



Memorandum For Record

22 March 2024 Drafted
26 March 2024 Approved by TAC Executive Committee

To: All Employees, Registered Volunteers, Contractors

The strength and success of the Boy Scouts of America are the foundational principles of the **Scout Oath and Law**. As TAC Leaders, Board Members, employees, volunteers and funded contractors, we must uphold the highest standards of conduct in the oath and law. We stand as examples to our Scouts.

In that regard, **a Scout or Scouter's word or pledge is their personal bond**. Behaving otherwise is considered un-Scout-like conduct that is incompatible with the goals of BSA in general and TAC specifically and may result in non-approval for registration.

Additionally, employees, supervisors, and volunteers deserve an environment free of fear, intimidation, and disruption by dissatisfied parties. We must bring all complaints in that regard immediately to the attention of the TAC President, Scout Executive, or Council Commissioner (Key3). Any witnesses to these harmful behaviors are also required to report them. Complaints must be made in person or via a signed attestation. Contact information is provided below.

Complaints regarding potential Youth Protection issues must follow YPT guidelines as outlined in relevant training required of all registered members.

An "Open-Door" policy has long been in effect for all employees and Scouters. Contracted personnel must also follow the rules of their parent organization.

We aim to make TAC Scouting the world's premier Scouting experience, and we need everyone to help make it so.

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