



## Scenario: Meeting Ms. Right

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

Finally, Carl decided to go to a party at a local bar! It took him some time to build up his courage to go out. In fact, it's been months since he last went out anywhere. His friend Robyn had to convince him, but here he is, all dressed up and ready to have some fun! Carl has a job he loves, is part of a wonderful team at work, which is where he met his great friend Robyn. Over the past few months, Carl has been training hard for a marathon, but now that he has some more time available, he feels ready to go out and meet someone new.

From the start, Carl notices a beautiful woman near the bar. She looks relaxed and is talking to a few people. Their eyes intersect and they exchange a smile. Then, she slowly approaches him.

Her name is Kelsey. While talking, she buys him a drink. He is very attracted to her and the more they talk, the more interested he becomes.

"What so you do for a living?" Kelsey asks him during the evening.

"I'm a Procurement Officer at the Department of National Defence (DND)," says Carl. Quickly, he changes the subject, although Kelsey seems to want to continue discussing his work. He doesn't want to talk about work tonight though!

Towards the end of the evening, Carl asks Kelsey for the name of her employer. She already indicated that she is a salesperson, she didn't mention what she sells or the name of her employer. "I am a salesperson at a specialized glass manufacturer called Vision Bizon," she tells him.

Carl is a little surprised. The division that he belongs to has managed contracts with Vision Bizon. Since he did not personally participate in the management of those contracts, he is not sure if the contracts are still in progress. However, he has often heard the name of the company, especially during the naval modernization project, which is just ending."

"Yes," said Kelsey, "we did some work for DND."

Kelsey remarks that Carl seems distracted. She excuses herself and leaves him for a few seconds. While she's gone, Robyn quickly approaches Carl and tells him that he did a little research regarding Kelsey. It seems, from his sources, that she is single and a really great person. Robyn encourages his friend. "Go for it!" he says.

When Kelsey returns a moment later, she asks Carl for his phone number. She would like to see him again.

### Categories

|                   |                          |
|-------------------|--------------------------|
| Principles:       | Serve Canada before Self |
| Values:           | Integrity                |
| Cultural Themes:  | Service                  |
| Misconduct Types: | Not Specific             |
| GBA Plus Themes:  | Gender                   |
| Audience:         | Defence Team             |

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# Facilitator's Guide

## Learning Objectives:

- Discuss the ethical principle of “Serve Canada before Self” in the workplace.
- Discuss the ethical values of Integrity and loyalty in the workplace.

## Facilitation Questions:

1. What is the ethical dilemma in this situation?
  - Carl must balance his desire to have a potential relationship with Kelsey with his obligation to do due diligence in ensuring there is no risk of it becoming a conflict-of-interest situation.
  - Discuss “Serve Canada before Self” in relation to this scenario.
  - Discuss integrity and loyalty in relation to this scenario.
2. What are some potential courses of action that could be taken in this scenario?
  - Option 1: Carl could advise his supervisor and discuss the situation to see if there is a potential conflict of interest if he has a relationship with Kelsey.
  - Option 2: Carl could be upfront with Kelsey and ask for details of what her role is and the contracts she is involved with to determine for himself if there is a risk of a conflict of interest occurring.
3. What would you do in this situation if you were Carl? What are the various considerations? Why would you make that choice?
  - Allow open discussion from the group.
  - Ethical concerns: The fact that Carl is a DND Procurement Officer and Kelsey is a military supplier who has procurement contracts with the government raises the potential for there to be a conflict of interest.
  - Personal factors: Carl's strong interest in Kelsey may influence his decision-making, causing him to not take the necessary actions, such as advising his manager of the relationship. He may also be unaware of the potential for a conflict of interest and what steps he should take to avoid this situation.
  - Environmental factors: It is important to consider the impact an adverse outcome could have on public confidence in government activities. Defence Team members should always aim to increase public confidence by demonstrating integrity, honesty, and fairness in their conduct.