



Code of Conduct

Troop 83 Mantua, NJ

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1 INTRODUCTION

The following Code of Conduct is established to provide a safe and fun Scouting environment for all Scouts. All Troop 83 Scouts and adult volunteers are expected to exhibit "Scout Spirit" ...the daily living of the Scout Oath and Scout Law.

All Scouts and adult volunteers should help build Troop unity and an effective, enjoyable program. Scouting should be fun and challenging while providing a safe and supportive environment in which Scouts can learn and grow. The "Spirit of Scouting" establishes high expectations for the behavior of all Troop 83 Scouts. All Troop 83 Scouts and adult volunteers are asked to abide by the rules and guidelines set forth here and are expected to show self-control and self-discipline at all times.

All adult volunteers are expected to lead by example and conduct themselves in a courteous and professional manner.

Adults should be ever mindful that Boy Scouts is a boy-run, adult-supervised organization.

Code of Conduct violations will be handled per the BSA 83 Discipline Policy.

Scouts will always:

- Conduct themselves by the Scout Oath and will follow the Scout Law.
- Exhibit leadership by following rules and asking others to do the same.
- Follow directives from an adult or junior leader.
- Become quiet when the "sign" goes up. This applies at all Scouting events.
- Follow these fire rules:
 - Place fires only in designated locations.
 - Scouts may bring matches as part of their 10 essentials, but used only under adult supervision.
 - No fires of any kind are permitted inside tents, to include not candles, lit matches, stoves, heaters or lanterns. Only battery operated lanterns or flashlights are permitted.
 - Scouts will not play in, near, or with the fire.
 - Scouts will not wave burning sticks in the air, or any device used for cooking over the fire.
- Observe lights out as scheduled. Be courteous of your neighbors.
- Respect other person's property
- Respect other people's feelings

Scouts will not:

- Swear, or use offensive language or gestures.

- Display unruly, loud, disrespectful or disobedient behavior.
- Carry or use a knife, until he has had the proper training and is in possession of a valid "Tote 'N Chip" card.
- Carry Sheath knives or knives with blades of more than four (4) inches. Unacceptable knives will be confiscated at the Scoutmaster's discretion.
- Borrow or use another individuals or troop equipment or property without prior consent.
 - Practical jokes such as hiding someone else's gear, sabotaging tents, stuffing a sleeping bag with leaves will not be tolerated.
- Use alcohol or any other controlled substances that are not prescribed by a physician.
- Use tobacco products of any kind.
- Use iPods, MP3 players, Tape/CD players, portable TV's, radios, portable games, etc. on campouts, however, their use is allowed during long travels to and from an event, but only with prior permission from the driver.
- Bring or use firearms, fire crackers, fireworks, ammunition, black powder, sling shots, bows and arrows, paint ball guns or any other weapons. These items are prohibited.
 - Exceptions will be made only for Troop approved archery and rifle ranges. Violation of this rule will result in the most serious of disciplines as allowed by the BSA Troop 83 Discipline Policy.
- Keep food, candy or soft drinks in tents.
- Allow inappropriate physical roughness amongst fellow Scouts. No shoving, punching, kicking or stick fighting is permitted.
- Throw rocks or other objects.
- Threaten or intimidate another Scout by word or action to include no hazing, "put- downs," ridiculing or name-calling.
- Leave an activity and/or designated area without an adult supervisor' express permission.
- Venture off alone. The "buddy system" will be used at all times and during all applicable activities.
- Intentionally destruct or damage natural or man-made areas, personal or troop property.
- Lie. Lying will not be tolerated under any circumstances and has no place in Scouting.
- Fight. Fistfights, hurtful comments, jokes at other people's expense, etc. have no place in Scouting.

Scouts and parents are responsible for all electronic devices. Devices may be taken on outings; however, such devices must be kept in vehicles during the outing. Lost or stolen devices are the sole responsibility of the scout who owns them. The vehicle driver is not liable for cases of theft.

In choosing to participate in Troop 83 meetings and activities, we hereby indicate our agreement and commitment to observe Troop 83's Code of Conduct.

