

Troop 42/422 Disciplinary Policy

General goals

Troop 42 and Troop 422 exist to bring the best of the BSA Scouting programs to the youth we serve. The volunteer leaders of the troop strive to help all youth develop good leadership skills and grow into well rounded and productive citizens using the scouting program.

It's the goal of Troop 42 and Troop 422 for all leaders to work constructively with all youth to correct unsuitable behavior as it occurs. All youth are expected to respect their leaders, learn from their mistakes in judgment and/or behavior, and not repeat that conduct.

Registered Troop Leader Authority

Registered Troop Leaders have the specific right, responsibility, and obligation of implementing and enforcing the policies of Scouts BSA, Troop 42, and Troop 422. Many types of situations arise which demand the immediate action of a leader for safety or the good of the troop. Unless a Scout has serious moral reservations, concerns about their safety, or believe the directions are inconsistent with BSA policy, they are expected to obey all leaders and parent directions promptly and courteously. Requests or directions that causes any Scout moral reservations, safety concerns, or are thought to be inconsistent with BSA policy must be immediately reported to the Troop 42 or Troop 422 Scoutmaster. If the Scoutmaster is not present the Scout should report the incident to the Scout leader who is leading the activity. **The Troop 42 or Troop 422 Scoutmaster should be notified of the incident as soon as reasonably possible.**

Disciplinary Process

If any registered Scout leader deems a single situation or consistent display of (*)bad behavior to be of such significance that it cannot be handled by working directly with the Scout, they can convene the Troop 42 or Troop 422 Disciplinary Board. The Disciplinary Board will review all matters brought before it. The board will have four courses of action that it can take when reviewing situations brought before it. A majority vote of the Disciplinary Board members will be required when determining the proper course of action.

1. Dismiss the complaint with no further actions being taken.
2. Meet with the Scout and their parent/guardian to discuss the future implications to the Scout if their behavior doesn't change.
3. Initiate the proper step of the "Three Strike Policy".
4. The Disciplinary Board has the authority to immediately ask a Scout to leave the troop if the behavior of the Scout is considered severe enough to warrant their dismissal.

A written record of all decisions made by the Disciplinary Board shall be filed by the Troop Committee chair. These can be available for review (upon request by the committee chair) by the impacted Scout's family and/or any disciplinary board reviewing the same Scout's behavior in a subsequent incident.

A Scout can be suspended from troop activities pending the convening of a Disciplinary Board.

Troop 42/422 Three Strike Policy

The length of the Three Strike Policy will run for a period of 12 months from the implementation of the first strike.

Strike One : A written notification will be sent via e-mail to the youth and their parent/guardian or guardian. The Scout and their parent/guardian will be asked to sign and return to the Disciplinary Board a copy of the notification.

Strike Two: A face-to-face meeting between the Scoutmaster, Scout and their parents will be held. Board members can be present by the Scoutmaster's or parent/guardian's request. A written review of the discussion will be created within one week of the meeting. The Scout and their parent/guardian will be asked to sign the document and return it to the Disciplinary Board.

Strike Three: The Scout and their parent/guardian will be contacted by e-mail or in person notifying them that the Scout has been dismissed from Troop 42/422.

The "Three Strike" policy will be enforced by issue/situation and is not intended to be enforced on a cumulative basis. For example, a Scout who had already received a Strike One letter for fighting would need to be given a Strike One letter if caught for stealing another Scout's property. They would not move to Strike Two because it's a different issue/situation than the first.

Troop 42/422 Disciplinary Board

The Troop 42/422 Disciplinary Board will be approved by the troop committee and consist of the Scoutmaster, Troop Committee Chairperson, and three other registered Troop 42/422 leaders who are currently active and leading activities and meetings. Leaders selected for the Disciplinary Board will serve a term on the board that will run concurrent with the troop's calendar of activities (July 1 to June 30). If possible, the board members will remain the same for all three strikes.

(*) Examples of bad behavior would include all of the following but not limited to: Severe or consistent misbehavior which seriously disrupts the troop environment, threatens the well being of the leaders or other Scouts, demonstrates persistent defiance, or breaks the law.