



Scenario: Is this My Business?

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 are responsible for a small supply section. Over the past several months, several incidents have come to your attention leading you to believe that the Local Purchase Order (LPO) clerk from another section is suffering physical abuse at the hands of her wife who outranks her and works elsewhere on base. You recently approached the LPO clerk's supervisor regarding this matter. The supervisor made it very clear that this was none of your business and that he would handle any problems in his section.

A few days later, you noticed the LPO clerk with obvious bruising on her face. Concerned that the incidents were becoming more frequent and more serious, you speak to her supervisor once more to see if the situation has been addressed. The supervisor was more approachable this time; however, he assured you that your information must be wrong because he had spoken with the LPO clerk and had been assured that everything was fine. Case closed!

Categories

Principles:	Respect the Dignity of all Persons
Values:	Integrity, Loyalty, Courage
Cultural Themes:	Service, Identity, Leadership, Teamwork
Misconduct Types:	General Misconduct
GBA Plus Themes:	Gender, Marital Status, Rank
Audience:	Canadian Armed Forces

Facilitator's Guide

Learning Objectives:

- Discuss the ethical principle to “Respect the Dignity of all Persons” in the workplace.
- Discuss the ethical values of integrity, loyalty, and courage as well as duty, the professional expectation in the Canadian Armed Forces (CAF) ethos.
- Be aware and familiar with DOAD 5044-4, Family violence as well as the [WHVP Policy Manual](#), [DAOD-5014](#) and the [Supervisor's Guide for Family Violence](#), which includes a safety plan template.

Facilitation Questions:

1. What would you do in this situation? What are the considerations? Allow open discussion from the group.
 - Ethical concerns: After your discussion with the supervisor, there is strong evidence that physical abuse is still taking place. You are concerned about the safety and well-being of the individual.
 - Personal factors: You are a colleague of the supervisor, and as such, it is difficult for you to tell them how to investigate the situation.
 - Environmental factors: The LPO clerk is not directly within your chain of command. You must rely on the information given by your colleague and assume that the situation has been properly handled. However, if there is evidence that the abuse is continuing, you feel an obligation to step in, regardless of the section to which the individual belongs.
2. What is the ethical dilemma in this situation?
 - This situation presents a case of potential physical abuse and family violence. Family violence has to be prevented through education and an understanding of the issues relating to family violence; establishing procedures for responding to reported incidents of family violence; and rehabilitating, as per instructed in DOAD 5044-4. Assault is a criminal act, and as a member of the CAF, you have a duty to report criminal activity.
 - This situation constitutes an ethical dilemma with respect with taking care of our personal and respecting the fine line of personal life, privacy and ensuring the respect of DOAD 5044-4, Family Violence. The ethical values of integrity and loyalty are challenged because you do not believe that your colleague has handled the situation appropriately. All CAF members are obliged to look after the well-being of their people and must have the courage to stop any wrongdoing.
3. What are some potential courses of action that could be taken in this scenario?
 - Option 1: Talk to the supervisor and express your concerns and mention that the situation must be further investigated. Let him know that if he fails to act then you must. He might be angry by your intervention and could become less likely to accept that the issue exists.
 - Option 2: Talk to the LPO clerk in a private and safe location, addressing that you suspect she is being abused, and that you are here to support her. She should not be judged or criticized for whatever decision she makes with regards to this situation. Many victims of FV are afraid to come forward from fear of being judged, not believed, blamed for their situation, etc. as (in many situations) that is what the author of violence has told them will happen if they speak out. Advise her that help (e.g., social worker, chaplain, outside civilian domestic service supports) is available as per described in DOAD 5044-4, Family violence She might deny the situation and accuse you of intruding in her personal life. Regardless of the LPO clerk's response, you must immediately react accordingly and depending to the suspected situation as per paragraph 5.1 of the DOAD 5044-4, Family Violence.
 - Option 3: Accept the information provided by the supervisor and ignore the situation. If abuse is taking place, you will be held responsible for your inaction.
 - Option 4: Submit a Notice of Occurrence under the WHVP Regulations as a witness. This could be reported anonymously. The WHVP team will then contact the victim and explain that a witness has come forward regarding their situation and will give them the option of moving forward with the WHVP process or not. As the process is preventive in nature, it could be an appealing option for the victim.