

- I. Purpose & Objectives
- II. Code of Conduct
- III. Contract
- IV. Immediate Disciplinary Action Plan
- V. Expectations for Adult Members

I. Purpose & Objectives:

A. Purpose

The Immediate Disciplinary Action Plan is intended to support the scout leadership, the Scoutmaster and adult leadership. The BSA's Guide to Safe Scouting requires that troop leadership assure healthy and safe troop activities, and along with education and training, this plan provides the structure and procedures necessary to meet this mandate.

B. Objectives

1. The scout should LEARN from the consequences of misconduct. Immediate consequences offer the best opportunity for scouts to learn from their mistakes.
2. Upholding the "Scout Spirit" is defined as the daily living of the Scout Oath and Scout Law. All members of Troop 95 are held to a high standard of conduct. No scout should expect to be advanced in rank or commended at a Court of Honor unless they have demonstrated "Scout Spirit" and followed the Oath and the Law.
3. Protecting scouts and leadership from onerous, time-consuming and distracting disciplinary actions is another objective. Since junior scout leaders and adult leaders do not join the troop to be "police" or "baby sitters", scouts and parents should understand that repeated violations of the Code of Conduct will not be tolerated. Many other institutions such as schools, churches, etc. inform scouts and parents of appropriate behavior and this policy is generally in-line with standard expectations of appropriate conduct.

II. Code of Conduct

1. Always follow and respect the Scout Oath, the Scout Law and the Scout Sign
2. Always be respectful of others
3. Always be respectful of the property of others, ask permission to use the property of others and never enter a person's tent without permission
4. Follow laws and regulations of local, state, federal agencies while on government property and conditions for using private property.

5. Never be physically or verbally abusive or vulgar towards others and discourage this behavior among my fellow Scouts.
6. Exercise good sportsmanship in games and competitive activities.
7. Always follow and respect the direction given to me by my scout and adult leaders, especially for the good health and safety of others and myself.
8. Never use illicit or controlled substances, including drugs and alcohol or tobacco. I will provide the troop adult leaders with any of my medical prescriptions while on outings or troop activities as required by BSA regulations.
9. Except for troop approved activities, I will never use firearms, fire-crackers, rockets, ammunition, sling-shots, bow& arrows, paint ball guns or any other type of weapon. Knives, axes and other sharp or dangerous camping equipment may be used when supervised and only by scouts who have been trained (such as rank requirements or valid Tot'n Chip card). Knives longer than 3 inches are not allowed.
10. Never use electronic devices during outings, meetings and other troop activities, except in cases of emergency or when explicitly permitted by a supervising adult or the Scoutmaster. Limited use of electronic devices may be allowed by an adult driver during long distance trips to or from a troop event. Electronic devices include iPod's, cell phones, CD players, radios, portable TV's or DVD players, various game systems, etc.
11. Always follow and respect fire safety rules, never play with fire, nor use any kind of fire or unsafe heating or lighting devices inside tents.
12. Always obey and follow aquatic safety rules during troop outings and activities and never go swimming or boating without proper supervision and training.
13. Always exhibit Scout Spirit by wearing my Class-A uniform to troop meetings, ceremonies, and traveling to & from outings, as directed by my scout and adult leaders. Reasonable and temporary exceptions may be allowed by the Scoutmaster.

III. Contract (see next page)



Troop 95
Boy Scouts of America
Code of Conduct Contract

On my honor as a Boy Scout, I have received, read and agree to abide by the Troop 95 Code of Conduct and all of its enforcement provisions in the Immediate Disciplinary Action Plan of the Troop 95 Guidebook.

Scout Signature

Parent Signature

Scout Name (please print)

Parent Name (please print)

Date

Date

NOTE: A copy of this form with original signatures must be on file with Troop 95 upon joining the troop and is required to participate in all troop activities. The scout and his parents are responsible for updating this contract, if any changes make this necessary.

