

## Troop 44 Adult Conduct Plan

The purpose of Scouting is to encourage the physical, mental and social development of young people. This is achieved by the example and guidance of dedicated adult men and women who help the youth members in the fulfillment of the Scout Oath and Law, so they become constructive and responsible citizens. This Code of Conduct is expected of all adults, Leaders, Committee Members and parents and/or legal guardians recognizing that at all times they should act responsibly and appropriately. Scouting as a whole and Troop 44 have a Safe Haven Policy where all youth and adults feel welcome, safe and secure regardless of their background, culture, origin, etc.

Our programs and ethics require us to provide an environment in which children and young adults feel valued and secure; and where they can grow as individuals while developing a sense of self worth, personal integrity and increasing competence through the acquisition of skills and achievements. Any adult conduct which is not supportive of this developmental process is inappropriate, not in compliance with the Scouting program and requires appropriate intervention/action. ALL adults associated with the Scouting program and Troop 44 will be held to this higher standard at all times.

We have a duty to keep youth members safe and protect them from physical and emotional harm. In adventurous activities, this duty is exercised through sensible risk management. In our general program activities, this duty is exercised through a respectful, caring, empathetic and friendly relationship with young people. In the recruitment and selection of adult leaders, their personal standards, character and ability to develop this relationship is much more important than any technical skills or experience.

### **CODE OF CONDUCT**

Annually, by recharter time and when revisions require, each adult will review the Code of Conduct agreement. If the adult agrees to abide by the Code in whole, he/she will sign the form and return the signed Code of Conduct form to the Scoutmaster. The Code of Conduct will not be considered signed and agreed to if any section is removed or crossed out on the returned copy. After the recharter date any adult who has not turned in a signed Code of Conduct form to the Scoutmaster will not be permitted to participate in Troop 44 meetings, events or activities until the form is signed and turned in to the Scoutmaster.

### **ADDRESSING INAPPROPRIATE CONDUCT AND CONSEQUENCES**

Conduct in defiance of the Code of Conduct will be addressed by two or more members of the unit leadership, which includes the chartering organization representative, the Troop Committee Chair and the Troop Scoutmaster. It is expected that individuals involved in specific incidents and/or disputes will first attempt to resolve any issue(s) amongst themselves before anyone else needs to become involved. If a conduct issue or problem is not resolved, it will then be addressed by the unit leadership. Addressing the problem may automatically go to the unit leadership based on the severity of the conduct, nature of the issue and/or the number of individuals involved.

Resolution processes may include, but are not limited to:

- Adult leadership may address inappropriate conduct and identify acceptable resolution.

- Meeting of the Troop Committee to address inappropriate conduct and identify acceptable resolution.
- Consequences may include any one or more of the following, but not limited to:
  - Verbal and/or written apology to any party/parties involved.
  - Reflection on the point of the Scout Oath or Law that was not followed.
  - Assigned specific rectifying tasks related to the incident.
  - Removal from activity and/or suspension from participation in future activities.
  - Removal from leadership position.
  - Suspension or removal from the Troop.
  - Other actions as determined by the Scoutmaster, Assistant Scoutmaster(s) and/or Troop Committee.

In any instance where it is determined by the Scoutmaster and/or other adult leader(s) that an adult is endangering themselves and/or others and is noncompliant with direct verbal instructions, and to ensure the safety and well being of all involved, camp/event staff and/or local authorities will be called to address and remedy the incident at hand.

### **Removal of Adults**

Should removal of an adult from a position within Troop 44 be required, the following guidelines define the responsibilities of Troop leadership to exercise such removals.

**General** — The chartered organization may remove any adult leader, in accordance with BSA policy.

**Scoutmaster** — The Scoutmaster serves at the pleasure of the chartered organization and troop committee. He may be removed only by joint action of the chartered organization and troop committee.

**Assistant Scoutmaster** — Assistant Scoutmasters serve at the pleasure of the Scoutmaster and troop committee. They may be removed only by joint action of the Scoutmaster and troop committee. This does not preclude the Scoutmaster's authority to dismiss a leader from a troop activity for cause, pending later action of the troop committee.

