

Understanding and
Preventing
Youth-on-Youth Abuse
Training for
Camp Staff
FACILITATOR'S GUIDE



SCOUTING U
Learn. Challenge. Lead.™

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Symbol Key



Content to state or share with participants



Question to ask participants and start conversation



Instructor notes and explanations

Background

The Boy Scouts of America places the greatest importance on creating the safest environment possible for our youth members. The organization's leadership has identified a need to provide additional Youth Protection training to camp directors and staff regarding the prevention of youth-on-youth incidents that may occur during Scouting camp activities. Although the clear majority of youth enjoy a safe and wholesome experience at camp, negative and dangerous interactions are always possible. We need to be aware of not only the types of abuse that can occur between one or more youth participants but also how to build safeguards into Scout meetings, outings, and other activities to reduce or eliminate incidents. Camp staff must be prepared so they can try to prevent incidents as well as recognize, react, and report when issues arise.

The BSA has created this facilitator-led syllabus with accompanying PowerPoint presentation for BSA camp directors and program directors to train camp staff members. This course covers how to prevent, recognize, respond to, and report inappropriate youth-on-youth behavior. The training is designed to be delivered by the camp directors to staff.

Emphasis has been placed on leader, volunteer, and professional responsibilities to prevent and reduce youth-on-youth incidents from occurring, utilizing established policies, procedures, and tools such as the response questionnaire for youth-on-youth incidents—and most importantly, leading by example. References to leader and staff are interchangeable throughout this lesson plan.

The module will provide instruction and talking points. Please note that some of these topics may be difficult to discuss. This training is designed to be a safe place for discussion of these topics before we face the tough situations in real life.

In addition, because camps are held in states across the United States, it is important that anyone running a camp be aware of the reporting requirements for their specific state.

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Youth-on-Youth Incidents

Time: 10 minutes

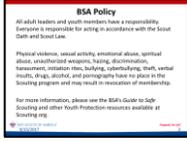
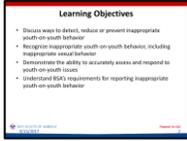
Objectives

The overall objective of this course is to improve the ability of seasonal staff members to prevent, recognize, respond to, and report inappropriate youth-on-youth behavior, including inappropriate sexual behavior, that might occur in any Scouting program.

- Discuss ways to reduce or prevent inappropriate youth-on-youth behavior.
 - Recognize inappropriate youth-on-youth behavior, including inappropriate sexual behavior.
 - Explain how to generally respond to inappropriate youth-on-youth behavior.
 - State the BSA requirements for reporting inappropriate youth-on-youth behavior.
 - Demonstrate the ability to accurately assess and respond to youth-on-youth incidents.
-

Materials

- PowerPoint presentation
 - Flip charts and markers
-



Introduction

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Youth-on-youth incidents are something we would rather not talk or even think about, but we must. Abuse does not always fit neatly into one category or a typical pattern or type of behavior. It may cross into multiple areas, including bullying, hazing, physical contact, sexual talk, initiations, games, exposure to inappropriate materials, and sexual contact and assault. It may be a single incident or evolve over several escalating incidents.

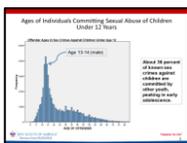
It's important that we remind everyone that youth-on-youth abuse can occur in Scouting during any activity, but especially where observation or adult supervision is limited. This includes overnight activities and events that occur in less-structured environments as well as secluded areas in regular meeting places. Higher risk situations include overnight hotel stays, overnight tenting and camping, and situations involving group latrine and/or showering facilities.

This training cannot cover all possible types of incidents. Remember that good judgment, common sense, and placing the safety of the Scout first will always be of paramount importance.

The Facts



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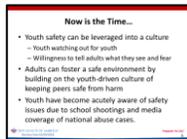


Shows gender of target and age of perpetrator.



