



## General Description: Respect in the CAF Workshop

December 2017

The “Respect in the CAF” workshop is an interactive curriculum intended to promote respect in the CAF through awareness and understanding, to empower CAF members to take a stand against sexual misconduct and to support victims. Because of the limits of time, the workshop does not provide a detailed account of the laws governing sexual assault nor does it address issues which influence patterns of violence and abuse in the military, such as post deployment adjustment or mental health disorders. Nevertheless, this workshop is designed to foster a sustained change in attitudes and behaviours in order to build a respectful climate and culture within the CAF.

The “Respect in the CAF” workshop consists of the following three modules and objectives:

### Module 1 – The nature and magnitude of sexual misconduct in the CAF

- Explain why sexual misconduct has no place in the CAF
- Describe the broad range of behaviours which constitute sexual misconduct
- Recognize the negative impact of sexual misconduct on victims, the unit and the CAF
- Recognize the prevalence of myths and paradigms that contribute to a culture in which sexual misconduct is ignored, downplayed or accepted and in which victims are hesitant to report
- Recognize that professional relationships should be based on trust and respect and align with CAF ethics and values
- Distinguish between forms of consent and non-consent

### Module 2 – Bystander Intervention

- Employ bystander intervention strategies to safely and effectively prevent sexual misconduct
- Prevent and respond to acts of reprisal
- Promote a culture in which bystander intervention is widely accepted, expected, implemented and supported

### Module 3 – Victim Support

- Report instances of sexual misconduct (duty to report)
- Recognize why the CAF encourages all victims of sexual assault to file a report
- Maintain confidentiality of information
- Identify sexual assault resources provided by the CAF and the community

- Respond to disclosures of sexual misconduct using a victim-centered approach
- Demonstrate compassion and empathy for individuals who have been sexually assaulted or sexually harassed
- Practice self-care

### **Teaching and learning process**

The “Respect in the CAF” workshop uses a range of teaching and learning processes, including:

- Lecture based presentation of key information
- Interactive and participatory exercises
- Scenario discussion
- Handouts provided during and after the workshop, to reinforce learning

The teaching methods in the workshop are interactive and participatory. The workshop addresses cognitive, affective, and behavioural domains: what people know, how they feel, and how they behave. This workshop is tailored to a military context. It uses language and scenarios which are relevant and realistic for the CAF.

