

## Scouts for Equality

### Reporting Inappropriate Conduct

### Procedure Document

Following the July 27, 2015 implementation of the Boy Scouts of America's new policy ending its decades-old ban on gay adults, many SFE supporters have reported continued homophobia and bullying. If you or anyone you know personally witnesses bullying, we encourage you to follow these steps:

1. **Alert the nearest chapter leader**, if you are not a chapter leader yourself. This person can be found using this page: <http://www.scoutsforequality.org/chapters>. If there is no chapter in your area, please contact our National Leadership Team at [chapters@scoutsforequality.org](mailto:chapters@scoutsforequality.org).
  - a. Describe the incident by email as carefully as possible, providing as many details as possible.
  - b. If the bullying took place online, please include screenshots, if possible.
  - c. The chapter leader will contact our National Leadership Team, keeping SFE informed of the event.
2. **Report the incident to your Council Scout Executive**, and CC, if possible, the following people:
  - a. Your District Executive
  - b. Your BSA Regional Director (email addresses available from SFE upon request)
  - c. Your respective Scoutmaster, Cubmaster, Committee Chair, and/or Chartering Organization Representative (as you see fit based on the situation)
  - d. Your Chartering Organization Representative
  - e. [reporting@scoutsforequality.org](mailto:reporting@scoutsforequality.org)
3. **In your email, include the following details:**
  - a. Address the email solely to the Scout Executive
  - b. Identify yourself and your unit
  - c. Describe what happened in as much detail as can be provided
  - d. Mention, using this language: "I have included representatives from Scouts for Equality, a grassroots Scouting organization that is acting as a watchdog group to make sure Scouting lives up to its pledge to be courteous, kind, and friendly."
  - e. Mention, using this language: "We are hoping to report and address this incident before it becomes public, and we want to work with you to make sure that this situation is properly handled and that it doesn't happen again in our area."
  - f. Mention, using this language: "I have also included our Regional Director, who is currently working with Deputy Chief Scout Executive Gary Butler to make sure that Scouting's promise to be friendly and kind are governing our treatment of all Scouts and Scouters."

4. **If you hear back from the council, let your chapter leader know.** Scouts for Equality will be actively monitoring these incidents as they are reported to us, so please make sure to keep us up to speed.
5. **If you don't hear back from the council within a week, send a gentle reminder email.** The people who will be responding to your email are quite busy, and hopefully, you will be contacted quickly by the council. If not, send a courteous reminder.
6. **If you don't hear back from the council after your follow up,** let your chapter leader know. If there's not a chapter in your area, let the National Leadership Team at Scouts for Equality know instead ([chapters@scoutsforequality.org](mailto:chapters@scoutsforequality.org)).
7. **If the silence continues beyond another week,** the chapter leader and/or National Leadership Team will work with you to do the following:
  - a. Issue a press release to local media outlets reporting the incident.
  - b. Submit a letter to the editor of your local newspaper describing the incident and calling for the BSA to hold true to their new membership policies, demanding that the BSA take action to resolve the situation.
  - c. Compose a draft letter to local Council Board members, sponsors, and partners informing them of the incident and asking them to use their influence to make sure incidents like this do not occur in the future.
  - d. We will do our best to support you in other actions that you feel are appropriate.
8. **Consequences of the Council failing to act** include:
  - a. The Council risks negative media exposure that could harm its reputation.
  - b. The Council risks damaging relationships with benefactors and supporters in the local community.
  - c. The Scout Executive risks their career by not following BSA policies.
  - d. BSA National risks reopening this discussion and losing trust that they're working to reestablish with Scouts, Scouters, parents, supporters, corporate donors, and public officials.