- More than one-third of serious physical and sexual abuse incidents are committed by youth (U.S. Department of Justice, Juvenile Justice Bulletin, 2009, “Juveniles Who Commit Sex Offenses Against Minors”).
- Nearly one out of every four students (22 percent) report being bullied during the school year (National Center for Education Statistics, 2015). Further, 19.6 percent of high school students report being bullied at school in the past year; 14.8 percent report being bullied online (Centers for Disease Control and Prevention, 2014).
- Research indicates the peak age for male youth offenders is age 13 to 16.
- Targets of (sexual) abuse tend to be boys and girls three to five years of age younger than the perpetrator.
- Sexual experimentation can lead to abuse.
- Youth offenders who groom and abuse can be of any age or demographic.

Now Is the Time



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- Youth safety can be leveraged into a culture.
 - Youth watching out for youth
 - Willingness to tell adults what they see and fear
- Adults can foster a safe environment by building on the youth-driven culture of keeping peers safe from harm.
- Youth have become acutely aware of safety issues due to school shootings and media coverage of national abuse cases.

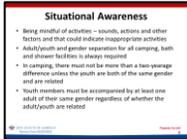


Youth and Medication

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One area to be aware of is that more and more youth are taking medication for behavioral and cognitive issues. Camp directors and camp staff are encouraged to inquire about known issues at pre-camp and leader meetings to ensure a positive experience for all.



Situational Awareness

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The effectiveness of the BSA’s Youth Protection program depends on the commitment of every leader to remain situationally aware and be willing to act when indicated. The consequences of one incident can be devastating for all involved.

Simply put, situational awareness is being aware of everything going on around you. It means adopting an attitude that recognizes that if it does not seem or sound right, the situation mandates further investigation (awareness).

Youth protection can be achieved only through the shared involvement of everyone in Scouting. If we fail to keep our Scouts safe, the consequences can be devastating to the youth, family, and unit.

Experience



Summer camp staff should be mindful of older staff members going into the cabins of younger staff members and performing an “initiation” to camp staff. It could include staff members holding down the target, so the “initiation” can be performed. This is hazing and must be stopped. At a minimum, it may be classified as a criminal offense of hazing, but it could be considered an assault or a sexual assault.

The camp staff solution is:

- Address this activity as a part of the sexual harassment training for all camp staff. This training is in addition to the unlawful sexual harassment training that is required of all staff. Many incidents occur during the operation of summer camp that fall outside of this training.
- Assign a staff resident advisor in each cabin. This RA is responsible for each member of the cabin (eight to a cabin).
- During staff week training, have separate conversations with each age group and gender about appropriate behavior, locations and situations where they are and are not allowed, appropriate attire, appropriate interactions, and hazing.
- Reinforce the policy that NO adults or adult participants (over 18) are to be in the youth (under 18) cabins, except for the RA, who has his or her own room in the cabin.

“Youth-Led” Requires Appropriate Supervision



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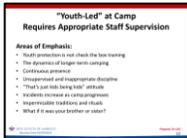


BSA Policy:

- Youth leadership and Scout behavior is monitored by adult leaders.

Areas of Concern:

- Increasing number of youth abuse incidents, damage to property, fights, and Code of Conduct violations



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Areas of Emphasis:

- The dynamics of longer-term camping
- Leaders taking a break/backseat
- Leaving discipline to youth/camp staff
- Turning a blind eye to pranks/vandalism
- Adopting a “They are just kids being kids” attitude
- Incident numbers rising as camp progresses
- Traditions vs. approved program



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Recommendations:

- Facilitate a youth-led but adult-guided program.
- Monitor youth leadership.
- Provide adequate leadership including the investigation of “sights and sounds.”
- Actively engage as a leader.
- Discuss lights out and bed checks.
- Present pre-camp Youth Protection sessions.
- Discuss differences in the roles of camp staff and adult unit leaders.



- Adults serve in a guidance capacity and may never abdicate that responsibility.
- Anticipate, identify, and monitor high-risk areas specific to programs.

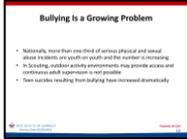


What are some incidents you have encountered in the past that were aggravated by lack of adult supervision? How can we plan so that these things do not happen in the future?



Keep the conversation focused and specific, working to identify and plan for known concerns.

