

Troop 170 Conduct and Disciplinary Policy

The first line of discipline is to clearly communicate Troop expectations with regard to Scout behavior. When discipline problems occur that require more than a friendly reminder from a Scout's peers, youth leaders or supervising adults, the following steps must be taken. In all circumstances, if there is a conflict between Troop policy and BSA policy, rules spelled out in the "Guide To Safe Scouting" and/or "Bullying Prevention Guide" shall take precedence.

1st Offense – Verbal Warning – The Offending Scout Asked to Cease

The offending scout will be politely but firmly requested to cease the behavior. Resolving the conflict by coaching, issuing a verbal warning and taking immediate action is the preferred first response.

2nd Offense – Removal from the Scout Activity and Coaching by Adult Leaders

If the problem(s) continue, the offending Scout will be temporarily removed from the Scout activity. The Scoutmaster or ASM must be notified of the behavior issue. The Scout is to be removed from the activity for a time period no less than 15 minutes to allow time to reflect on his conduct and will be coached by the Scoutmaster and/or an ASM regarding behavior expectations. In addition, a Conduct Review Board (a combination of the Scoutmaster and/or ASM and two Troop Committee Members, none of whom are related to the offending Scout, appointed by the Committee Chairperson) may be scheduled with the Scout to discuss his behavior. It is the responsibility of the Scoutmaster to document and maintain occurrences of violations.

3rd Offense – Immediate Removal from Activity

If the violation is deemed to be serious, or if the offending Scout's actions are continually distracting or disruptive to the operation of the Troop or beyond the control of the youth or adult leaders, the Scout will be asked to leave the Scout activity for its duration, regardless of the frequency of the offense, and a parent/guardian will be contacted. If a parent/guardian cannot be contacted, the Scout will sit out the Scout activities under supervision until such time as the parent(s)/guardian(s) can be contacted and the Scout sent home. In addition, a Conduct Review Board shall meet with the Scout and/or with the Scout and his parent(s)/guardian(s) to discuss the Scout's behavior. It is the responsibility of the Scoutmaster to document and maintain occurrences of violations.

SUPERSEDING CIRCUMSTANCES: The Scoutmaster and/or ASM have the authority to supersede, interrupt, or bypass the above structure if, in their opinion, a Scout's behavior or actions are sufficiently dangerous, disruptive, or disrespectful to another Scout or adult leader. It is the responsibility of the Scoutmaster to document and maintain records relating to the situation.

Probation – Observed Behavior Issues Unimproved

If the above schedule does not positively influence a Scout's behavior, the Conduct Review Board may assign a probationary period. In addition to continuing issues, the following violations may constitute immediate probation and/or result in revocation of membership:

- Harassment or fighting
- Bullying (verbal, physical or cyberbullying)
- Stealing
- Non-prescribed controlled or illegal substance use or possession
- Deliberate destruction of Scout, Troop, personal, or private property
- Any other incident(s), as determined by the Scoutmaster or Assistant Scoutmasters

BSA policy requires that the Council Scout Executive be notified immediately for:

- Any abuse allegation that meets state reporting mandates
- Any threat or use of a weapon

The Scoutmaster will convene a Conduct Review Board meeting with the offending Scout, his parent(s)/guardian(s), Committee Chairperson, and, if warranted, one or more Assistant Scoutmasters to discuss the behavior and agree upon the length of the probationary period.

Probation may be assigned for up to ninety (90) days. During this time period, the offending Scout will be allowed to participate in Troop meetings and camping activities. The Scout will be closely monitored by the Scoutmaster and/or Assistant Scoutmasters.

The presence of a Scout's parent(s)/guardian(s) may be required at certain, or all, activities during the probationary period.

Suspension – Observed Behavior Issues Remain Unimproved or Repeated

If the offending Scout continues to offend, and there is another incident while on probation or within ninety (90) days of the conclusion of the probationary period, a Scoutmaster Conference and Conduct Review Board is required. The Scoutmaster, Committee Chairperson, offending Scout and his parent(s)/guardian(s) must agree upon and devise a written Action Plan for correcting the Scout's behavior. The Action Plan must be signed by all parties. Parental cooperation is required. If the parent(s)/guardian(s) or the Scout refuse to participate in the corrective Action Plan, the Scout will be immediately removed from membership.

In addition, a suspension will be assigned for up to ninety (90) days. During this time period, the offending Scout will be prohibited from attending or participating in any Troop or Scouting activities. The offending Scout must have a meeting with the Scoutmaster, Committee Chairperson, and parent(s)/guardian(s) before reinstatement to Troop activities can occur. The Scout must present a compelling case for improvement in his attitude and behavior, and evidence that the agreed-upon Action Plan has been accomplished.

Upon returning to Troop activities, the Scout shall remain under probation for up to one year. Further offenses, related or unrelated to the behavior for which the Scout was suspended, may result in immediate removal from membership.

A second suspension within a 12-month period shall result in a recommendation the Scout be removed from membership.

It should also be understood that the Bluegrass Council and/or National BSA Organization may make additional demands upon a Scout in order for him to return to the Troop. Any conditions set forth by the Council or National BSA Organization supersede the Troop 170 policy.

NOTE: There may be instances when a certain action, behavior, or circumstance is so significant or egregious that it necessitates that the prescribed Action Plan procedure be bypassed and a recommendation made by the Scoutmaster to the Committee Chairperson that the offending Scout be removed from membership.

Removal from Membership – Dismissal from the Troop

If the offending Scout's behavior issues are not resolved at end of a suspension period, if the parent(s)/guardian(s)) is not cooperative or supportive, or if the Scout or his parent(s)/guardian(s) fail to abide by the agreed-upon Action Plan, the Scoutmaster will recommend to the Troop Committee that the offending Scout be removed from membership. If the Committee approves the Scoutmaster's recommendation, the Committee Chairperson will provide written notice to the offending Scout's parent(s)/guardian(s) of the removal decision.

Appeal –

Should the offending Scout or parent(s)/guardian(s) object to the removal for any reason, the offending Scout has the option to appeal the decision by delivering a written request to the Committee Chairperson for a Disciplinary Board of Review within one week of the written removal notice being delivered. The Committee Chairperson will assemble a 3-member board (three Troop Committee Members, none of whom are related to the offending Scout nor whom have previously served on the offending Scout's Conduct Review Board) and schedule a meeting for the Scout and/or parent(s)/guardian(s) to present their appeal. Within a week of the Disciplinary Board of Review, the Committee Chairperson will provide written notice to the offending Scout and his parent(s)/guardian(s) regarding course of action/final decision.

This policy approved and made effective by vote of the Troop Committee, April 17, 2017.



4/17/17

Committee Chairperson