



Scenario: Absolute Circus

Group Size: 4-15

This scenario contains explicit language and references to sexual situations, including exposure to sexual images on social media, which may be emotionally activating for some people. If you need support, you can contact the [Sexual Misconduct Support and Resource Centre \(SMSRC\)](#) at 1-844-750-1648 (24/7/365) or access the [services for Canadian Armed Forces members and Defence Team employees](#).

You are the Adjutant (Adjt) of your unit. In the mess hall, a Junior Officer describes a party they attended on the weekend as an “absolute circus.” Your attention is piqued when they tell you to check out a video of some of the unit members on Corporal (Cpl) Klein’s social media page. When you do, you see two new unit personnel extremely intoxicated, naked, and with people laughing at their appearance.

Categories

Principles:	Respect the Dignity of all Persons, Obey and Support Lawful Authority, Serve Canada before Self
Values:	Integrity, Courage
Cultural Themes:	Service, Identity, Leadership, Teamwork
Misconduct Types:	Sexual Misconduct
GBA Plus Themes:	Not Specific
Audience:	Canadian Armed Forces

Facilitator's Guide

Learning Objectives:

- Identify contributing factors that could lead to a reluctance to intervene.
- Determine immediate courses of action in response to situations of sexual misconduct.

Facilitation Questions:

1. What is the problem in this scenario? Why does this situation constitute sexual misconduct? What are the issues with the corporal's social media post?
 - Open group discussion.
 - Reference *DAOD 9005-1 Sexual Misconduct Response*, and consider whether viewing, accessing, distributing or displaying sexually explicit material in the workplace constitutes a conduct deficiency of a sexual nature.
 - Reference the *Criminal Code*, specifically crimes of a sexual nature, such as section 162 (voyeurism) and section 162.1 (publication, etc., of an intimate image without consent).
2. What factors could contribute to the bystanders' reluctance to intervene at the time?
 - Open group discussion.
 - **Psychological/interpersonal factors (Bystanders):** Lack of confidence, lack of experience, lack of self-esteem, getting caught up in the moment, intoxication fogged judgement, not realizing that the behaviour was wrong, not thinking it was a big deal or downplaying the seriousness of the event, maybe they participated and did not want to "out themselves," fear of repercussions, fear of violence, and fear of being ostracized.
 - **Organizational factors:** did not feel they would be supported if they intervened, may not have the appropriate knowledge on how to respond, leadership has not reinforced what appropriate conduct is, not wanting to create an administrative problem for themselves or others, and negative command climate.
 - **Cultural/social factors (inside and outside the military):** Wanting to be popular, liked, or included. Consider a member of one or more marginalized communities not wanting to experience any further marginalization
3. What are the possible courses of action for the Adjt?
 - Gather the unit officers together and discuss officer-like qualities and their responsibilities.
 - Take care of the affected persons (this could also be anyone who saw the video) and advise them of the Sexual Misconduct Support and Response Centre (SMSRC) helpline (24/7 line at 1-844-750-1648). To take care of the people possibly harmed by the event, consider asking them privately how they are doing, and what do they need, what would be helpful to them? The affected person can speak with a Military Liaison Officer if they wish. This can be done anonymously. The SMRC can facilitate this conversation.
 - We have a responsibility to support and respond to fellow members who disclose or report misconduct.
4. To protect the well-being of your team members, how can you, as a leader, reinforce the principle of zero-tolerance and the embodiment of the Canadian Armed Forces (CAF) military ethos?
 - Address the inappropriate behaviour.
 - Address the lack of intervention by the bystanders.
 - Reinforce the concept that everyone shares the responsibility to protect the well-being of team members and their subordinates.
 - Discuss the impact on the unit and organization by the lack of action in this situation.
 - Never ignore, minimize, or excuse sexual misconduct.
 - Instill military values and ensure adequate professional development of personnel to help lead to the elimination of sexual misconduct.