

## **Parents and Leaders Guide – Addendum June 2023**

### **The Diversity, Equity, and Inclusion Statement of the BSA**

The Boy Scouts of America promotes a culture where each youth, volunteer, and employee feels a sense of belonging and builds communities where every person feels respected and valued. Leading by example and encouraging each other to live by the values expressed by the Scout Oath and Scout Law, we welcome families of all backgrounds to help prepare young people to serve as successful members and leaders of our nation’s increasingly diverse communities.

### **A Note on Language**

This guide uses several terms interchangeably. The terms, “adult,” “leader,” “advisor,” and “Scoutmaster,” describe any attending adult over the age of eighteen participating in the programs of Camp Snyder. The terms, “youth,” “youth participants,” “Scouts,” and “Venturers,” describe any youth participant in any Camp Snyder program. Please note that Venturing participants over the age of eighteen are adults for purposes of Youth Protection policies, though they may still participate in the Venturing awards, and advancement program.

### **Youth Protection**

All participating adults, eighteen or older, must have current BSA Youth Protection Training, as verified by their units. This training is required for adults to be registered in any program of the Boy Scouts of America. Venturing participants over the age of eighteen must also complete Youth Protection Training. Youth Protection Training documentation can be obtained from individual my.Scouting profiles or from the local council.

### **Hazing, Initiations, Discipline**

Any form of hazing, initiation, ridicule, or inappropriate teasing is prohibited and will not be allowed in any circumstance. Any disciplinary action must be constructive and must meet the standards of the Youth Protection policies of the Boy Scouts of America. Involvement in any of the aforementioned activities may result in removal from the Camp Snyder property.

### **Harassment**

Camp Snyder and the Boy Scouts of America prohibit language or behavior that belittles or puts down others, unwelcome advances, racial slurs, chastisement for religious or other beliefs, or any other actions or comments that are derogatory of people. Participants who do not meet these expectations may be asked to leave.

### **A Word About Conduct ...**

The Scout Oath and Law serve as the standards for all interactions between participants (youth and adult) and staff members. Camp Snyder and the Boy Scouts of America serve individuals from diverse backgrounds, and it is important that each group respects each other. Any behavior that belittles, harasses, or makes another individual uncomfortable is not acceptable. Remember, a Scout is kind!

The current edition of the Scouter Code of Conduct is available at <https://www.scouting.org/health-and-safety/gss/bsa-scouters-code-of-conduct/>

Each unit should develop procedures to mitigate and address inappropriate/unacceptable behavior. Expectations and consequences should be set with all Scouts, parents/guardians, and adult participants during unit pre-trip planning; expectations should align with the Scout Oath and Law and the policies of the Boy Scouts of America, and consequences should be understood and acknowledged.

Unit advisors are responsible for their participants during the entire stay at Camp Snyder. If a participant (youth or adult) is removed from the Camp Snyder property or program in which they are participating, they will be responsible for traveling home at their own expense. An adult advisor is required to provide supervision and assist with transportation arrangements in the event that a youth participant is removed from participation.