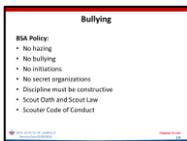
Bullying Is a Growing Problem



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Bullying is a widespread and serious societal problem that has a negative impact on the “target.” (We do not use the term “victim.”) More than one-third of serious physical and sexual abuse incidents occur at the hands of other youth who are older or in positions of leadership and able to manipulate using their size or knowledge difference.



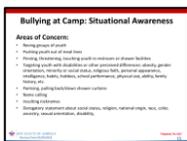
Bullying

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BSA Policy:

- No hazing
- No bullying
- No initiations
- No secret organizations
- Constructive discipline
- Scout Oath and Scout Law
- Scouter Code of Conduct



Bullying at Camp: Situational Awareness

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Areas of Concern:

- Group/gang bullying (roving bully groups) of youth away from their home unit
- Pushing youth out of meal lines
- Pinning, threatening, or touching youth in restroom or shower facilities
- Making fun of/targeting youth with disabilities and other perceived differences that include obesity, sexual orientation, minority or social status, or religious faith



- Pantsing, pulling back/down shower curtains
- Ridicule or group verbal abuse, including serious or excessive teasing (i.e., merit badge or group activities)
- Name calling
- Insulting nicknames
- Derogatory statements about social status, religion, national origin, race, color, ancestry, sexual orientation, disability, personal appearance, intelligence, habits, hobbies, school performance, physical size, ability, appearance, and similar personal subjects

Areas of Emphasis:

- Large environment and anonymity of camp setting conducive to negative behavior
- Difficulty identifying culprits due to multiple units unknown to each other
- Fear of reprisal
- Fear by targeted and victimized youth
- Unengaged leaders

Unfortunately, most incidents of abuse of youth are not stopped and go unreported. This occurs for several reasons:

- Youth are often afraid no one will believe them or they will not be accepted if they say something about the abuse.
- The youth may feel responsible or blame themselves for the abuse or feel that others will see them as weak for “letting” it happen or not standing up for themselves.
- Some youth may have participated in an activity and later regretted it or realized that they were manipulated. Youth are often intimidated by the perpetrator, whether an adult, older youth, or peer. And the unknown can be a scary thing. What will happen to them or the perpetrator if they speak up?



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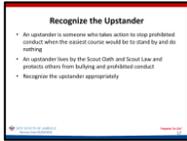


Recommendations:

- Scout-like behavior does not include any form of abusive behavior. Participating or engaging in abuse may result in immediate removal from camp activities and Scouting. Abuse will be reported to law enforcement when appropriate or required.
- See it, stop it, report it. Remove perpetrators immediately if warranted.
- Hold pre-camp meeting to explicitly state behaviors that will not be tolerated.
- Put an emphasis on large buddy groups.
- Discuss bystander/upstander responsibility.
- Recognize those who report/upstanders.
- Require more adult supervision in target areas (latrines, changing areas, showers).
- Emphasize to youth that voicing opinions is OK and safe.

You are the key to creating a safe, bullying-free environment for Scouting youth. You define the expectations. Experts say that leaders can sometimes tell when a youth who is new to the unit may become a target for bullying. Individual factors such as temperament, social competence, physical condition (e.g., overweight/underweight), speaking another language at home, special health-care needs, perceived differences (e.g., sexual identity or orientation, race/ethnicity, religion), or the presence of a disability may put a youth at greater risk of being bullied. Leaders should be reminded to identify these youth and take measures to help ensure their smooth integration into the unit.

Leader intervention is key, because youth may be reluctant to report abuse. It is important to repeat key messages, reinforce the Scout Oath and Scout Law, and encourage youth reporting. Youth need to understand that it is their role to watch out for others and it's OK to report all abuse and safety concerns to leaders.



Recognize the Upstander

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An upstander is someone who takes action, particularly when the easiest or most acceptable course is to be a bystander and do nothing. An upstander in Scouting always applies the Barriers to Abuse and the Scout Oath and Scout Law, and does not allow another to be bullied, harassed, or abused.

- Be an upstander; get involved.
- If you see something, stop it.
- If you know or suspect something, report it.
- If you are not sure, seek advice from an expert.