**Chartered Representative** — The Chartered Representative serves at the pleasure of the Institutional Head. He may be removed by action of the chartered organization, or by request of the troop committee to the chartered organization.

**Committee Chairman** — The committee chairman serves at the pleasure of the chartered organization. He may be removed by action of the chartered organization, or by request of the troop committee to the chartered organization.

**Committee Member** — Troop committee members serve at the pleasure of the committee chairman. They may be removed only by joint action of the committee chairman and the troop committee.

**Merit Badge Counselor** — Merit Badge Counselors serve at the pleasure of the District Committee. They may be removed by the District Committee, or at the request of the Scoutmaster to the District Committee.

**Parent of Scout** — The troop committee may restrict parent participation or remove all participation privileges in special situations (court-ordered custody restrictions, legal convictions, etc) as necessary for the safety and well-being of the Scouts and the Scouting program.

## Troop 44 Adult Code of Conduct

In order to provide a positive and safe environment for all adult and youth members while offering opportunities for wonderful adventures and experiences, the following Code of Conduct has been established and must be agreed to in order to participate in the activities of Troop 44 and/or any BSA events or activities held by the Local Council or the National Council:

1. I will follow the Scout Law, Scout Oath, Scout Motto, Scout Slogan and Outdoor Code. I will remember that these are the basis for all Troop/BSA rules and policies and should be the basis for all of my actions.
2. I will follow the posted and/or verbal schedule of activities and assignments specified by the Troop youth and adult leadership at all times. I will do my best to be on time and wearing the appropriate assigned uniform of the day for all Troop/BSA events.
3. I will not use or possess any alcoholic beverages and/or any illegal drugs, substances, weapons, devices or any other inappropriate items as directed by the Troop leadership or local law. If found or detected, I will be asked to leave the activity and/or law enforcement will be notified immediately.
4. I will not use tobacco products of any kind in the presence of any youth member. All Troop/BSA activities and events are considered to be smoke-free, even if they are held outdoors. If I must smoke, I will do it away from the view of youth members in an area specifically designated for smoking. Under no circumstances will I ever smoke in or near a tent.
5. When at Troop/BSA activities, I understand, unless otherwise posted, that when lights are out, I will be quiet. No youth will be allowed in adult quarters at any time unless that youth is your own child and only when other non-related adults are not present. I understand that sounds that can be heard outside my quarters after lights out are disrespectful and disturbing to others. Lack of compliance will be addressed by the Troop leadership as necessary.
6. I will take responsibility for any property owned by a camp, the Troop, or any other individual or organization that is damaged due to my actions.
7. I understand that the use of profanity or abusive language and/or physical confrontation of any kind will not be tolerated under any circumstances. In any incident (including, but not limited to) where inappropriate, aggressive, combative, explicit or harmful physical contact, posture or actions occur, or where foul, abusive, disrespectful, explicit, demeaning or offensive language, or where hazing, intimidation or humiliation tactics, postures and/or threats occur, the individual(s) involved will immediately be expelled from the Troop. I understand that the Troop has a zero tolerance policy on these issues.
8. I will follow all Totin' Chip rules when using knives, saws, axes or any other type of cutting tools. Non-folding, automatically opening or other inappropriate knives, etc (as determined by the Troop) are not permitted at any time.
9. I will not wear any item of clothing that does not fit with the Scouting Program. T-Shirts, headwear, etc. that have inappropriate sayings, graphics, logos, etc. may not be worn at any Scouting function when in civilian attire or the activity uniform. Only Scouting or plain attire may be worn. Accessories that pose a safety hazard and/or do not fit with the Scouting Program may not be worn. Clothing must be worn properly at all times. If a member of the leadership instructs me to change attire to be more appropriate for Scouting, I will comply.
10. I understand that Troop 44 is primarily responsible for the conduct, safety, and welfare of our members at all activities and events. At District, Council, Regional or National events, as well as at BSA camps, all District/Council/camp staff members have the right and responsibility of helping and correcting any problem they encounter. I will follow the directions of and offer proper respect to those leaders/staff as if they were my own Troop leaders.

