



## Scenario: Get a Change Room

### 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 have access to [services for Canadian Armed Forces members and Defence Team employees](#).***

It is Captain (Capt) Mark Gregory's first posting to Ottawa. He is excited about the work but dismayed at being issued his first cubicle. Throughout his career, he has been advised that all career paths transit through Ottawa. Capt Gregory's unit sponsor is Capt Phil Phillip who has been employed in the section for just over two years. Capt Phillip has pulled out all the stops and ensured that every single administrative arrangement has been made for Capt Gregory's arrival. During their walk-around, the captains visit the gym in the basement and then return to the sixth floor via the elevator.

"Phil, so you're telling me that the only change rooms are those located in the gym?" asks Capt Gregory. "I plan on running and biking to and from work pretty much every day. Sometimes, I'm gonna want to throw my workout clothes on and split! Seven flights of stairs or an elevator ride each time we have to change? Well, I don't want to change in the washroom."

"Yeah, man. It totally sucks," said Capt Phillip. "Plus, you aren't supposed to leave your stuff in the gym lockers. There are only so many lockers for the entire building. If us runners and bikers all left our stuff there in the morning, the lockers would be maxed out with nowhere to lock up our stuff during lunchtime circuits! But, cheer up – there are lockers to hang your stuff up on the sixth floor. Plus, there are conference rooms, and if you're fast... I've perfected the lightning-fast cubicle change."

"Phil, this is the first time that I don't have an office with a door to close. Working in a cubicle isn't gonna kill me, but it's going to take a while to get used to," said Capt Gregory.

Weeks later, Capt Gregory is anxious to get going. He has timings to meet. He needs to get his kids from the daycare, and he has dinner to make. "Phil, get moving! Time is ticking!"

"Be right there," said Capt Phillips as he looks over his three-quarter cubicle walls and sees that the coast is clear. He takes a deep breath and starts to change as fast as he can. Moments later, Josephine, the section's business manager, arrives. "Phil, I just... oh, I did not need to see that, Phil!" she says as she storms off.

### Categories

Principles:	Respect the Dignity of all Persons
Values:	Integrity
Cultural Themes:	Teamwork
Misconduct Types:	Sexual Misconduct
GBA Plus Themes:	Gender
Audience:	Defence Team

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# Facilitator's Guide

## Learning Objectives:

- Discuss the ethical principle of respecting the dignity of all persons in this situation.
- Discuss this scenario in terms of working respectfully and with integrity within in a team.
- Define sexual misconduct and how it applies in this scenario.

## Facilitation Questions:

1. What is the problem in this scenario?
  - Open group discussion.
  - Changing in cubicles may seem like a harmless transgression to some but it is really an insensitive and unprofessional gesture towards your colleagues. Note to Facilitator: Sexual harassment can include any behaviour which the person may reasonably be expected to know could cause embarrassment.
  - Discuss the transition from field to office life for military members. How can the Defence Team facilitate discussions to encourage better understanding of this transition?
2. What considerations are at play with respect to Defence Ethics and the military ethos?
  - Open group discussion.
  - Discuss the ethical obligations of respecting the dignity of all persons in this situation.
  - Changing in the workplace outside a changing room or bathroom could be considered unreasonable or inappropriate. Capt Phillip is not showing that he respects the dignity of all persons in a workplace with different genders, and with personnel from both civilian and military backgrounds. Though he may have experienced this behaviour as the norm in his past positions (e.g., in an all-men or all-women field training or combat setting), it does not mean that it translates to an office setting.
    - Discuss where else it may be appropriate to change in the workplace, if anywhere?
    - Consider the culture evolution in the DND/CAF. Will the 'norm' in the field change? What is the 'norm' we are working towards as an institution?
  - In all cases, one must be respectful to, and mindful of, their colleagues.
3. Discuss the *DAOD 9005-1, Sexual Misconduct Response (DAOD 9005-1)*.
4. Discuss the definitions of (1) conduct deficiency of a sexual nature and (2) workplace.