

March 3, 2003

Dear Parents and Scouts,

In an effort to achieve greater harmony and strengthen each scout's character, the Troop committee has initiated a behavior and discipline policy. The goal of establishing such a policy is to be certain each scout and parent is fully aware of the troop's expectations, to ensure uniformity, and most importantly, to reach out to the scout and provide him with guidance on how he can improve and become a better scout.

We are suggesting that each scout and parent read and discuss this policy and return this letter, within one week. If you have any questions please contact the committee chairman, Shawn Dougherty or Dave Snelting.

Yours in Scouting,

Troop 401 Committee Members

I have read and agree to support the Troop 401 behavior and discipline code.

Signature

Date

Scouts will not be allowed to attend any campouts until this document is signed and returned to the Scoutmaster or troop committee chairman.

BEHAVIOR AND DISCIPLINE POLICY

Introduction

In the 10+ year history of Troop 401, behavior and discipline problems among our scouts have been relatively infrequent and usually not severe. The scouting program fosters free, respectful and healthy interaction and relationships among boys, and between boys and adult leaders, based on the principles stated in the Scout Oath and Law. These, the Scout Oath and Law, are the principle guide for conduct in Boy Scout Troop 401. Nor that the Oath and Law express in positive terms the behavior that Scouts seek to live out and to model for others.

Occasionally, however, the conduct of a scout may raise concerns and questions about how scouts should be held to the standards of scouting, and what discipline is appropriate. This has led the Troop 401 Committee to develop this policy. It recognizes that behavior directly contrary to the Scout Oath and Law that is dangerous, disruptive, demeaning, or otherwise harmful to others (especially other scouts), and/or to the scout himself, may require disciplinary action. For example, the following are examples of some directives (both positive and negative) that flow from the Scout Oath and Law.

A Scout is:

Trustworthy

A scout will not enter areas that are unsafe or that are prohibited.

A scout can be trusted to carry out assigned tasks whether or not he is being observed.

Friendly

A scout will not participate in physical or verbal hazing or harassment of another.

A scout will reach out to others in friendship.

Courteous

A scout will not damage nature or property of the troop or others.

A scout's personal conduct should reflect well on his patrol and troop.

Obedient

A scout will follow the Scoutmaster's or other troop leader's direction.

A scout will refrain from behavior that is excessively rowdy, loud, disrespectful, or disruptive.

Clean

A scout will be clean in language and behavior, therefore:

A scout will not use language that is indecent.

A scout will not use any type of tobacco product, controlled substance, or alcohol.

Reverent

A scout will always reverence the name of God.

Discipline Procedure

Scouts have a responsibility to lead each other toward living the scouting code. Each scout should lead by his example and when necessary through encouraging brother scouts that are violating the code to modify their behavior.

- A. An individual scout who witnesses behavior of another scout that is directly contrary to the Scout Law, especially a serious matter as in the examples listed above, should report the incident to his patrol leader, another junior leader, or an adult leader with whom he is comfortable.

- B. A parent who witnesses behavior of a scout directly contrary to the Scout Law, especially of a serious nature, should report the incident to any adult scout leader.
- C. The patrol leader is responsible for maintaining good order in his patrol. Patrol leaders have the authority to ask any patrol member to leave a patrol activity and report to the senior patrol leader. A patrol leader may also report a witnessed behavior problem of any scout in a different patrol to the senior patrol leader.
- D. When the patrol leader reports a problem to the senior patrol leader, it is the responsibility of the senior patrol leader to try to correct the problem. If the senior patrol leader cannot solve the problem, he has the authority to ask that scout to leave the activity area and report to the scoutmaster or the adult scout leader.
- E. If at anytime the senior patrol leader or an adult leader receives a complaint that is deemed to be of a significant matter, the senior patrol leader or the adult leader may present the complaint directly to the scoutmaster.
- F. When the scoutmaster is approached with a complaint that he deems to be of a significant matter, he will record a written description of the complaint and proceed in the following manner:
 - (1) First senior patrol leader, adult leader or parent complaint -- Conference with the scoutmaster.
 - (2) Second complaint -- Conference with scoutmaster and a phone call to parents explaining the problem. Parent(s) may be requested to attend meetings and/or troop outings to help supervise their scout. The scout may also be relieved of his leadership position.
 - (3) Third complaint -- Conference with scoutmaster and parents. Based on the scoutmaster's decision, the scout may be recommended for suspension from all troop activities for a period of time or permanently.

When a scout is recommended for suspension by the scoutmaster, a troop committee meeting will be called to discuss the case. The committee meeting (which must have a quorum of at least 50%) will determine whether the scout is to be temporarily suspended (and for how long), permanently suspended, or not suspended. The final decision will be based on a majority vote by those attending the meeting. It will be the responsibility of the troop committee chairman to call the parents of the scout to relate the decision of the committee.

Although this procedure provides for a three step procedure, the troop committee upon request of the scoutmaster may decide at any time, that in the best interests of Troop 401, a scout be informed that he will have to find another troop to continue his Scouting program.

Each Scout and his parent(s) or guardian(s) will be required to sign the form in the back of the manual acknowledging their understanding of the Troop Behavior and Discipline Policy.

A parent should feel comfortable to request clarification on disciplinary issues from any adult scout leader.

Every effort should be taken to maintain the confidentiality of the persons involved. The aim of this policy, when invoked is to reach out to the Scout and provide him with guidance on how he can improve and become a better Scout. Extra attention will be accorded these Scouts to insure they are given every chance to succeed and prove themselves. The assumption is always that Scouting is the best thing for these Scouts and the Troop leadership will do everything possible to maintain their interest in Scouting.