



Scenario: Fanning the Flames

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 \(EAP\)](#).

"Where'd my...?" Giorgia stops mid-sentence as they stand at the entrance of their cubicle on this hot Monday morning. Looking around their workspace, they can't find the fan that was issued to them last Thursday.

It has been an unusually hot summer, and the current heat wave is expected to stick around for a while yet. To make matters worse, although the building Giorgia works in is air conditioned, the air distribution on the floor is poor, which results in various pockets of cooler areas on the floor mixed with other areas that are uncomfortably warm. Contractors are currently working on resolving the issue with the ventilation system.

Fans were purchased to help alleviate the problem of the poor air circulation for Giorgia and others who work in warmer areas of the building. Giorgia's team was the first team to receive the fans; other teams were supposed to get their early this week.

"Are you missing yours too?" asks Freja, who is walking by Giorgia's cubicle. "It seems my fan also has legs."

In the minutes that follow, they discover that another coworker's fan has gone missing as well.

Giorgia is frustrated at the thought that they will have no relief now from the heat. They are also a little angry. "I can't believe that someone who works in this building would actually steal something from my own workspace!" they say.

Freja decides to send an email to everyone asking for the wayward fans to be returned. Giorgia and Freja wait all day, but their fans are not returned.

As they prepare to leave for home, they wonder what they can do they can do.

Categories

Principles:	Obey and Support Lawful Authority
Values:	Loyalty, Courage, Excellence, Integrity, Stewardship
Cultural Themes:	Service, Identity, Teamwork
Misconduct Types:	General Misconduct
GBA Plus Themes:	Not Specific
Audience:	Defence Team

Facilitator's Guide

Learning Objectives:

- Discuss the ethical principle of Obey and support lawful authority in this setting.
- Discuss the ethical values of loyalty, courage, integrity, stewardship, and excellence in this scenario.

Facilitation Questions:

1. What is the problem in this scenario?
 - Open group discussion.
 - The obvious problem in this scenario is theft, but the scenario highlights broader issues, including uneven resource distribution and a lack of coordination in addressing workplace conditions, negatively impacting employees' well-being.
2. What considerations are at play with respect to Defence Ethics?
 - Open group discussion.
 - Consider the ethical principle of Obey and support lawful authority: Employees should follow the rules, policies, and decisions established by their employers. The organization must manage resources effectively and ensure a comfortable working environment. Employees may feel that this authority was not exercised effectively.
 - Discuss the values of courage, loyalty, excellence, stewardship, and integrity in this scenario. How does the unequal distribution of resources affect the larger team? How does integrity play a role in this scenario?
 - Loyalty: Do not engage in theft or other unethical behaviours. Support coworkers in addressing the issue.
 - How can leadership best support everyone?
3. What courses of action could Giorgia and/or Freja take?
 - Option 1: Report the theft.
 - Option 2: Discuss with the chain of command. Issues such as unfair distribution of the fans (and any assets) and the subsequent theft should be brought to the attention of the chain of command for action. This should lead to group-wide discussions and actions.
 - Option 3: Discuss with coworkers/peers. Have discussions with coworkers about the workplace issues. Try to come to a group solution.