts who disrupt Troop programs and activities or threaten the safety or well being of other Troop members.

The **physical presence of an adult leader is necessary** to monitor the behavior of all Scouts. The adult leader should then decide what course of action is necessary to improve the 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.

Adults always have the right and responsibility to immediately step into any situation they consider unsafe. These situations include, but are not limited to: fighting, hazing, foul language, bullying, sexual misconduct, or inappropriate behavior in public.

### **Disciplinary Action Plan**

The principle first line of discipline is to clearly communicate Patrol and Troop expectations in reference to Scout behavior. When discipline problems occur that need more than a friendly reminder from a Scout’s peers or supervising adults, the following steps are taken:

1. Any incident should be reported immediately to the Patrol Leader or another Patrol Leader. If the incident is of a sensitive matter, take the issue to the Senior Patrol Leader (SPL) or an adult leader. However, in most cases it should be reported to a Patrol Leader.
2. The Patrol Leader will have a conference with the Scout, and attempt to solve the discipline problem if it specifically concerns a member of his Patrol. He should try to resolve the conflict by coaching, issue a verbal warning, if necessary, and take immediate action, if necessary.
3. If the Scout has been given a verbal warning, and does not again comply with a request from an Adult or Junior Leader, he will be politely asked to comply once more.
4. If the problem(s) continue, the Patrol Leader will contact the Senior Patrol Leader (SPL) or Assistant Senior Patrol Leader (ASPL). who will start observing the situation. The SPL or ASPL will issue coaching and then a second “verbal warning” to the offending Scout if poor behavior continues.

The following form of action may take place:

**Time Out** - This may take the form of being sent outside from a Troop meeting, taking a Time Out in a tent on a campout, or sitting away from the rest of the Troop/Patrol. Time Outs should be given in five-minute intervals with additional time added if the negative behavior continues. The Scoutmaster or an Assistant

Scoutmaster should be notified if a Time Out in excess of ten minutes is given. In order for time to be credited towards the Time Out, the Scout must do the Time Out quietly where asked.

5. If adults must be involved, the first course of action is to try to get the boy leaders to resolve conflicts. The Scoutmaster, Assistant Scoutmaster/Patrol Advisor, or other designated adult asks the Scout to stop the inappropriate behavior. The adult makes sure the Scout understands the nature of the offense, discusses appropriate behavior, and, with the Scout, seeks ways to correct the issue that resulted from the Scouts action. The Scout will be issued a warning by two adult leaders in the form of a counseling session. The session will be in full view and within hearing distance of additional adult leaders. Youth Protection Guidelines must be followed.
6. If the Scout does not comply after the counseling session, a meeting will be conducted with the Senior Patrol Leader and Assistant Scoutmaster or Patrol Advisor. A Write Up will be issued stating what Code of Conduct was violated and the reason why this step occurred. The Write Up will be filed with the Scoutmaster.

The following form of action may take place:

**Removal from Activity** - If the violation is more severe, or if the Scout's actions are continually distracting or disruptive to the operation of the Troop, or are beyond the control of the Patrol Leader, Senior Patrol Leader and Scoutmaster, the Scout will be asked to leave the activity. If a parent cannot be contacted, the Scout will sit out the activities under supervision until such time the parents can be contacted and the Scout sent home.

7. If a second incident occurs within three months of the first Write Up, then the Scout will have a meeting with the Senior Patrol Leader and Scoutmaster and be written up a second time. The Scout will be required to attend a Scoutmaster Conference with a parent before he can attend another Scout function. This conference would be the primary form of discipline indicating the acceptable behavior desired.

Action may also be taken in the form of:

**Essays** - Adult Leaders may require that a Scout write an essay about their behavior.

**Apology Letter** - Apology Letter may be assigned when deemed appropriate.

8. Should the Senior Patrol Leader not be able to resolve the conflict/issue, the situation will be brought up for review at the next Patrol Leaders' Council (PLC).
9. Should a hearing be required, the Scout(s) in question will be asked to attend the PLC meeting to explain their case. Any witnesses should also be at the PLC meeting.
10. The PLC will review and discuss the problem and decide on a recommendation and/or course of action. The decision may be a recommendation of probation or

suspension from Troop activities. The PLC and Scoutmaster will inform the Committee Chair of the recommendation.