Scout Signature	Date	Parent/Guardian Signature	Date		

2 BSA TROOP 83 DISCIPLINE POLICY

Unfortunately, there will be instances when it is necessary to discipline a Scout for violating the Code of Conduct. The primary purpose of this policy is to provide the framework that ensures a Scout understands “why” he was disciplined, as well as to ensure the Scout is treated fairly, appropriately and consistently for the violation that occurred. Appropriately applied discipline is a key ingredient to helping our Scouts grow and mature into young men and solid citizens. When there are problems, cooperation among fellow Scouts, the Scoutmaster and parents often turn problems into opportunities for growth and character development. 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 the Troop to discipline Scouts who do not. The best discipline is preventive in nature rather than regulatory and restrictive. For this reason, adults should be ever mindful to provide positive reinforcement when Scouts exhibit acceptable behavior. The physical presence of an adult leader is necessary to monitor the behavior of all Scouts. 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. The Scoutmaster is ultimately responsible for the proper behavior of Troop members and, therefore, will be expected to enforce a fair and consistent disciplinary plan.

- Youth Protection Guidelines must be followed.
- Discipline should be conducted as soon as practical after the violation occurs.
- Discipline is only authorized by personnel as outlined in this policy.
- Discipline sessions are to be conducted off to the side, but must be in full view of at least TWO adults and fellow scouts as applicable.
- Discipline shall NEVER be behind closed doors and NEVER consist of a one on one situation between an adult and a Scout.
- Prohibited Discipline Methods:
 - 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 cannot be used as a consequence.
 - Physical/emotional discipline is not an option.

2.1 Level One: Scouts Handle the Situation:

** This is the preferred method to handle all situations except the most extreme. Through this process, Scouts will have an opportunity to develop their individual leadership skills.

1. Corporal punishment is prohibited.
2. Code of Conduct violations or any other unacceptable behaviors will be brought to the immediate attention of the Scout's Patrol Leader.
3. The Patrol Leader (PL) will discuss the situation with the Scout, and attempt to solve the discipline problem. He should try to resolve the conflict by coaching or, if necessary, issuing a first verbal warning
4. The Patrol Leader must use his best judgment to determine if the incident is serious enough to immediately notify his Senior Patrol Leader (SPL), Assistant Senior Patrol Leader (ASPL), or an adult leader.
5. If a verbal warning was given and the Scout fails to comply, the PL will notify the SPL or Assistant SPL (ASPL) who will observe the situation.
6. If the problem continues, the SPL or ASPL will issue coaching and a second verbal warning.

2.2 Level II: Adult Patrol Advisor Notified

1. If the problem continues, the adult Patrol Advisor (PA) will be notified.
2. If Level Two is reached, the first course of action is to try to get the boy leaders to resolve the situation.
 - 2.1.2. If it is apparent the SPL or ASPL cannot remedy the situation, the PA shall notify the Scoutmaster or Assistant Scoutmaster immediately that a discipline situation has arisen and will inform him of the plan to remedy the situation. Discipline will be in accordance with the BSA Troop 83 policy and no other.
 - 2.1.3. There is no exception to the requirement to notify the Scoutmaster or Assistant Scoutmaster.
 - 2.1.4. The Patrol Advisor, Assistant Scoutmaster or Scoutmaster will ask the Scout to stop the inappropriate behavior.
 - 2.1.5. The adult will ensure 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 then be issued a warning by TWO adult leaders in the form of a verbal counseling session. The session will be in full view and within hearing distance of additional adult leaders.
3. TWO designated adult leaders MUST supervise any discipline situation.

4. After the counseling session, the Scout will be temporarily removed from the activity (Time out – 10 minutes maximum). This can include, but is not limited to being sent outside from a Troop meeting, to a tent on a campout, or sitting away from the rest of the Troop / Patrol.

2.3 Level Three: Written Counseling Session

1. If the unsatisfactory behavior continues, a meeting will be conducted with the Scout, the Scoutmaster or Assistant Scoutmaster, the PA, and the SPL or ASPL. A Written Counseling Report will be issued stating what violation occurred and why it has resulted in Written Counseling.
2. The Scoutmaster will maintain a file of all Written Counseling Sessions.

