



Scenario: Association with Political Groups of Doubtful Persuasion

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 \(EAP\)](#).

Canada Patriot, a political association founded in Ontario by two former Canadian Armed Forces (CAF) members, claims to be fighting against illegal immigration and radical Islam. Thousands of association members belong to its private social media group. The group's moderators are known to regularly delete comments that incite violence and that are racially violent. External commentators often differentiate Canada Patriot from neo-Fascist, neo-Nazi or white supremacist organizations, and the Ontario Provincial Police don't consider the group to be a threat to law and order.

Master Corporal (MCpl) Dwayne MacDonald is posted to an Army base close to a small town. He has alerted his chain of command that some CAF members wear Canada Patriot t-shirts to the gym during physical training and to the mall in town while off duty.

He interprets the clothing as an expression of anti-immigrant attitudes.

Last week, he overheard someone wearing a Canada Patriot t-shirt saying that the organization is against illegal immigration, not immigration in general, and that there is nothing contrary to Canadian values in opposing what is illegal. Three days ago, he overheard someone else wearing the same t-shirt saying that there are "more than enough Muslims living here already."

MCpl MacDonald is asking the leadership to explicitly ban the wearing of the t-shirts by military members, both on and off base.

Categories

Principles:	Respect the Dignity of all Persons, Serve Canada before Self, Obey and Support Lawful Authority
Values:	Integrity, Courage
Cultural Themes:	Service, Identity, Leadership, Teamwork
Misconduct Types:	Hateful Conduct, Racism
GBA Plus Themes:	Culture, Race/Ethnicity, Religion
Audience:	Defence Team

Facilitator's Guide

Learning Objectives:

- Explain that overt expressions of political views are at odds with the Department of National Defence (DND) and CAF Code of Values and Ethics and the CAF ethos – in particular with the first principle, Respect the Dignity of all Persons.
- Discuss the complexities related to the enforcement of policies against open support for hate groups in DND/CAF.
- Discuss how behaviour and language can demonstrate a lack respect for the dignity of others even if it is not in clear violation of a policy.
- Discuss how expressions of particular political views in the workplace (such as support for one particular group) is on a spectrum from private discussion to more public and overtly incompatible with DND/CAF standards and values, depending on various contextual factors.

Facilitation Questions:

1. What are the ethical issues in this scenario?
 - Open group discussion.
2. What are the facts? What are the assumptions?
 - Open group discussion.
3. What are the obvious courses of action (COAs)? Are there other possible COAs?
 - Open group discussion.
4. What does it say about the CAF culture at large when many members of this group belong to the CAF and feel comfortable displaying such beliefs and attitudes on base?
 - Open group discussion about group thinking and culture.
5. Which principles, values and results are at play for each option, including the option to do nothing?
 - Open group discussion.
 - Discuss "Respect the Dignity of all Persons;" "Serve Canada before Self;" and "Obey and Support Lawful Authority" in relation to this scenario.
 - Discuss courage in relation to this scenario.
 - Discuss racism and Hateful Conduct in relation to this scenario.
6. MCpl MacDonald's immediate supervisor, how would you handle the discussion? Why?
 - Open group discussion.
 - Discuss with reference to Defence Ethics, the CAF ethos, and relevant policies.
 - Explore ways of reassuring all personnel that the workplace is one of respecting the dignity of all persons, which includes respect for their private lives and private beliefs when hateful opinions or actions are not expressed in the workplace.