



Behavior Expectations and Discipline Policy Agreement Form

The Pack 325 Committee has established the attached '*Behavior Expectations and Discipline Policy*' for all Cub Scouts, Adult Leaders, and anyone else attending a Pack 325 sponsored event (e.g. siblings, parents, relatives, non-Cub Scout friends, etc).

Parents are asked to read through the attached document with their Cub Scout. Afterwards, sign your name and have your Cub Scout sign his name in the blanks provided below, and then return this form to their Den Leader.

Please return only this form; the attached '*Behavior Expectations 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 325 Committee, will result in an indefinite suspension from Pack 325 activities (e.g. Den and Pack Meetings, Campouts, etc) until the form is signed/turned in.

I have read, understand, and agree to abide by the terms set forth in the Pack 325 '*Behavior Expectations and Discipline Policy*'.

Parent/Legal Guardian

Date

Cub Scout

Pack 325 Behavior Expectations and Discipline Policy

The behavior expectations for Pack 325 are based on living by the Boy Scout Law; specifically to be kind, courteous, friendly, and obedient. On these premises, the Pack 325 Committee has established the following 'Behavior Expectations and Discipline Policy' to provide Cub Scouts, Parents, and Adult Leaders with a framework of expectations, disciplinary actions, and consequences for all persons involved with the Pack.

CODE OF CONDUCT

The following behaviors and/or actions will NOT be tolerated at pack/den events, meetings, and activities:

- Failure to follow reasonable directives of an Adult Leader
- Unnecessary, inappropriate, or malicious physical contact
- Threatening or intimidating another person by word or action
- Foul language
- Teasing, hazing, or insulting others
- Disrespectful behavior towards other persons, personal property, or the environment

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

This Code applies to Adult Leaders, Cub Scouts, parents, relatives, friends, and siblings.

DISCIPLINE

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:

a. Warning

The Cub Scout will be verbally warned by their Adult Leader and reminded of the Boy Scout Oath and Law.

b. Behavior Coaching Moment (BCM)

If a warning does not alleviate the behavior, the Adult Leader is to temporarily remove the Cub Scout from the activity for a short 'Behavior Coaching Moment' discussion. These few minutes of discussion with the offending Cub Scout involve specifically pointing out the inappropriate behavior, discussing alternate behaviors, and explaining how those behaviors relate to the Boy Scout Law. 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).

BCMs must be reported to the Cubmaster in case more follow up is needed; this should be done after the activity/Den meeting. Multiple BCMs will result in the Cubmaster contacting the Cub

Scout's parent(s). The Cubmaster will inform the parent(s) of their son's behavior, that this behavior has occurred repeatedly, and ask them to take a more active role in correcting this behavior. Consequences (as outlined below) and/or a conference between the Cubmaster, the Cub Scout, and his parents may or may not be part of this step (Cubmaster's discretion).

c. Suspension from the activity/Den meeting

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. 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 in the next section.

d. Formal meeting with the Cubmaster and Committee Chairman

An official meeting with the Cubmaster, Committee Chairman, the Cub Scout, and his parents shall be called if all other disciplinary procedures have failed. The Cubmaster may also call for this meeting **immediately** in the event of serious behavioral issues (e.g. threats, malicious physical contact, continual disrespect of adults, etc). This meeting will again involve pointing out the prohibited behavior and a discussion of a follow up course of action which includes consequences as described below. The Cub Scout and his parents will be made aware that further infractions will result in dismissal from the Pack. A parent's refusal to attend this meeting or cooperate with this process can also result in the Cub Scout's dismissal from the Pack.

e. Dismissal from the Pack

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 (e.g. malicious physical contact or any actions that endanger the safety of the Cub Scout or of anyone else). The Committee Chairman and Cubmaster shall convene the Committee for the purpose of determining whether a Cub Scout be required to leave the Pack. 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. 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. 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 325. 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 at Pack 325.

Non-Cub Scout Discipline

Non-Cub Scouts are parents, relatives, friends, and/or siblings. Violations of the Code of Conduct by non-Cub Scouts are to result in a warning, immediate removal from the activity, and/or being barred from Pack 325 events, depending on the severity of the violation. In the event of repeated violations the non-Cub Scout is to be permanently barred from attending Pack 325 events.

If a **parent** is barred from attending Pack 325 events it will be their responsibility to provide their Cub Scout with alternate leadership (the other parent, a legal guardian, etc) at events requiring such leadership (Tiger Den meetings, Campouts, etc).

CONSEQUENCES FOR INAPPROPRIATE BEHAVIOR

Throughout the disciplinary process, a Cub Scout's parents are expected to help the Scout understand that the inappropriate behaviors described in the Code of Conduct will not be tolerated. Consequences for minor misbehavior will initially be a warning or BCM (which involves removing the Cub Scout from his peers), and asking him to apologize (if applicable). If the offending behavior results in multiple BCMs or goes to the point of formal meetings with the Cubmaster/Committee chairman, further consequences may be deemed necessary. These may include but are not limited to:

- Written apology
- Repair or replace anything damaged
- Required attendance by the Scouts parent at future Den meetings and events
- Suspension from Pack activities for a prescribed amount of time

UNACCEPTABLE CONSEQUENCES

At no time may consequences for unacceptable behavior include corporal punishment, withholding of food, or physical activity (e.g. Pushups). Consequences are meant to improve and encourage appropriate behavior, not be a punishment. If at any time an Adult Leader is proven to have implemented these types of consequences, they are subject to dismissal from their leadership position and possibly being barred from Pack 325 events.

EXCLUSION/DISCRIMINATION

This behavioral policy is not intended to exclude, discriminate against, or prevent participation of children with behavioral conditions resulting from a diagnosed medical condition or disability. Pack 325 does not require the disclosure of doctor and/or professional recommendations in managing or disciplining children with said diagnosis/disability. However, in the event of Code of Conduct violations, voluntary disclosure of such recommendations will be taken into consideration in the disciplinary process. If no doctor and/or professional recommendations are provided to the committee then appropriate disciplinary action will be solely determined per this behavior policy.