Scouts First Helpline

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If a Scout is bullied because of race, color, national origin, religion, sexual orientation, or disability, and help in solving or dealing with the problem is needed, 24/7 assistance is available:
CALL 1-844-SCOUTS1 (1-844-726-8871).



What are some bullying incidents you have encountered in the past? How were these incidents dealt with? Is there anything we can plan to do so that these things do not happen in the future?



Keep the conversation focused and specific, working to identify and plan for known concerns.

Lack of Respect/Harassment of Coed Staff



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Areas of Concern:

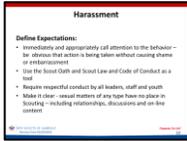
- Unwanted advances and harassment of staff
- Unwanted sexual or suggestive advances
- Verbal harassment
- Unwanted touching

This is a heavily overlooked area of preparation for most units. Nearly all camps have coed staff. Many youth attending camp have not experienced a resident situation with coed peers outside of Venturing and Exploring. It's important that all Scouts understand what is expected of them with regard to their behavior at camp and how to interact with the camp staff.

Areas of Emphasis:

- Jokes, smirks, photo taking, pointing, ogling
- “Peeping Tom” activities in private areas
- Leaders and youth “leering” at others in pools, lakefront, climbing wall areas
- Game such as “Guess What Color?” and “ranking” other youth or staff
- Leader comments such as “Females don’t belong at camp” and “Females are inferior counselors”
- Failure of leadership to prepare youth by setting proper expectations and providing proper examples
- Immature youth in coed environment
- Youth not accustomed to being around members of the opposite sex

Harassment



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Define Expectations:

- Immediately and appropriately call attention to the behavior—be obvious that action is being taken without causing shame or embarrassment.
- Use the Scout Oath, Scout Law, and Code of Conduct as tools.
- Require respectful conduct by all leaders, staff, and youth.
- Make it clear that sexual matters of any type have no place in Scouting—including relationships, discussions, and online content.

Create a Culture for a Safe Environment



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Recommendations:

- Give youth permission/encouragement to report to “protect your own.”
- Post information on the Scouts First Helpline (1-844-726-8871), which offers 24/7 reporting and support.
- Explain the difference between bystanders and upstanders.
- Recognize upstander behavior *in an appropriate manner*.
- Encourage group reflection on expected behavior.



What are some incidents you have encountered in the past? Remember that the issue may not just be coed. There may be same-sex incidents we need to be aware of as well. How can we plan so that these things do not happen in the future?



Keep the conversation focused and specific, working to identify and plan for known concerns.



Invasions of Privacy

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Having and enforcing BSA and camp policies on the use of cellphones, tablets, and cameras can do a lot to help prevent the invasion of others' privacy. As a part of those policies, electronic devices should never be allowed in restrooms or any other places where privacy is expected. If a device is found in one of those areas, the camp director or Scout executive should be notified immediately and the device should be secured until the incident is resolved.



Privacy Invasions by Youth

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BSA Policy:

- Inappropriate use of smartphones, cameras, or imaging or digital devices is prohibited.
- Respect privacy of all.

Areas of Concern:

- Youth taking inappropriate pictures of themselves, other Scouts, and staff
- Possible involvement of adult cyberpredators, posing as a youth, without the youth's knowledge
- Permanency and worldwide availability of images uploaded to the internet
- Possibility of uploaded images leading to embarrassment, extortion, and sextortion

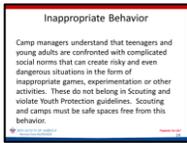
Areas of Emphasis:

- Wide availability of smartphones for youth
- The ease of taking pictures/videos
- The ease of uploading and sharing images/videos
- Apps like Snapchat that make it difficult for police to recover sent/shared/deleted sexting images



Recommendations:

- Abide by the camp policy for the use of cellphones and tablets before camp begins, share the policy with campers, and then follow through.
- Do not allow devices in restrooms.
- Immediately notify your camp director if an incident occurs.



