



Scenario: Lending a Hand

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 \(EAP\)](#).

“Evening, Wes,” says Captain (Capt) Louise Groslot. “It’s great to have you back.”

“Well, Lou,” says Capt Wes Castillo, “I’ve wanted to come back home for some time, so I jumped at the chance.”

Both members are Class A reservists who have known each other since basic training. They worked together for several years at this armoury before Wes moved away to a large city in another part of the country.

“I wasn’t due in until today but I dropped by last weekend to see the old gang,” says Wes. “Too bad about Master Corporal (MCpl) Stongbow being laid off from the paper mill. He also told me his mom had a stroke, and that he was going to help her out with her recovery and that, thanks to you, he wouldn’t be short on his Employment Insurance (EI) cheque.”

“We had a special event, and we were short of staff,” says Louise. “I knew MCpl Stongbow needed the money. It’s just that he’d already maxed out his hours for the period. So, I arranged for his hours to be transferred to the next period, and...”

“But you can’t...”

“Look Wes, in the end it’s all good,” says Louise. “He worked the hours and I’m just delaying the dates a bit, so he doesn’t get penalized. This isn’t the big city, you know. We do things a little differently around here.”

Later, Capt Castillo realizes that he is not satisfied with the explanation that they “do things a little differently around here” to justify questionable behaviour. He wonders what, if anything, he should do about it.

Categories

Principles:	Serve Canada before Self, Obey and Support Lawful Authority
Values:	Integrity, Loyalty, Courage, Stewardship
Cultural Themes:	Service, Identity, Leadership
Misconduct Types:	General Misconduct
GBA Plus Themes:	Geography, Income
Audience:	Canadian Armed Forces

Facilitator's Guide

Learning Objectives:

- Discuss the ethical principles to “Serve Canada before Self” and “Obey and Support Lawful Authority” in this setting.
- Discuss the ethical values of integrity, loyalty, and courage, as well as duty, the professional expectation in the Canadian Armed Force (CAF) ethos, in this scenario.
- Discuss financial regulations and the implications of fraud with respect to this scenario.

Facilitation Questions:

1. What is the problem in this scenario? What are the considerations?
 - Open group discussion.
2. What considerations are at play with respect to Defence Ethics and the military ethos?
 - Open group discussion.
 - Discuss the ethical principles to “Serve Canada before Self” and “Obey and Support Lawful Authority” in this setting.
 - Discuss the ethical values of integrity, loyalty, stewardship, and courage in this scenario. Are any of these values at odds with each other?
 - Discuss fraudulent behaviours and its impacts on the personnel in this scenario.
 - The desire to assist and support each other is at the heart of this dilemma. However, all members of the CAF are expected to meet a high standard of values. In this case, integrity, loyalty, stewardship, and courage are all important. Both Capt Groslot and MCpl Strongbow are violating financial regulations as well as breaking the trust given them by the larger chain of command not to do so. As such, their loyalty to the CAF is compromised.
3. What are some potential courses of action Capt Castillo could take?
 - Open group discussion.
 - Option 1: He could talk again with Capt Groslot again, privately, to re-emphasize not only why he feels uncomfortable, but to explain the possible repercussions of his colleague's action. Capt Groslot may not have thought out this decision or thought about what negative results could come about. Capt Castillo would be giving Capt Groslot an excellent opportunity to re-think this decision.
 - Option 2: Capt Castillo could speak to their supervisor and explain the situation. This is a more difficult choice. Although trusted by his friend Capt Groslot and obviously welcomed back into the unit by other members, he has now been made aware of a fraudulent decision.
 - Option 3: Explore ideas on how to support the MCpl Strongbow without contravening he rules and policies.