IV. Immediate Disciplinary Action Plan

A. Code of Conduct Consequences

Violations of the Code are cumulative and progressive during any 6 month period. Each time a scout is issued a Code Violation, the consequence will progress to the next higher level. A six month period for misconduct violations begins on the date of the first violation. At the end of any 6 month period, all violations issued during that period will be crossed out from the scout's record. Violations shall be recorded on each scout's disciplinary record and initialed by the scout leadership and the Scoutmaster. There are seven "levels" of consequences:

B. Types of disciplinary consequences:

Counseling/verbal warnings with the SPL and/or adult leadership
Written essays
Letters/phone calls or conferences with parents
Community service
Time-out's or pull-out's from troop activities
Meetings with offending scout, his parent(s) with Code of Conduct Committee
Delay of rank advancement
Restriction period
Suspension period
Dismissal from the troop

C. Disciplinary Consequences

Level 1: Verbal warning by the SPL

Level 2: Verbal warning by the Scoutmaster (or supervising adult leader); Scoutmaster may counsel scout if necessary.

Level 3: Pullout from activity; Scoutmaster counseling; 50 word essay due date determined by the Scoutmaster or supervising adult leader; timely notification of parents by the Scoutmaster.

Level 4: Pull-out from troop activity; Scoutmaster counseling ; 100 word essay; timely notification of parents by the Scoutmaster.

(NOTE: Parents and scout will be warned if necessary, that if another violation occurs and the scout is restricted or suspended, that the scout may forfeit Eagle rank advancement if said scout ages out before the restriction/suspension period has been served. Also, if a restriction or suspension consequence occurs prior to summer camp parents should be warned that their scout

may be not be allowed to attend, and fees paid to the camp are not refundable if the money has already been submitted to the Council office).

Level 5: Restriction: Barred from troop activities for 6-12 weeks, as determined by the Code of Conduct Committee; re-admittance to troop activities at the end of the restriction period and when the following are completed: 1) Scoutmaster counseling 2) 200 word essay submitted to the Scoutmaster prior to the end of restriction; 3) Delay of advancement for 3 months. Upon return to troop activities, a parent/guardian/adult family member is to accompany the scout on outings and troop meeting/activities for the next 2 outings and 6 meetings attended by the scout (these do not include any outings/meetings missed by the scout). If the violation occurs during an outing, the Supervising Adult Leader or Scoutmaster may contact parents for them to take the scout home. Further violations of the Code of Conduct during this restriction period shall result in a Level 6 consequence.

Level 6: Suspension: Barred from all troop activities for 8-16 weeks, as determined by the Code of Conduct Committee; re-admittance to troop activities at the end of the suspension period and when the following are completed: 1) Scoutmaster counseling 2) 300 word essay submitted to the Scoutmaster prior to the end of suspension; 3) No less than 3 hours of community service, as assigned by the Scoutmaster 4) Delay of advancement until suspension has expired, but not less than 3 months. Upon return to troop activities, a parent/guardian/adult family member is to accompany the scout on outings and troop meeting/activities for the next 4 outings and 12 meetings attended by the scout (these do not include any outings/meetings missed by the scout).

At the end of the suspension period, the Code of Conduct Committee shall convene with the scout and his parents to review that consequences have been completed satisfactorily and to determine whether the scout is prepared to re-join the troop or whether the suspension period will be extended further. If this violation occurs on an outing, the Supervising Adult Leader or Scoutmaster may contact the parents of the offending scout and request that they take their boy home. If any further Code violations occur during this period, the offending scout will be referred for a Level 7 Consequence.

Level 7: Dismissal from the troop. The Code of Conduct Committee will notify the Troop Parent Committee Chairman that a Level 7 consequence has been recommended, and unless the Troop Committee has good cause to defer that recommendation, then the Chairman shall notify the scout/parents that the scout has been permanently dismissed from the troop for repeated violations of the Code. Any deferral shall be for a reasonable, extenuating circumstance and shall require that the scout's Level 6 consequence be extended for not less than 1 month or longer, as determined by the Code of Conduct Committee.