Inappropriate Behavior

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Camp managers understand that teenagers and young adults are confronted with complicated social norms that can create risky and even dangerous situations in the form of inappropriate games, experimentation, or other activities. These do not belong in Scouting and violate Youth Protection guidelines. Scouting and camps must be safe spaces free from this behavior.

BSA Policy:

- All adult leaders, camp staff and youth members have responsibility. Everyone is responsible for acting in accordance with the Scout Oath and Scout Law. Physical violence, sexual activity, emotional abuse, spiritual abuse, unauthorized weapons, hazing, discrimination, harassment, initiation rites, bullying, cyberbullying, theft, verbal insults, drugs, alcohol, and pornography have no place in the Scouting program and may result in revocation of membership. For more information, please see the BSA's *Guide to Safe Scouting* and other Youth Protection resources available at www.scouting.org.

Youth abusers may use enticements, gifts, and favoritism as a ruse to engage younger and impressionable youth into inappropriate activities. Some youth may use a technique such as, “Let me give you” or “Let me show you” things like porn, alcohol, drugs, tobacco, or other inappropriate materials or say things like, “You’re so much more mature than the other Scouts your age.”

Consensual and Nonconsensual Relationships – Youth-on-Youth



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BSA policy clearly states that sexual activity and all forms of public displays of affection are prohibited. Public displays of affection include holding hands, frontal embraces, and kissing.

- It is natural for youth to create relationships and friendships.
- Supervision, monitoring, and communication by adult leaders and camp staff are key elements in preventing the following:
 - Youth engaging in any form of sexual activity
 - Youth engaging in abusive nonconsensual sexual activity or relationships
 - Youth attempting to meet up

Strict adherence to Scouting’s Barriers to Abuse is key. Adult supervision during tenting and nighttime activities is critical as well as monitoring high-risk areas (e.g., restrooms and changing areas). This also includes not assigning youth members more than two years apart in age to sleep in the same tent and enforcing policies prohibiting the use of alcohol and drugs. Additional key barriers include use of the buddy system and respect for privacy.



Reporting

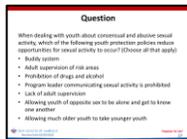
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All incidents of inappropriate activity involving sexual matters, regardless of whether it is consensual, must be investigated and reported to the camp director. Nonconsensual or abusive conduct must be reported



to law enforcement. Inappropriate consensual conduct should normally result in parental notification and immediate removal from the program activity. Inappropriate activity may also result in revocation of membership.



Question

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When dealing with youth about consensual and abusive sexual activity, which of the following youth protection policies reduce opportunities for sexual activity to occur? (Choose all that apply.)

- Buddy system
- Adult supervision of risk areas
- Prohibition of drugs and alcohol
- Program leader communicating that sexual activity is prohibited
- Lack of adult supervision
- Allowing youth of opposite sex to be alone and get to know one another
- Allowing much older youth to take younger youth somewhere to be alone



Allow time to discuss how these youth protection policies reduce opportunities for sexual activity to occur.

Scouting's Barriers to Abuse



The BSA has adopted policies for the safety and well-being of its members. These policies primarily protect youth members; however, they also serve to protect adult leaders. Parents and youth using these safeguards outside the Scouting program further increase the safety of their youth. Those who serve in positions of leadership and supervision with youth outside the Scouting program will find these policies help protect youth in those situations as well.

You should make sure that you and those you work with in Scouting are aware of and follow these policies. They can be found at:

www.scouting.org/training/youth-protection/

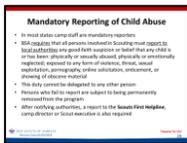
Responding to Policy Violations and Abuse

There are two types of Youth Protection-related reporting:

If you witness or suspect any child has been abused or neglected, follow the BSA's Mandatory Reporting of Child Abuse policy.

If there is a violation of the BSA's Youth Protection policies that put a youth at risk, follow the BSA's Reporting Violations of BSA Youth Protection Policies guidelines.

A violation of BSA Youth Protection policies is not always a case of child abuse. It may indicate a potential for abuse or an action being misinterpreted as a violation of a policy, such as no one-on-one contact, which would require steps to educate the violator. Common sense and good judgment must always be used.