2.4 Level Four: Removal from Activity/Sent Home

1. If the misbehavior continues, or if the Scout's actions are continually distracting or disruptive to the operation of the Troop, or the violation is more severe in the judgment of the Scoutmaster AND a minimum of TWO additional adult leaders the Scout will be asked to leave the activity.
2. 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.

2.5 Level Five: Second Incident Within 3 Months of Written Counseling

1. If a second incident occurs within three months of the first Written Counseling Session, the Scout will have a meeting with the SPL, PA and Scoutmaster and will be written up a second time.
2. The Scout will be required to attend a Scoutmaster Conference with a parent before he can attend another Scout function. 5.3. Additional actions in addition to the above may include the following: 5.3.1. Essays - Require the Scout to write an essay about their behavior
3. Apology Letter - Apology Letter may be assigned when deemed appropriate.

2.6 Level Six: Patrol Leader's Council (PLC)

1. If the Scoutmaster Conference is ineffective to resolve the conflict/issue, the situation will be brought up for review at the next PLC.
2. Should a hearing be required, the Scout(s) in question will be asked to attend a PLC to explain their case. Any witnesses should also be at the PLC meeting.
3. The PLC will review and discuss the problem and decide on a recommendation and/or course of action.
4. The decision may be a recommendation of probation or suspension from Troop activities.
5. The PLC and Scoutmaster will inform the Committee Chair of the recommendation.

6. The Scout's parent/guardian(s) will be notified by letter of the PLC decision or recommendation. The letter will include a description of the inappropriate behavior(s), a description of the immediate disciplinary action taken, a request for parental cooperation in the matter, an offer of a meeting for counsel by the Scoutmaster or Committee Chair with the parents and the Scout, a notice to the parents that continued improper behavior will invoke a disciplinary conference.

2.7 Level Seven: Third Incident Within 3 Months of Written Counseling

1. 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.
2. 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.
3. The Scoutmaster shall inform the Committee Chair.
4. Additional actions in addition to the above may include the following:
5. Probation - A period of time may be given for the Scout to continue with Troop activities, and prove that the issue was isolated.
6. Suspension - If not, then the next course of action is suspension for a specified period of time.

2.8 Level Eight: Dismissal from the Troop

1. 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.
2. A Scout can be dismissed from the Troop by the Scoutmaster, with the approval of the Troop Committee.

3 APPEALS

1. Should the decision to suspend 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.
2. The Committee Chair will discuss the appeal with the Scoutmaster and Executive Committee, and decide if it warrants further action.
3. If the Executive Committee deems this unnecessary, the decision is final.
4. If there is disagreement among the parties involved, the matter may be taken to the Troop. The Committee shall listen to all interested parties, gather information and decide the matter.
5. Possible resolutions include, but are not restricted to:
6. 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.
7. Continue with the dismissal/expulsion process.

4 MAJOR INCIDENTS

The following incidents will start at Level VII or VIII based on Committee recommendation:

1. Fights where another is injured
2. Any abuse allegations of a Scout by a Scout.
3. Stealing
4. Controlled substance use or possession
5. Any other major incidents
6. Deliberate destruction of Troop, Personal or Private property

5 CONSEQUENCES

The Consequences of not following BSA and Troop 83 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. Recommend a review by the Discipline Review Board. Called for by the Scoutmaster or the Committee Chair
6. Three member Board – One Assistant Scoutmaster and two Troop Committee Members
 - The Board has the option of Probation, Suspension or Expulsion
 - Suspension from the Troop for 30 days 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.
 - Expulsion from the Troop.

12. Parental Notification

Parental notification shall occur at Level Two after Verbal Counseling has occurred between the Scout and TWO adult leaders. Adult leaders may use their discretion to notify parents at any time they feel it appropriate to do so. Parental notification will continue until the Scout's behavior improves.

In choosing to participate in Troop 83 meetings and activities, we hereby indicate our agreement and commitment to observe Troop 83's Discipline Policy

Scout Signature

Date

Parent/Guardian Signature

Date