



Scenario: A Passing Grade

Group Size: 4-15

This scenario may contain explicit language and references to harmful situations which may be emotionally activating for some people. If you need support, services are available through the [CAF Member Assistance Program \(CFMAP\)](#) and the [Employee Assistance Program \(EAP\)](#).

"Hello Warrant (WO)," says the Major. "Looks like the Battle Fitness Test is going smoothly. Good work."

WO Grenet acknowledges the major's comment and adds, "We've just finished the firefighter's carry." He then gives instructions to the group for all weapons to be put away.

"All have passed, Ma'am, except for Master Corporal (MCpl) Bluntz."

"What do you mean he's not going to pass?!" asks the Major.

"It looks as though MCpl Bluntz has allowed himself to get out of shape," replies WO Grenet. "He had problems with the firefighter's carry and was not able to complete it as required."

"Listen WO Bluntz has been through a lot," says the major with a lowered voice. "Over the past few years, he's spent so much time in my house he's like another son to me. Give him another chance. A Class B job would be good for him, and he needs this test to get it. I know he can do it in 60 seconds. And this time without weapons!"

"But Ma'am, we must use weapon," says WO Bluntz. "And he must be able to do a proper evacuation. There's a reason why all army units must..."

Ignoring the WO, the Major selects the smallest soldier in the group for Bluntz to carry. While Bluntz performs the carry, the WO leans in towards the Major and says, "Ma'am, I realize you are close to MCpl Bluntz, but it is mandatory that he complete the test properly. Think of the possible consequences...." WO Grenet's voice trails off as he senses the major isn't listening.

"That's a pass!" the major announces as MCpl Bluntz completes the firefighter's carry...in 59 seconds. She then congratulates Bluntz and walks away.

Categories

Principles:	Serve Canada before Self, Obey and Support Lawful Authority
Values:	Integrity, Loyalty, Courage Stewardship
Cultural Themes:	Service, Identity, Leadership
Misconduct Types:	Abuse of Power
GBA Plus Themes:	Rank
Audience:	Canadian Armed Forces

Facilitator's Guide

Learning Objectives:

- Discuss the ethical principles of “Serve Canada before Self” and “Obey and Support Lawful Authority” in this setting.
- Discuss the ethical values of integrity, loyalty, courage, and stewardship in this scenario.

Facilitation Questions:

1. What is the problem in this scenario?
 - Open group discussion.
 - This scenario illustrates the types of situations that all Defence Team members can encounter in carrying out duties that require them to apply policies and regulations. These can be particularly challenging when there is disagreement between the person exercising their authority to overrule and the person being overruled.
2. What considerations are at play with respect to Defence Ethics and the Canadian Armed Forces (CAF) ethos?
 - Open group discussion.
 - Discuss the ethical principles of “Serve Canada before Self” and “Obey and Support Lawful Authority” in this setting.
 - Discuss the ethical values of integrity, loyalty, courage, and stewardship in this scenario.
3. What are the possible consequences of lowering the fitness standards for MCpl Bluntz by the Major?
 - Open group discussion.
 - The Major's professional obligation to the CAF, and to its members under her authority, has come into conflict with her personal obligation to individuals in her private life and she's allowed her personal commitments to come through to her professional environment.
 - MCpl Bluntz would have subordinates under his authority, and his leadership has now been severely compromised with this open and public display of favouritism.
 - Unit cohesion will be affected. The team witnessed the Major overruling a senior Non-commissioned member (NCM) without proper justification for doing so.
 - Standards exist for a reason. By lowering the standards for one individual, the risk increases that an individual may not be able to meet the requirements for which the standard was set (e.g., in a real-life combat situation), which exposes the individual, and others who depend on their capabilities, to greater danger.
4. In you were the WO in this scenario, what should you do, and why?
 - Open group discussion.
 - Discuss courage in relation to the relationship between the WO and the Major.
 - Discuss this scenario with reference to Defence Ethics, the CAF ethos, and relevant policies.
 - The NCM still completed the carry in 59 seconds. How does ableism, and our own bias about what it means to be a soldier and what it looks like to be physically fit, play into our interactions within the CAF, and the standards we hold and enforce?