



## Scenario: Goodbye, School Supplies

### 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 \(EAP\)](#).***

Roland Rouleaux is the administrative assistant at a large Canadian Armed Forces (CAF) training unit. Keeping the supply cabinet stocked with supplies for the unit's students is one of their duties. This busy school holds 30 to 40 training serials a year, so Roland finds it efficient to place a bulk order of supplies every three to four months.

To improve efficiency even more, Roland has tried to make note of patterns in the use of the school supplies. The most obvious trend is that the cabinet gets very low on certain items every August, the same items that most school-aged children need for their return to classes in September. Roland is the sole person responsible for outfitting the classrooms before each serial, leaving no reason for anybody else in the office to use any significant quantity of anything from the supply cabinet.

One Friday in August, Roland arrives early so that they can get things ready for the next course, set to begin right after the long weekend. On the way to their cubicle, they come around the corner to the supply cabinet, where they are surprised to find Major (Maj) Dilton, their supervisor, and the school's commandant (Cmdt). Even more surprising is that Maj Dilton is filling a box with loose-leaf paper, binders, and boxes of pencils while the Cmdt is on the phone in the next room.

"Good morning, Major," says Roland.

"Oh, uh, hello, Roland!" sputters Maj Dilton, quite startled.

"Thanks, Major – but I'll get the supplies ready for the new students," says Roland. "It is my job, after all."

"Er, yes of course, Roland," says the Major, with his voice shaking just a little. "I was just straightening up this shelf a little bit."

Although Roland does not want to point any fingers, they are convinced they have just discovered why their supply cabinet has been running low.

### Categories

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

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# Facilitator's Guide

## Learning Objectives:

- Discuss the ethical principles of Serve Canada before Self and Obey and Support Lawful Authority in this scenario.
- Discuss the ethical values of integrity, loyalty, stewardship, and courage in this scenario.

## Facilitation Questions:

1. What is the problem in this scenario?
  - Open group discussion.
  - The problem in this scenario relates to the misuse of school supplies and potential theft, which could compromise the availability of supplies and sufficient budget for the year.
2. What considerations are at play with respect to Defence Ethics and the CAF ethos?
  - Open group discussion.
  - Serve Canada before self. Roland is responsible for the stewardship of office/school supplies that must be readily available for courses being taught at the training establishment. These supplies are not to be used for use outside of work.
  - Maj Dilton is not respecting Obey and support lawful authority, Serve Canada before self, Stewardship, Integrity nor Loyalty. Maj Dilton should be leading by example and adhering to the ethical principles and values that is expected of all DT members, including senior officers.
  - Integrity, loyalty, stewardship and courage - Discuss the potential misuse of supplies and the need to maintain transparency and ethical conduct within the organization, and how vital it is for fostering a culture of trust and ethical behavior within their training establishment.
  - How can team morale be affected by the actions in this scenario?
3. What advice would you give Roland regarding what to do next? Why?
  - Option 1. Discuss with the Cmdt. Roland can express their concerns (not accusations) and inquire about the reasons behind Maj Dilton's actions. This may lead to a resolution or address their concerns.
  - Option 2: Seek guidance. Roland can consult with their immediate supervisor, peers, or the unit Ethics Officer to seek guidance on how to handle the situation. They may provide insight and recommend an appropriate course of action.
  - Option 3: Do nothing and ignore the issue. This is the simplest option, where Roland refrains from taking any immediate action. However, doing nothing is not the most ethical choice if they genuinely believe that resources are being misused.