

Discipline and Behavior Policy

The goal of BGCCA programs is to provide a safe, fun experience for all participants. To accomplish this goal, all participants are expected to respect themselves, each other, the staff and the program facilities. We stress the need for each child to take personal responsibility for her or his own actions.

We believe the following principles:

1. Discipline is more about teaching, learning, and problem solving than about punishment.
2. Participants can learn to behave appropriately with the help of consistent role-modeling from staff and parents.
3. We encourage, practice and teach self discipline and personal responsibility.
4. All members are listened to and treated with respect and fairness.
5. Discipline issues will be handled on an individual basis depending on the situation.
6. Any member who disrupts programs or creates a dangerous situation will receive *disciplinary actions*.
7. In the unusual case of extreme or repeated negative behavior, consequences could include suspension from programs and in the most extreme cases *termination of membership**.
8. Parents will be informed when serious or repeated disciplinary actions are taken either in writing, in person or over the phone, or as deemed appropriate by staff and/or Club Director.

Disciplinary actions may include, but are not limited to, the following:

- ~ verbal redirection including coaching, reteaching, practicing and modeling behavior
- ~ time-out in program area
- ~ removal/suspension from program area
- ~ meeting with Club Director or other staff for counseling on behavior expectations and strategies to improve
- ~ loss of Club privileges (set period of time) which may include programs, activities and/or field trips
- ~ participating in a Club service project
- ~ suspension (one day or more)
- ~ indefinite suspension (until the situation can be resolved)
- ~ *Termination of Membership** (ie. Permanent suspension—membership revoked)
- ~ Contacting the proper authorities.

*Termination of Membership** may occur for a child whose:

- * Behavior endangers him/herself or the safety and well-being of other children.
- * Actions result in the damage or destruction of site property (Member is expected to reimburse for damages which will be billed to parent/guardian).
- * Caught stealing property including Club, staff or any member's personal property.
- * Bullying behaviors and aggression are repetitive, intimidating, hurtful or obscene.
- * Behavior is determined to be a serious disciplinary problem. A serious disciplinary problem is defined as one in which a child's behavior hampers the smooth flow of the program by either requiring constant one-on-one attention, inflicting physical or emotional harm on other children, physically abusing staff, leaving program boundaries, and/or otherwise being unable to conform to the rules, expectations and guidelines of the program.
- * Parent/guardian's physical or verbal actions are threatening or intimidating toward children, staff, and/or volunteers.