11. The Scout's parent/guardian(s) will be notified by letter of the PLC decision or recommendation. The letter will include the following:

- a description of the inappropriate behavior(s)
- a description of the immediate disciplinary action taken
- a request for parents' cooperation in this matter
- offer of a meeting for counsel by the Scoutmaster or Committee Chair with both the parents and the Scout
- notice to the parents that continued improper behavior will invoke a disciplinary conference.

12. If the Scout continues to misbehave, and there is a third incident within three months of the first Write Up, a Scoutmaster Conference is required. The Scout's parent/guardian(s) will be notified. The Scoutmaster, at least one Assistant Scoutmaster, and the parent/guardian(s) shall devise a plan for the Scout to resolve or rectify the problem for his inappropriate behavior. The Scoutmaster shall inform the Committee Chair.

Action may also be taken in the form of

**Probation** — A period of time may be given for the Scout to continue with Troop activities, and prove that the issue was isolated. During this period, "Scout Spirit" must be demonstrated. If not, then the next course of action is suspension for a specified period of time.

13. Should the behavior persist, the Committee Chair will meet with the parent/guardian(s) to inform them about a final suspension that will lead to the dismissal of the Scout from the Troop. A Scout can be dismissed from the Troop by the Scoutmaster, with the approval of the Troop Executive Committee.

14. Should the decision not satisfy the Scout and parent/guardian(s) for any reason, the Scout has the right to appeal the decision by delivering a written appeal to the Scoutmaster and Committee Chair within one week of the decision. The Committee Chair will discuss the appeal with the Scoutmaster and Executive Committee, and decide if it warrants further action. If the Executive Committee deems this unnecessary, the decision is final.

15. If there is disagreement among the parties involved, the matter may be taken to the Troop Executive Committee. The Executive Committee shall listen to all interested parties, gather information and decide the matter. Possible resolutions include, but are not restricted to: negotiating an agreement with the Scout and parent/guardian(s) about acceptable behavior, requiring that a parent/guardian attend all scouting activities in which the Scout participates, or expelling the Scout from the Troop.

**NOTE:** The following incidents will start at step number 6 or 7 above:

- Fights where another is injured
- Any abuse allegations of a Scout by a Scout
- Stealing
- Controlled substance use or possession
- Any other major incidents
- Deliberate destruction of Troop, Personal or Private property

## **Consequences**

The Consequences of not following BSA and Troop 195 rules will be the Scoutmaster applying one or more of the following:

1. Scoutmaster Conference with the Scout and/or parents
2. One-to-one apology with Scoutmaster present
3. Withhold rank advancement due to failure of the “demonstrates Scout Spirit” requirement
4. Removal from position or office. Potential ineligibility for election or appointment to a leadership post
5. Block “Order of the Arrow” eligibility.
6. Recommend a review by the Discipline Review Board. Called for by the Scoutmaster or the Committee Chair
  - 3-member Board - 1 Asst Scoutmaster and 2 Troop Committee Members
  - The Board has the option of Probation, Suspension or Expulsion
7. Suspension from the Troop for 30 day’s or more (depending on the severity of the violation and the safety hazard caused). The 30-day suspension will include not being allowed to attend the next Troop weekend outing.
8. Expulsion from the Troop.

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

**Hazing** - This includes but is not limited to: shouting, cursing out, ridiculing, name-calling, initiation 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.

**Kitchen Patrol** - KP can not be used as a consequence.

**Physical/emotional discipline is not an option.**

*Boy Scouts of America*  
**Troop 195**

**Code of Conduct and Discipline Agreement**

I have read the Troop's Conduct and Discipline Policy and understand what is expected of me. I will abide by the Scout Oath, the Scout Law and the Outdoor Code. I will show respect to others, be friendly to my fellow Scouts, and show "Scout Spirit".

In choosing to participate in Troop 195 meetings and activities, I hereby indicate my agreement and commitment to observe Troop 195's Conduct and Discipline Policy.

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Scout's Signature

Date

I consent to my son's participation in Troop 195's meetings and activities. I hereby indicate my understanding and agreement with Troop 195's Conduct and Discipline Policy, and I agree to support my son's commitment to the Troop's Conduct and Discipline Policy.

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Parent or Guardian Signature

Date