



Scenario: The CAF Unit Department Event

Group Size: 4-15

This scenario contains explicit language and references to sexual situations 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 a new civilian employee at a Canadian Armed Forces (CAF) unit. You are at a departure event at a popular restaurant off-base for a well-liked CAF member of the team. It is 16:00 and everyone is having a good time. A senior officer approaches you and your co-worker, a junior military member, while you are talking and says, “Hey, good looking.” The senior officer also tightly hugs your co-worker, and the junior member freezes in response. Their body language expresses their discomfort with the situation, and you are offended by this unprofessional behavior.

Later that evening, while the same co-worker is saying goodbye to everyone and preparing to depart, you notice the senior officer intercepts them and says, “No. No. Stay and enjoy the rest of the evening.” You again sense that they feel uncomfortable and ask them if they are ok with the situation. The co-worker responds that this isn’t the first time the senior officer has behaved this way, and that they are used to this behaviour.

The next day, you see the senior officer and recall their behaviour. You are still offended and bring it up with your military co-workers. You are shocked when they adamantly defend the senior officer. You feel lost in this situation.

Categories

Principles:	Respect the Dignity of all Persons, Obey and Support Lawful Authority
Values:	Integrity, Courage
Cultural Themes:	Identity, Leadership, Teamwork
Misconduct Types:	Sexual Misconduct
GBA Plus Themes:	Not Specific
Audience:	Defence Team

Facilitator's Guide

Learning Objectives:

- Identify warning signs of potential sexual misconduct situations and understand how actions of a sexual nature towards unit members are inappropriate in the workplace.
- Discuss how behaviour and language can demonstrate a lack of respect for the dignity of others, and how such behaviour is demeaning and unacceptable in a modern work environment.

Facilitation Questions:

1. What is the problem in this scenario?
 - Open group discussion.
2. What are the facts? What are the assumptions?
 - Open group discussion.
3. Which principles, values and results are at play in this scenario?
 - Open group discussion.
 - Discuss “Respect the Dignity of all Persons”, and “Obey and Support Lawful Authority.”
 - Discuss professional expectations of leadership, discipline, and teamwork.
 - Discuss sexual misconduct at work.
 - Discuss how behaviour and language can demonstrate a lack of respect for the dignity of others.
4. Discuss how the junior military member could be supported in this situation.
 - Open group discussion.
 - Discuss integrity and courage.
 - Discuss a person-centered and trauma-informed approach to support.
 - Consider what you would do based on how the junior member wishes to proceed in this situation.
 - Discuss, with reference to Defence Ethics, the military ethos and relevant policies.
 - Discuss available supports and resources.
5. If you witnessed this, what would you do in this situation? Why?
 - Open group discussion.
 - Discuss, with reference to Defence Ethics, the military ethos and relevant policies.
 - Discuss available supports and resources.

Note to Facilitators:

Please review [*DAOD 9005-1, Sexual Misconduct Response*](#)