11. I will act appropriately at all events and activities, particularly those events and activities where adult and youth members of the opposite gender are present or participating. Members of any age, rank or position are not permitted in the quarters/designated areas of the opposite gender except in situations where there is a designated area that must be shared (e.g. camp sites in which latrine facilities must be shared). In such situations, a common designated area can be shared using appropriate precautions, as defined by the attending adult leaders.
12. I understand that all BSA activities and events regardless of whether they are unit, District, Council, Regional, National or international in nature are considered a "Safe Haven" and as such are free from fear of physical and verbal abuse, and hazing where Scouts can take chances with new skills and ideas in a supportive atmosphere without fear of ridicule or retribution from other members. Adult supervision and Scout self-discipline are keys to making this policy work. The Code of Conduct will be used to enforce this policy.
13. I understand that any behavior, incidents or issues not specifically covered by this Code of Conduct will be addressed as necessary by the unit leadership. I understand that the Scout Oath and Law will be used to determine whether my conduct requires corrective action and/or disciplinary action.
14. I understand that Scouting is an open organization with transparency in all phases. Parents and/or legal guardians have the right to visit, observe and participate in any and all meetings, events and aspects of the Scouting program except Boards of Review, which by their nature, require the Scout to participate independently as to evaluate the Scouts success in the Program. Of course, parents may accompany the Scout to, and from the Board of Review and may meet or speak with the Board members prior to or upon completion of the review.
15. I understand that BSA programs and the programs and activities of Troop 44 are NOT conducted as a model, facsimile, reproduction or any other form of any military organization and that any activities, clothing or program elements designed to replicate the operational or indoctrinal aspect of any military organization is inappropriate and is prohibited. However, this policy does not prohibit Troop 44 from participating in activities which involve the US military such as military demonstrations and presentations of an appropriate nature, parades or ceremonies, visits to military installations, activities which support the morale of or honor military personnel, etc.
16. I understand that the BSA and by extension, Troop 44 have a list of prohibited or restricted activities which are not appropriate for Scouting activities and will not be included in the program. The latest list is available in the Guide to Safe Scouting which is available from the unit leadership and online at the national web site.
17. I agree that trained adult leaders are better prepared to perform the duties of their leadership position and better prepared to provide positive contributions to a quality program for our Scouts. Upon assuming a leadership position within the Troop, I agree to begin my formal training within 3 to 6 months and to complete (at a minimum) the following training courses or their equivalent within 12 - 15 months: Youth Protection (required every two years), Fast Start, New Leader Essentials, and any position specific training. The Committee Chair in coordination with the Troop Training Coordinator will handle exceptions to this training policy on a case-by-case basis.

In addition, as an adult involved with the Scouting program and with Troop 44, I agree:

1. To respect the dignity of myself and others;
2. To demonstrate a high degree of individual responsibility, recognizing that at all times my words and actions are an example to the youth and other adults;
3. To act at all times in accordance with the principles, rules, regulations, policies and procedures set forth by the Boy Scouts of America - National Council, the Knox Trail Council and Troop 44, thereby setting an appropriate example for all;
4. To not use Scouting to promote my own beliefs, conducts or practices where these are not compatible with those specified in the Scouting program;

5. To act with consideration and good judgment in all interpersonal relationships, both inside and outside Scouting;
6. To respect everyone's right to personal privacy at all times regardless of age or gender and follow all Youth Protection guidelines as set forth by the BSA at all times;
7. That hazing, bullying, physical, verbal or cultural abuse, sexual harassment, neglect or any other type of abuse, is unacceptable conduct by any person whether involved in Scouting or not.

## Troop 44 Adult Conduct Agreement

**I agree to the Code of Conduct and will comply with it and all other rules, policies, regulations and guidelines set forth by the Boy Scouts of America and Troop 44.**

**I understand that violation of any of these will be addressed and may result in disciplinary action by the adult leadership in conjunction with the unit Committee(s).**

**I understand that revisions to the Code of Conduct may be necessary from time to time by the Troop Committee and that I will be given a copy of those revisions when made.**

Name \_\_\_\_\_ Signature \_\_\_\_\_

Registered Position (if any) \_\_\_\_\_

Date \_\_\_\_/\_\_\_\_/\_\_\_\_