Mandatory Reporting of Child Abuse

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While the BSA has mandated that all Scouters are required to report abuse (see Scouting’s Barriers to Abuse), state reporting requirements vary. Immediate notification to the camp director and/or the council Scout executive as well as the Scouts First Helpline at 1-844-SCOUTS1 (1-844-726-8871) is required to ensure proper reporting has occurred. See “Your Responsibility” (in Scouting’s Barriers to Abuse).

All persons involved in Scouting must report to local authorities any good-faith suspicion or belief that any child is or has been physically or sexually abused, physically or emotionally neglected, exposed to any form of violence or threat, or exposed to any form of sexual exploitation, including the possession, manufacture, or distribution of child sexual abuse materials, online solicitation, enticement, or showing of obscene material. No person may abdicate this reporting responsibility to any other person. This duty cannot be delegated to any other person. State laws may mandate how and when abuse is reported; local councils should provide that information to all leaders.

Some states may define emotional abuse requiring mandatory reporting to include serious forms of bullying or harassment; be familiar with what your state requires.

Because these reports are required by law, mandated reporters of abuse should be told they are required to report to proper authorities. Discuss allegations or reports of abuse only with proper authorities, the Scout executive, and the Scouts First Helpline (1-844-SCOUTS1/1-844-726-8871). This helps prevent rumors, speculation, and misinformation from being disseminated.

Reporting Violations of BSA Youth Protection Policies



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If you have reason to believe any of the BSA's Youth Protection policies, including those described within Scouting's Barriers to Abuse, have been violated and that a youth was put at risk, you must immediately follow your camp's reporting requirements or notify the Scouts First Helpline at 1-844-SCOUTS1 (1-844-726-8871).

Incidents requiring immediate notification to the Scout executive, camp director, Scouts First Helpline (1-844-SCOUTS1/1-844-726-8871), or event leader (and, if appropriate or requested, law enforcement officials) include:

- Any threat or use of a weapon
- Any negative behavior associated with race, color, national origin, religion, sexual orientation, or disability
- Any situation where the BSA's Mandatory Reporting of Child Abuse policy or your state's mandatory reporting of child abuse laws apply
- Any abuse of a child that meets state reporting mandates for bullying or harassment
- Any mention or threats of suicide (if necessary, immediate additional action should be taken to provide for the safety of the person making the threat)

It's imperative that all leaders demonstrate the ability to accurately assess and respond to youth-on-youth issues.

Summary



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Clear communication with leaders about expectations is vital as leaders can help minimize the risk of youth-on-youth incidents by active vigilance of the environment and behavior of youth. Leaders should ask questions or look into suspicious behavior or circumstances, as well as curious sights and sounds. By reinforcing and enforcing Youth Protection guidelines, leaders help keep Scouts safe.

The BSA requires that abuse and youth protection violations be properly reported, managed, and documented. Remember that Scout safety and youth protection are everyone's business.



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Allow time for additional questions.

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Scouting's Barriers to Abuse

Note to facilitator: Always check www.scouting.org/training/youth-protection/ for most recent version; print copies for your class.

The BSA has adopted the following policies for the safety and well-being of its members. These policies primarily protect youth members; however, they also serve to protect adult leaders. Parents and youth using these safeguards outside the Scouting program further increase the safety of their youth. Those who serve in positions of leadership and supervision with youth outside the Scouting program will find these policies help protect youth in those situations as well.

Two-deep leadership is required on all outings.

A minimum of two registered adult leaders—or one registered leader and a participating Scout's parent or another adult—is required for all trips and outings. One of these adults must be 21 years of age or older.

Patrol Activities

There are instances, such as patrol activities, when the presence of adult leaders is not required and adult leadership may be limited to patrol leadership training and guidance. With proper training, guidance, and approval by troop leaders, the patrol can conduct day hikes and service projects.

Adult Supervision/Coed Activities

Male and female adult leaders must be present at all overnight coed Scouting trips and outings, even those for parents and children. All male and female adult leaders must be 21 years of age or older, and one must be a registered member of the BSA.