D. Guidelines for Implementing Consequences

1. Patrol Leaders, Assistant Senior Patrol Leaders and the Senior Patrol Leader should make every effort to deal with poor behavior at their levels, starting with clear directions and instructions to their scouts about what is expected from them. Issues should work their way up the chain of command from lower to higher levels. However, any supervising adult may intervene if they believe the safety or health of scouts is in jeopardy. Counseling and other disciplinary actions should be conducted in accordance with BSA's Two Deep leadership procedures. Violations and consequences are to be recorded on individual scouts disciplinary records and initialed by the scout, the SPL and the Scoutmaster. Any parent contacts by the Scoutmaster must also be recorded.

2. The following violations will automatically result in a Level 3 Consequence:

- Violations that jeopardize health or safety of troop members or others
- Minor destruction of property
- Injury to plant or animal life or the environment
- Racist or bigoted actions or remarks

3. The following violations will automatically result in a Level 5 Misconduct Consequence:

- Use of illicit beverages, drugs or other controlled substances
- Serious destruction of property
- Use of illicit firearms, fire crackers, fireworks, ammunition, black powder, sling shots, bows & arrows, paint-ball guns or other weapons (exceptions for BSA and troop-authorized activities)
- Illegal or unauthorized use of fire
- Fighting or bullying or malevolent behavior towards others
- Any serious misconduct that the Supervising Adult Leader or Scoutmaster deem inappropriate or that results in injury to members of the troop.

4. For each outing, troop activity and meeting, a Supervising Adult Leader will be designated by the Scoutmaster, who will be responsible for dealing with violations of the Code (if at a long-term outing like summer camp, this adult may rotate this duty with other adults). This is in keeping with the BSA's Two Deep adult leadership mandate. The SPL, the Scoutmaster and Supervising Adult Leader shall be responsible for maintaining accurate disciplinary records.

5. The Code of Conduct Committee consists of the SPL and one other scout leader (ASPL or PL) chosen by the SPL, the Scoutmaster, the Charter Organization Liaison or an Assistant Scoutmaster and may be convened to deal with Level 5,6 and 7 consequences or appeals.

6. Parent notifications and support: the Scoutmaster will keep scouts who are in danger of triggering a Level 3 or higher consequence, informed in a timely manner. Notification by letter or phone call to the parents of these scouts is required, whenever a scout has reached a Level 3 consequence or higher. The scout's code violations and the consequences will be specified in the parent notification. Participation and cooperation of parents in Level 5 or higher consequences is both required and necessary for effective correction of the scout's behavior. If this becomes an issue, the Scoutmaster shall convene the Code of Conduct Committee with the scout and his parents to determine a course of action that enforces the Code, up to and including a Level 7 consequence.

7. Consequences or disciplinary actions that are prohibited by the BSA's Guide to Safe Scouting are not allowed by either scout leaders or adults when implementing this Plan.

8. If a scout asserts that he was falsely accused of a Code violation, he has the option of asking for a review (appeal) by the Scoutmaster. If the Scoutmaster has reason to doubt that the accusation is untrue or he disagrees with the Supervising Adult who issued the consequence, then he will call for a meeting with the Code of Committee with the scout and parents present, for a final determination. That meeting should be held at the next Tuesday meeting of the troop or at a time and place that is mutually agreeable, but within a reasonable time period.

V. Expectations for Adult Members

1. All adults who participate in troop activities are expected to model good behavior for our scouts. They are expected to abide by the BSA's Guide to Safe Scouting and to act in a way that supports the Scout Oath and Scout Law. They are expected to support the scout and adult leadership and the Code of Conduct.

2. Adults are expected to place the safety and well-being of scouts and members of the troop, uppermost at all times.

3. Adults who participate in troop activities should guard against inappropriate language, displays of anger or other inappropriate behavior.

4. The Scoutmaster and/or the Troop Committee Chairman, and the designated Supervising Adult Leader for a troop activity, may ask an adult to leave the troop activity or to go home if they believe that that person has acted inappropriately or in violation of BSA's Guide to Safe Scouting. If there are repeated incidents concerning the same individual, then the Troop Committee Chairman may convene the parent committee in order to warn that person that they may be suspended from troop activities or dismissed from the troop.

5. Adults are encouraged to attend official BSA training to learn and to support scouting leadership and principles, and to read official BSA publications such as the Guide to Safe Scouting.