



## Scenario: The Kickback Couple

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

“Hey, check this out, buddy,” says Sailor Third Class (S3) Bob Chaffey as he points to a photo of a brand-new red Mustang on his computer screen. “I’ll be getting it soon!”

“Looks great,” says S3 Rolly Labrosse, as he pulls out his bus pass from his shirt pocket. “Here’s the only ride I can afford until I get on a ship and start earning sea pay. How can you afford a new car? Did you win the lottery?”

Bob and Rolly are nearing the end of an intense 16-month trade course. Many of the students have been together since they joined the military and some strong bonds have formed, including a solid friendship between these two. Bob is popular and widely considered the unofficial course leader.

“Well, Rolly,” explains Bob, “it’s very simple.” He looks around to make sure they are alone, then continues quietly. “I’ve been getting free rations and quarters, plus separation allowance, so I’ve been able to put away a little extra money.”

“But how can you get paid separation allowance?” asks Rolly. “You and your girlfriend broke up a long time ago, and...”

“Yes, we did,” says Bob, “but the orderly room doesn’t know that. Look, I made a little deal with my ex-common-law wife. She gets some of my pay, but she agrees she won’t officially break up with me until the course is over. It’s all in how you fill out the forms, buddy.”

Rolly doesn’t know what to do next. He confronts Bob later that day, telling him that his actions are illegal. Bob just becomes defensive and dismissive. Still, Bob is Rolly’s closest friend and has been a big help to him on this course. If this wrongdoing is revealed, it could cost Bob his career or maybe even more.

### Categories

Principles:	Respect the Dignity of all Persons, Serve Canada before Self, Obey and Support Lawful Authority
Values:	Integrity, Stewardship, Loyalty, Courage
Cultural Themes:	Service, Teamwork
Misconduct Types:	General Misconduct
GBA Plus Themes:	Income
Audience:	Canadian Armed Forces

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# Facilitator's Guide

## Learning Objectives:

- Discuss the ethical principles to “Respect the Dignity of all Persons,” “Serve Canada before Self,” and “Obey and Support Lawful Authority” in this setting.
- Discuss the ethical values of integrity and stewardship in 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 of “Respect the Dignity of all Persons”, “Serve Canada before Self” and “Obey and Support Lawful Authority” in this setting.
  - Discuss the ethical values of integrity, courage, and stewardship in this scenario.
  - Discuss loyalty in this situation and how it can be both a virtue and a vice.
  - Discuss Bob’s position as the unofficial course leader.
3. What course(s) of action could be taken in this scenario? What do you think Rolly should do in this situation?
  - Open group discussion.
  - Option 1: Rolly challenge Bob to own up to his “oversight” by a certain date, or Rolly will report him. If Bob accepts and follows through, Rolly could also advocate for Bob to try to lessen the severity of any discipline applied. Since the money has been put aside, it shouldn’t be a financial strain to return it quickly.
  - Option 2: Rolly should go straight to a superior or the course director and let them deal with it.
  - Option 3: Ignore the situation.