One-on-one contact between adults and youth members is prohibited. In situations requiring a personal conference, such as a Scoutmaster conference, the meeting is to be conducted with the knowledge and in view of other adults and/or youth.

The policies of two-deep leadership and no one-on-one contact between adults and youth members also apply to digital communication.

Leaders may not have one-on-one private online communications or engage one-on-one in other digital activities (games, social media, etc.) with youth members. Leaders should copy a parent and another leader in digital and

online communication, ensuring no one-on-one contact takes place in text, social media, or other forms of online or digital communication.

Age-appropriate and separate accommodations for adults and Scouts are required.

Tenting

No adult may share a tent with a member of the opposite sex unless that person is his or her spouse.

No youth may share a tent with an adult or a person of the opposite sex other than a family member or guardian. Assigning youth members more than two years apart in age to sleep in the same tent should be avoided unless the youth are relatives.

Shower Facilities

Whenever possible, separate shower and latrine facilities should be provided for male and female adults as well as for male and female youth. If separate facilities are not available, separate shower times should be scheduled and posted.

The buddy system should be used at all times.

The buddy system is a safety measure for all Scouting activities. Buddies should know and be comfortable with each other. Buddies should be strongly encouraged to select each other, with no more than two years' age difference and the same level of maturity. When necessary, a buddy team may consist of three Scouts. No youth should be forced into or made to feel uncomfortable in a buddy assignment.

Privacy of youth is respected. Adult leaders and youth must respect each other's privacy, especially in situations such as changing clothes and taking showers at camp. Adults may enter changing or showering areas for youth only to the extent that health and safety requires. Adults must protect their own privacy in similar situations.

Inappropriate use of smart phones, cameras, imaging, or digital devices is prohibited. Although most Scouts and leaders use cameras and other imaging devices responsibly, it is easy to unintentionally or inadvertently invade the privacy of other individuals with such devices. The use of any device capable of recording or transmitting visual images in or near shower houses, restrooms, or other areas where privacy is expected is inappropriate.

No secret organizations. The BSA does not recognize any secret organizations as part of its program. All aspects of the Scouting program are open to observation by parents and leaders.

Youth leadership is monitored by adult leaders. Adult leaders must monitor and guide the leadership techniques used by youth leaders and ensure BSA policies are followed.

Discipline must be constructive. Discipline used in Scouting must be constructive and reflect Scouting's values. Corporal punishment is never permitted. Disciplinary activities involving isolation, humiliation, or ridicule are prohibited. Examples of positive discipline include verbal praise and high fives.

Appropriate attire is required for all activities.

No hazing. Hazing and initiations are prohibited and may not be included as part of any Scouting activity.

No bullying. Verbal, physical, and cyberbullying are prohibited in Scouting.

Mandatory Reporting of Child Abuse

All persons involved in Scouting must report to local authorities any good-faith suspicion or belief that any child is or has been physically or sexually abused, physically or emotionally

neglected, exposed to any form of violence or threat, or exposed to any form of sexual exploitation including the possession, manufacture, or distribution of child pornography, online solicitation, enticement, or showing of obscene material.

The reporting duty cannot be delegated to any other person.

Immediately notify the Scout executive of this report, or of any violation of the BSA's Youth Protection policies, so he or she may take appropriate action for the safety of our Scouts, make appropriate notifications, and follow up with investigating agencies.

State-by-state mandatory reporting information: www.childwelfare.gov

All adult leaders and youth members have responsibility. Everyone is responsible for acting in accordance with the Scout Oath and Scout Law. Physical violence, sexual activity, emotional abuse, spiritual abuse, unauthorized weapons, hazing, discrimination, harassment, initiation rites, bullying, cyberbullying, theft, verbal insults, drugs, alcohol, and pornography have no place in the Scouting program and may result in revocation of membership. For more information, please see the BSA's *Guide to Safe Scouting* and Youth Protection resources.

Units are responsible to enforce Youth Protection policies. Adult leaders in Scouting units are responsible for monitoring the behavior of youth members and other leaders and interceding when necessary. If youth members misbehave, their parents should be informed and asked for assistance.

