



BOY SCOUTS OF AMERICA®
PACK 147 OXFORD, MA
MOHEGAN COUNCIL – MILL TOWN DISTRICT



Pack 147 Code of Conduct and Discipline Policy Agreement Form

The Pack 147 Committee has established the attached '*Code of Conduct and Discipline Policy*' for all Cub Scouts, Adult Leaders, and anyone else attending a Pack 147 sponsored event (e.g. siblings, parents, relatives, non-Cub Scout friends, etc.). This Code of Conduct will help ensure a common language and understanding for behavioral expectations, and consequences, allowing us to create an atmosphere conducive to fun, safety, and the values of Scouting.

All Scouts, Parents, and Adult Leaders are representatives of Pack 147, the Boy Scouts of America and Oxford United Methodist Church. Parents are therefore asked to read through the attached document **with** their Cub Scout, so they understand the Pack's expectations. Afterwards, sign your name and have your Cub Scout sign his name in the blanks provided below (if your Cub Scout is not writing yet then have him just 'Do His Best'), and then return this form to their Den Leader. **Please return only this form;** the attached '*Code of Conduct and Discipline Policy*' is yours for future reference.

NOTE: Failure to sign/return this form to your Den Leader in a timely manner, as determined by the Pack 147 Committee, will result in an indefinite suspension from Pack 147 activities (e.g. Den and Pack Meetings, Campouts, etc.) until the form is signed/turned in.

Please Sign and Return This Form Only, The Remaining Pages Are For Your Reference

I have read, understand, and agree to abide by the terms set forth
in the Pack 147 '*Code of Conduct, Technology Policy and Discipline Policy*'.

Cub Scout

Date

Parent/Legal Guardian

Cubmaster

*Please Contact your Den Leader or Cubmaster with questions or concerns.





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Pack 147 Code of Conduct and Discipline Policy

Lion Cubs, Tigers, Cub Scouts and Webelos

- Always be on time
- Notify your Den Leader if you will be unable to attend a Den or Pack Activity.
- Wear a proper uniform with Pride – neat, clean and complete to all Scouting Events
- Class A or Field Uniforms should be worn to all Pack meetings, events, and award ceremonies (unless otherwise noted).
 - The Class A or Field Uniform is comprised of the scout shirt, including patches, plus the neckerchief with a slide, belt and hat. Scouts may optionally wear their scouting pants, socks. Scouts will wear their shirts **buttoned up and tucked in**. If hats are worn, they will be worn front and center.
 - Please make sure your son is wearing jeans, slacks, cargo's or BSA pants/shorts only.
NO GYM SHORTS, SWEAT PANTS, OR SWISHY PANTS.
 - Class B or Activity Uniform to all outings (unless otherwise noted).
 - The Class B or Activity Uniform is comprised of a Pack 147 t-shirt, Sweatshirt or a BSA Branded shirt.
- Scouts will bring proper clothing and equipment in accordance with the recommended checklist from their Leaders. Proper footwear will be worn at all times. The only place a Scout may be barefoot on a campout is in the shower or in the water (as part of a water activity supervised by Leaders certified in water safety, per current BSA policy).
- Listen and pay attention
- In response to the "wolf ears" signal, silently return the sign.
- Respect your leaders and fellow scouts.
- Keep hands and feet to yourselves
- Show respect for your surroundings, indoors and out, leaving them in as good or better than they were found (Outdoor Code)
- Always **DO YOUR BEST**



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Parents

- Assist your son in learning the Pack 147 Code of Conduct
- RSVP to events whether you and your scout is **attending OR not**. Remember to RSVP on **SCOUTBook**.
- Work with Den and Pack Leaders as requested to ensure all boys in their Den Follow the Code.
- Act as role models, demonstrating proper behaviors, language, etc.
- Pay attention and in response to the "wolf ears" signal, silently return the sign.
- If you want to hold a conversation, please do so quietly as not to disturb a Den or Pack meeting.
- Ensure that all dues / payments are current for all events.
- Parents are responsible for the conduct of their non-scout children during Pack activities and parents may be asked to remove disruptive children.
- Parents and Siblings will bring appropriate clothing to be worn around young boys (this includes swim wear) with the recommended checklist from their Leaders. Proper footwear will be worn at all times. The only place anyone may be barefoot on a campout is in the shower or in the water (as part of a water activity supervised by Leaders certified in water safety, per current BSA policy).

