

## Scouts BSA Troop 58 Disciplinary Policy

The standards for behavior in our Troop follow the Scout Law. Each Scout has committed to that code by signing the Troop 58 Behavior Contract, which sets expectations for behavior. This document establishes how Troop 58 will handle violations of that Contract.

In all situations, infractions to the Contract will be addressed at the appropriate Troop leadership level, reasonable judgment will be applied, consequences will be based upon the severity of an individual offense or a pattern of repeated offenses, and the process will respect the dignity of the offending Scout while protecting the well-being of the Troop as a whole.

**Chain of Command.** A chain of command, respected by each Scout, will be followed:

1. **Patrol Leaders.** Patrol Leaders are empowered ask a Scout to stop bad behavior, to leave an activity, or send a Scout to the SPL or an adult if they resist.
2. **Senior Patrol Leader or Assistant Senior Patrol Leaders.** The SPL / ASPL can address issues or refer a non-compliant Scout to an adult.
3. **Adults (consisting of Patrol Advisors, other Assistant Scoutmasters, or an adult in charge).** Adults will engage, and may conduct Coaching Moments.
4. **Scoutmaster.** Handles the more severe issues.

**Documentation.** Any situation requiring an adult to conduct a Coaching Moment will be documented. Documentation can take the form of an email or written memo. The Scoutmaster will receive and retain all documentation.

**Privacy.** To respect the dignity of the Scout in question, at all times, discipline will be conducted in a confidential manner and will not be communicated beyond those involved.

**Levels of Discipline.** A misbehaving Scout will be subject to the following disciplinary process. A Scoutmaster will use judgment to determine at what level the Scout starts.

1. **Informal Warning:** The Scout will be warned by their Patrol Leader, Assistant Senior Patrol Leader, Senior Patrol Leader, or adult leader(s) about their behavior and walked through expectations. Every Scout deserves the chance to stop offending behavior on their own.
2. **Coaching Moment:** If a warning doesn't alleviate the behavior, the Senior Patrol Leader, Ass't Senior Patrol Leader, Patrol Leader, or an adult leader should remove the Scout (by means appropriate to the situation) from the activity temporarily for a "Behavior Coaching Moment (BCM)." These few minutes of discussion with the offending Scout and one or two adults involve specifically pointing out the inappropriate behavior, discussing alternate behaviors with the Scout, and explaining how those behaviors relate to the Scout law. Once the adult believes the Scout is ready, they may rejoin the group. This is an immediate disciplinary action, and often just getting the Scout out of the situation alleviates the behavior, and adding in the "teachable moment" is a character-building measure. The Scoutmaster needs to be notified of "BCMs" in case more follow up is needed (this can be after the activity or meeting). These sessions must always follow BSA two-deep leadership rules, but can involve just one adult if it is in the vicinity of the other Scouts. If it requires removing the Scout from the situation, at least two adults must be present.
3. **Parent Conference:** Repeated Coaching Moments or a more severe infraction will require communication to parents. This may be informal via email or phone, or face-to-face with the Scout present, as warranted. Parents are expected to become more involved with discipline at this point. This interchange will be documented.

4. **Suspension from the activity/meeting/trip:** If the inappropriate behavior continues, or if the seriousness of the behavior warrants, the Scout will be asked to leave the particular activity. Their parents will be asked to pick them up immediately. A follow-up Conference will then be arranged.
  - a. Judgment will always prevail, and the Guide to Safe Scouting should be referenced as needed. However, the Troop considers the following particularly severe: fighting, use of alcohol or other controlled substances, unsafe behavior, and any illegal activity.
5. **Disciplinary Board:** Severe incidents or uncorrected patterns of behavior require that a Disciplinary Board be convened.
  - a. The Scoutmaster will make the decision to convene.
  - b. If the Scoutmaster deems it appropriate to the circumstances, they will ask the Patrol Leadership Council present a recommendation. This will be completed in strict confidence and communicated only to the Scoutmaster through the SPL.
  - c. The Scoutmaster will assemble a Board. It will have at least 6 members, including the Scoutmaster, the Patrol Advisor(s) of the scout, Assistant Scoutmasters, and other adults as appropriate. They will discuss the situation and select an appropriate consequence and course of action.
  - d. The recommended action will be presented to the Troop Committee for review and approval. The Committee Chairperson will coordinate the Committee's response.
  - e. The Scoutmaster along with the Scout's Patrol Advisor will communicate the consequences to the Scout in a Parent Conference.
  - f. If the Scout's parents wish to appeal, they may advocate in writing to the Committee Chair. The Committee & Scoutmaster will then make a final decision.

**Timeliness.** All issues requiring disciplinary action will be dealt with swiftly, ideally within 2 weeks of the infraction.

**Consequences.** While circumstances may merit something unique, potential consequences available to the Troop, in order of severity, include:

1. Verbal apology to a Scout, a leader, a patrol, or the troop
2. Written apology
3. Repair or replacement of anything damaged
4. Required parent attendance at functions, meetings, or trips
5. Loss of privileges or other activities (i.e., ability to "sign out" of camp to go fishing)
6. Suspension of leadership position for a specified period of time
7. Suspension of advancement
8. Service project time to the troop, without receiving credit
9. Suspension from meetings, activities, or trips for a specified period of time
10. Dismissal from the Troop. NOTE: Dismissal is considered a last-resort consequence. Only in the most severe situations will it be applied.

**Training.** Annually, all Scouts will review the Behavior Contract & Disciplinary Process with the Troop. Each will sign both documents along with their parents. Scoutmasters will be trained on managing the process. On an ad hoc basis, Scoutmasters will train other involved adults.

Scout Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Parent Signature: \_\_\_\_\_ Date: \_\_\_\_\_