



# CODE OF CONDUCT

**Cub Scout Pack 316**  
**Douglas, Massachusetts**

Pack 316 has established a Code of Conduct that aligns with our vision of creating an atmosphere conducive to fun, safety and promoting the values of scouting. This document outlines the expectations of behavior along with what to expect if those expectations are not met.

## Expectations

### **CUB SCOUTS**

- Be punctual.
- Contact your den leader if you are unable to attend a den or pack activity.
- Wear your uniform with PRIDE – clean, neat, and complete
- Listen and pay attention.
- Wait your turn.
- Work as a team.
- Use good manners.
- Respond to the Cub Scout sign and silently return the sign.
- Respect one another and your leader.
- Be positive – “I can do it.” or “I will try.”
- No tattling.
- Keep your hands, feet, body parts, and all other objects to yourself.
- Ask permission before taking anything from anyone else
- Show respect for your surroundings.
- Leave your area better than you found it: indoors and out, leave it in as good or better condition than when it was found - “Leave no Trace”.
- DO YOUR BEST!

### **PARENTS**

- Assist your son in learning the Pack 316 Code of Conduct.
- Work with adult leaders to ensure all boys in their den follow the Code.
- Act as role models, demonstrating proper behavior and language
- Respond to the Cub Scout sign and silently return the sign.
- Parents are responsible for the conduct of their scouts before, during, and after meetings.
- Parents are responsible for the conduct of their non-scout children during all den and pack activities.
- Parents may be asked to remove disruptive children from Cub Scout events.
- For Tiger Scouts, a parent, family member, or legal guardian is required to be present and assist their scout and his den leader at ALL den and pack events. Parents of Tiger Scout are represented on the Pack Charter as registered leaders per BSA Guidelines.
- Parents of Tiger Scouts are required to participate in Youth Protection Training.

- It is recommended that a parent, family member, or legal guardian of a Wolf, Bear, or Webelos scout be present and assist their scout and his den leader at den and pack activities. If the scout will be attending with another scout or dropped-off, arrangements must be made with, and approved by, their den leader. This must be done prior to the event.
- Parents will be asked to volunteer and participate in den and pack activities.
- No use of alcohol, tobacco products, or illegal drugs is permitted by anyone while at Cub Scout functions.
- Please silence your cell phones and other electronic devices while at all Cub Scout functions, and kindly refrain from using them as much as possible. If you must return a call or message please try to do so out of sight of the scouts.
- One-on-one contact between adults and scouts (other than their own child) at den and pack events is prohibited. In situations that require personal conferences, a registered unit leader **MUST** be present and the conference is to be conducted in full view of other adults and youths.
- Youth privacy and protection are our top priority, please use the tenants of the Scout Oath and Law as a guideline when posting on social media.

### **ADULT LEADERS**

- Treat all Cub Scouts as individuals, respecting their unique needs and capabilities.
- Act as a role model, demonstrating proper behavior, and language.
- Wear your uniform with PRIDE – clean, neat, and complete.
- Assume responsibility for the safety, well-being, and behavior of scouts during den and pack meetings.
- Follow BSA rules regarding discipline and other matters.
- Obtain Leader Specific Training.
- Adhere to the guidelines set-forth in Youth Protection Training.
- Posting any scout related activities on social media sites are restricted to Pack 316 website or Facebook page only after the events are concluded. Advertising up and coming pack events via social media would be previously agreed upon with pack leaders.

## Respect

We strive to provide our Cub Scouts with a fun, safe, and enjoyable scouting experience. Our adult leaders are all volunteers, and they donate many hours of their time to achieve this goal.

All adult leaders should be given your respect. Directions given by adult leaders must be obeyed for the good of all scouts. Failure to do so may result in parental notification and possible dismissal from that scouting function. We want all boys to be able to participate in activities, but we also want our Cub Scouts to learn that there are consequences for bad behavior. Being a Cub Scout is a privilege.