Adult Leaders

- Treat all Scouts, parents, and leaders within the Pack with equal fairness and impartiality, respecting their opinions, needs and capabilities.
- Act as role models, demonstrating proper behaviors, language, etc.
- Wear their uniforms (Class A or Class B) at all Scouting events (when required).
- Assume responsibility for the safety, well-being and behavior of their charges at all times.
- Follow BSA and Pack 147 rules regarding discipline and other matters.
- Remember that being a leader is a privilege, not a right and by signing the adult application, you have agreed to follow the Boy Scout Oath and Law.
- Understand that once you have taken on a position, you are required to fulfill your job. If you cannot do that, you will be asked to step down.



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The Following Will Not Be Tolerated From Adult Leaders OR Parents

This list is not exhaustive. Parents and Adult Leaders must judge individual cases as they arise.

Scout behavior is a key factor in **ALL Den and Pack activities**, and Scouts are held to a strict (but fair) set of rules. Additionally, adult Scout Leaders and **parents will be subject to the same rules for Behavior and Discipline Policy** as the Scouts while involved in Scout functions, as well as in Scout-related contact outside of Scout functions.

The **behavior and actions of a single person at a Scouting event can affect the entire Pack**, so any serious misbehavior will have zero tolerance. This policy ensures that Scouting will always be a positive factor in the lives of the Scout boys.

Zero Tolerance: The following shall be grounds for immediate dismissal of both Scout and Leader and possible prosecution to the fullest extent of all applicable laws.

- **Theft:** This is to include, but not limited to, all Pack 147 property, Oxford United Methodist Church property, monies, equipment, personal properties and the like.
- **Drug/Alcohol Use/Possession:** Any use/possession and/or abuse of an illegal or controlled substances will absolutely not be tolerated. This includes alcohol and nicotine products for all Cub Scouts, based on them being under aged.
- **Discipline problems for Leaders**—this will be dealt with on an individual basis by the Charter Representative and the Cubmaster, depending on the nature of the offense. Necessary/immediate steps will be taken to remove the leader from a potentially harmful situation.
- **Vandalism**

The Scout Leaders know that Cub Scout-aged boys have a high energy level and will not always do the right things. Nevertheless, two (2) things are always required:

1. Maintaining the safety of others and oneself
2. Respect for the Scout Leaders/adults



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Serious offenses that will not be tolerated are:

- Theft or disrespecting the property of others
- Fighting
- Lack of respect during flag ceremonies
- Repeated misbehavior that affects the ability of the Den/Pack to function
- Lewd conduct
- Hazing
- Parents OR Siblings not wearing appropriate clothing (this includes swim wear) or proper footwear for a **SCOUTING EVENT WILL BE ASKED TO LEAVE.**

Less serious offenses (which are also prohibited) include:

- Profanity
- Lying
- Excessive horseplay/rough-housing
- Disruptive talking
- Tobacco usage (adults); tobacco possession or usage (youth)
- Teasing or calling another offensive names
- Other violations of the Scout Law

Scout Law - Although not specific standards for discipline, the spirit of these guidelines is founded in the twelve points of the Scout Law.

A Scout is: Trustworthy, Loyal, Helpful, Friendly, Courteous, Kind, Obedient, Cheerful, Thrifty, Brave, Clean, Reverent.

The Scouts will obey any reasonable command of a Scout Leader, especially on outings when a Scout could get lost or put him or others in an unsafe situation.

***This Code applies to
Adult Leaders, Cub Scouts, Parents, Relatives, Friends,
and Siblings.***



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Pack 147 Technology Policy

I. Purpose

- a. Using technology in Cub Scouting can be appropriate in the right situation, but we want to help the boys learn that they can have fun even without it.

II. Policy

- a. Cub Scouts will not use electronic devices at Cub Scout **pack/den** meetings and events unless the activity requires the use of them. An example would be using the GPS or an app on a smartphone to go geocaching.
- b. Recognizing that Cub Scout-aged boys are influenced by the behavior of adults, **use of electronics by adults is discouraged at Cub Scout pack/den meetings and events** unless the activity requires the use of them or unless the adult is taking pictures of the event.
- c. We understand that many adults have jobs that require them to take phone calls or check email. There may also be other circumstances in which the use of an electronic device is necessary during Cub Scout events.
- d. **We ask that if you need to use your device during a meeting, event or a campout, please step away from the boys' view to do so.**

Many of our Cub Scout leaders have younger children who attend Cub Scout meetings. We ask the younger children also not use electronics to help prevent the other boys from being distracted while participating



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Discipline Policy

The Discipline of Cub Scouts should be accomplished in steps and be progressive in nature, giving the Cub Scout every opportunity to change their behavior patterns. In some cases, it may be necessary to skip steps depending on the seriousness of the behavior. The progressive steps in the discipline process are:

I. Warning:

- a. Any Scout who misbehaves will be taken aside by two adult Scout Leaders, or an Adult Scout Leader and a parent, and warned of their misbehavior. They will be reminded of the Scout Oath and Scout Law they are not abiding by.

