



Scenario: For a Few More Bucks

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 \(EAP\)](#).

You and a friend are junior supervisors and have been sent on a week-long conference. During your trip, breakfasts and lunches were provided; however, each evening, you were on your own.

Upon return to your unit, you complete your claim and send it for reimbursement, only claiming legitimate expenses. One day, you talk to your friend who mentioned that he is happy to have made a few more bucks. He claimed the meals that were provided and paid for. According to him, it would be difficult to find out that he falsified the claim because it was not written anywhere that these meals were provided. He also thinks that he was somehow “entitled” to these additional funds. He hopes that you did the same, and if not, that you are not going to make a “big fuss” about it.

Categories

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

Facilitator's Guide

Learning Objectives:

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

Facilitation Questions:

1. What would you do in this situation? What are the considerations?
 - Allow open discussion from the group.
 - Ethical concerns: A friend falsifies a claim and asks you not to do anything about it.
 - Personal factors: As a junior supervisor, you might find it difficult to report a peer. Your friendship might be in jeopardy if you report him.
 - Environmental factors: Since you are both from the same base, but from different sections, the likelihood of someone finding the falsified claim is high. This might influence your decision to act.
2. What is the ethical dilemma in this situation?
 - At first glance, this might not be an ethical dilemma. However, it is a clear-cut case of right and wrong.
 - It is wrong to falsify a claim. Your friend was not entitled to claim the meals that were already provided. Knowing that information now, you have the responsibility and the duty to report him. However, he knew that he was doing something wrong when he asked you not to make a “big fuss” about it, which means that he knew he was lying when completing his claim. By asking you to do nothing about it, he puts you in a dilemma – loyalty to him versus loyalty to the organization. Your integrity is also in jeopardy because you are aware of an illegal act.
3. What are some potential courses of action that could be taken in this scenario?
 - Option 1: Talk to your friend and suggest that he corrects his claim. This could be a very difficult situation because you might be accused of disloyalty. Your friendship will suffer.
 - Option 2: Ask for advice from trusted superiors. It might clarify the situation. However, by asking questions, colleagues might strongly suggest that you act on it.
 - Option 3: Report your friend to the chain of command and let them act. You have done your duty; however, it will be at the cost of your friendship and other friendships as others may feel that you are not trustworthy. Most likely, your friend will be charged.
 - Option 4: Turn a blind eye and do nothing. Your professional integrity will be questioned if the situation is revealed.