Members of Pack 316 are expected to respect each other. Any behavior that injures, demeans, or offends other members of Pack 316 is not acceptable and will not be tolerated. Defamatory comments (whether verbal or posted on social media) about a scout, parent or an adult leader are not permitted.

### **Financial Good Standing**

All Scouts are asked to fundraise and help support the pack. Cub Scouts who do not participate in fundraising initiatives may be charged the full fee to attend and participate in pack events. As an incentive, scouts who achieve above a benchmark level of fundraising may be entitled to attend overnight events or other pack programs at little to no cost to their family.

Scouts that do not remain in financial good standing with the pack, with respect to paying registration fees or costs associated with optional events they have previously committed to, will not be allowed to re-register with the pack until outstanding financial obligations have been resolved.

Registration for pack events via email and/or through sign-ups with adult leaders, constitutes a commitment to the cost of the event. Should you be unable to attend the event due to illness or other unexpected conflicts, pack leadership will assist in helping to find someone to take your place. However, appropriate notice must be provided. Deposits are usually not refundable. If replacements cannot be found and refunds cannot be issued, the scout/parent will be held responsible for the cost of the event.

Cases of financial hardship must be discussed between parents and unit leadership on a case-by-case basis so that a suitable arrangement can be reached. It is not the intention of the program to discriminate unilaterally and prohibit scouts from normal activities like den and pack meetings because of the inability to pay as a result of legitimate difficulties. These cases must be discussed in advance however so an understanding can be reached to accommodate the needs of the scout while maintaining fairness to all.

### **Communication**

The pack's primary form of communication is through email. You are asked to provide a valid email address at registration. It is the responsibility of the scout and/or parent to notify the pack of any changes.

### **Consequences for Inappropriate Behavior**

Participation in any scouting activity by a scout, parent, or adult leader, will be conducted in a manner that upholds the principals, standards, and ideals of the Boy Scouts of America.

We recognize that in order for boys to grow into responsible men, they need to be held accountable for their actions. Therefore, anyone who participates in an activity that has demonstrated the potential to harm himself or pack members or behaves in a manner that reflects negatively upon Pack 316 will be disciplined. Behavior that is cause for disciplinary action includes, but is not limited to, the following:

- Not following the directions of adult leaders.
- Committing acts of vandalism or theft.
- Bullying, shoving, hitting, or fighting.
- Significantly unsafe actions which may endanger himself or others.
- Excessively rowdy, unruly, loud, disrespectful, disobedient, or disruptive behavior.
- Physical or verbal hazing or harassment of others.
- Use of any illegal substance during any scouting function.
- Use or consumption of alcoholic beverages at a scouting function is never allowed even if the event is being held in your own home or on your own property.
- Inappropriate use of electronic devices.

Discipline at den and pack meetings is at the discretion of the adult leader(s) in accordance with the following guidelines:

- Failure to obey a rule will result in a warning followed by time out or removal from the activity.
- In cases of harmful or repetitive misbehavior, the parent may be asked to remove the scout from the activity.
- Adult leaders have the right to exclude a scout from a den or pack meeting or event for reasons of misconduct.
- We want each scout to be responsible for their own behavior, and only when necessary will the procedure be invoked to send a scout home from their den or pack meeting or activity.
- In extreme circumstances, after a review by the pack committee and charter organization, a scout may be dismissed from the pack for reasons of misconduct.
- Den meetings are for scouts, their parents, and adult leaders. Attendance by siblings is at the discretion of the den leader.

All scouts, parents, and adult leaders are participants of Pack 316 and are representatives of their community, family, and the local scouting council. Therefore, all scouts, parents, and adult leaders are asked to acknowledge this Code of Conduct as a condition for participation with further understanding that serious misconduct or infraction of behavior rules will be reviewed and may result in expulsion from the pack.

The Code of Conduct should be reviewed by each scout, parent, and adult leader.