II. Behavior Coaching Moment (BCM):

- a. If a warning does not alleviate the behavior the Adult Leader is to remove the Cub Scout from the activity, temporarily, for a short 'Behavior Coaching Moment' discussion.
- b. Brief discussion with the offending Cub Scout specifically pointing out the inappropriate behavior, discussing alternate behaviors, and explaining how those behaviors relate to the Scout Law.
- c. When the Adult Leader believes the Cub Scout is ready, he may rejoin the group. BCMs are an immediate disciplinary action (often, just getting the Scout out of the situation alleviates the behavior).
- d. BCMs must be reported to the Cubmaster in case more follow up is needed; this should be done after the activity/Den meeting.
- e. Should the Scout continue to misbehave a parent will be notified as soon as possible, requesting they remove their Scout. If the parent is unable to remove the Scout, two trained adult Scout Leaders may accompany the Scout home and discuss the matter with his parent.

III. Formal Committee Investigation

- a. If a Scout Leader is the subject of disciplinary action, the Chartered Organization Representative will be notified no later than the next business day.



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- b. The adult Scout Leader and Parent shall resolve general misbehavior. Should this behavior persist so as to become serious in nature as defined in these bylaws, or the Scout Leader and parent cannot resolve the general misbehavior, an investigation may be convened at the request of either party. This investigation will proceed as detailed directly below for serious misbehavior.
- c. Should the Scout Leader and parent fail to correct any serious misbehavior of a Scout, an investigation shall be conducted by at least two trained adult Scout Leaders.
- d. The investigating Scout Leaders shall not be related to the Scouts involved. A parent of the Scout involved shall be notified immediately upon the decision to commence an investigation into their Scout's conduct.
- e. At the conclusion of the investigation, the investigating Scout Leaders shall submit a report to the Cubmaster and Pack Committee Chair, which may or may not suggest a course of action. The Cubmaster and Pack Committee Chair shall determine if punishment is warranted and what the punishment shall be.

IV. Actions from Investigation

a. Suspension from the activity/Den meeting:

- i. If the inappropriate behavior continues after a BCM or if the seriousness of the behavior warrants, the Cub Scout will be asked to leave the particular activity (Den meeting, Go-See-It, etc). His parents will be notified by the Cubmaster or the Adult Leader in charge and will be asked to pick him up immediately.
- ii. A conference will then be arranged between the Cubmaster, the Cub Scout, his parents, and anyone else the Cubmaster thinks should attend. The conference will involve pointing out the prohibited behavior, making sure the Cub Scout understands why he was removed from the particular activity, and discussing a follow up course of action which includes consequences as described below.

b. Dismissal from the Pack:

- i. Continual misbehavior will lead to dismissal from the Pack. The Cubmaster may also call for this step immediately in the event of very serious behavioral issues



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(e.g. malicious physical contact or any actions that endanger the safety of the Cub Scout or of anyone else).

- ii. The Committee Chair and Cubmaster shall convene the Committee for the purpose of determining whether a Cub Scout be required to leave the Pack.
- iii. The Committee will take into account the seriousness of the offense(s), the Cub Scout's history of behavioral issues (if any), and statements made by eyewitnesses to the offending behavior.
- iv. The Committee leaders will do everything possible to keep the boy in Scouting but the good of the entire Pack and the safety and well-being of other Cub Scouts must be considered.
- v. The Cub Scout and his parents will be asked to attend the meeting and will be given the opportunity to speak. A majority vote of the committee will be required to ask a Cub Scout to leave Pack 147. A finding for dismissal is considered **irrevocable**. In this respect, we are not prohibiting the boy from participation in Cub Scouting, merely from participating in it with Pack 147.

Facts and Circumstances

In determining the severity of discipline for a violation, the Pack shall consider one or more of the following:

- Intent – Was the act intentional? Were the consequences of the act intended? Were the individual's intentions good, although the results were not?
- Recurrence – Have acts of this type occurred before? Has discipline been initiated in the past with respect to this individual for this sort of conduct, or for other types of prohibited conduct?
- Judgment – Did the individual use his or her best judgment in good faith? Was a reasonable decision made, given the circumstances?
- Nature of Act – Was this act so grievous as to make the Scout or adult a continuing threat to those in the Den/Pack?
- Mitigating Circumstances – Do other factors affect the appropriate severity of discipline, such as:
 - Provocation of actions
 - History of good behavior or service within the troop or other BSA units
- Common Sense – Is the proposed discipline justified by the act(s) committed?



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It is our intent that the Den/Pack Discipline Policy is enforced, but our hope is that it will rarely need to be fully carried out.

The Pack Committee Chair has the final word on any dispute that may arise through the use of this policy.