The following incidents require an immediate report to the Scout executive:

- Any threat or use of a weapon
- Any negative behavior associated with race, color, national origin, religion, sexual orientation, or disability
- Any situation where the BSA's Mandatory Reporting of Child Abuse policy or your state's mandatory reporting of child abuse laws apply

- Any abuse of a child that meets state reporting mandates for bullying or harassment
- Any mention or threats of suicide

If someone is at immediate risk of harm, call 911.

If a Scout is bullied because of race, color, national origin, religion, sexual orientation, or disability, and local help is not working to solve the problem, contact the BSA's Member Care Contact Center at 972-580-2489, or send an email to youth.protection@scouting.org.

Link to the Youth Protection/Membership Infraction Incident Information Form:

https://filestore.scouting.org/filestore/pdf/680-676_WEB.pdf

Your Responsibility

1. Stop the policy violation or abuse.
2. Protect the youth.
3. Separate alleged victim(s) from alleged perpetrator(s).
4. Summon needed assistance (911, EMS, additional leaders, etc.).
5. Notify parents.
6. Notify the appropriate Scouting professional.

Chartered Organization Responsibility

The head of the chartered organization or chartered organization representative and their committee chair must approve the registration of the unit's adult leaders.

Link to the Local Council Locator:

www.scouting.org/discover/local-council-locator/

Link to the Bullying Prevention Guide:

<https://filestore.scouting.org/filestore/training/pdf/BullyingPreventionGuide.pdf>



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Boy Scouts of America Scouter Code of Conduct

On my honor, I promise to do my best to comply with this Boy Scouts of America Scouter Code of Conduct while serving in my capacity as an adult leader:

1. I have or will complete my registration with the Boy Scouts of America, answering all questions truthfully and honestly.
2. I will do my best to live up to the Scout Oath and Scout Law, obey all laws, and hold others in Scouting accountable to those standards. I will exercise sound judgment and demonstrate good leadership and use the Scouting program for its intended purpose consistent with the mission of the Boy Scouts of America.
3. I will make the protection of youth a personal priority. I will complete and remain current with youth protection training requirements. I will be familiar with and follow:
 - a. BSA youth protection policies and guidelines, including mandatory reporting: www.scouting.org/training/youth-protection/
 - b. *The Guide to Safe Scouting*: www.scouting.org/health-and-safety/gss/
 - c. The Sweet Sixteen of BSA Safety: www.scouting.org/health-and-safety/resources/sweet16/
4. When transporting Scouts, I will obey all laws, comply with youth protection guidelines, and follow safe driving practices.
5. I will respect and abide by the Rules and Regulations of the Boy Scouts of America, BSA policies, and BSA-provided training, including but not limited to, those relating to:
 - a. Unauthorized fundraising activities
 - b. Advocacy on social and political issues, including prohibited use of the BSA uniform and brand
 - c. Bullying, hazing, harassment, and unlawful discrimination of any kind
6. I will not discuss or engage in any form of sexual conduct while engaged in Scouting activities. I will refer Scouts with questions regarding these topics to talk to their parents or spiritual advisor.
7. I confirm that I have fully disclosed and will disclose in the future any of the following:
 - a. Any criminal suspicion, charges or convictions of a crime or offense involving abuse, violence, sexual misconduct, or any misconduct involving minors or juveniles
 - b. Any investigation or court order involving domestic violence, child abuse, or similar matter
 - c. Any criminal charges or convictions for offenses involving controlled substances, driving while intoxicated, firearms, or dangerous weapons.
8. I will not possess, distribute, transport, consume, or use any of the following items prohibited by law or in violation of any Scouting rules, regulations, and policies:
 - a. Alcoholic beverages or controlled substances, including marijuana.
 - b. Concealed or unconcealed firearms, fireworks, or explosives.
 - c. Pornography or materials containing words or images inconsistent with Scouting values.
9. If I am taking prescription medications with the potential of impairing my functioning or judgment, I will not engage in activities which would put Scouts at risk, including driving or operating equipment.
10. I will take steps to prevent or report any violation of this code of conduct by others in connection with Scouting activities.

Signature

Date