

## EXAMPLES OF BREACH(ES) OF CONDUCT AND SUGGESTED CORRECTIVE MEASURES

CATEGORY	MISCONDUCT	SITUATION	COMMON INITIAL CORRECTIVE MEASURE(S)	CORRECTIVE MEASURE(S) FOR MORE SERIOUS BREACHES OF CONDUCT
Behaviour	Disrespect	<ul style="list-style-type: none"> <li>Lack of respect towards peers and superiors</li> </ul>	<ul style="list-style-type: none"> <li>Reinforcement of expected behaviour</li> <li>Cautionary notice</li> <li>Verbal apology</li> </ul>	<ul style="list-style-type: none"> <li>Assignment of extra duties</li> <li>Suspension of privileges</li> </ul>
	Insubordination	<ul style="list-style-type: none"> <li>Refusal to obey an appropriate order</li> <li>Negative attitude or words with respect to orders with the aim of discrediting the competence of a superior</li> </ul>	<ul style="list-style-type: none"> <li>Reinforcement of expected behaviour</li> <li>Cautionary notice or Written warning</li> <li>Verbal apology</li> </ul>	<ul style="list-style-type: none"> <li>Assignment of extra duties/Suspension of privileges</li> <li>Cease training</li> <li>Change of position</li> <li>Suspension of pending rank appointment</li> <li>Suspension</li> </ul>
	Inappropriate language	<ul style="list-style-type: none"> <li>Unacceptable language (profanity, blasphemy, vulgarity)</li> </ul>	<ul style="list-style-type: none"> <li>Reinforcement of expected behaviour</li> <li>Cautionary notice</li> <li>Verbal apology</li> </ul>	<ul style="list-style-type: none"> <li>Assignment of extra duties</li> <li>Suspension of privileges</li> </ul>
	Lack of honesty	<ul style="list-style-type: none"> <li>False declaration/statement</li> <li>Lying</li> <li>Cheating</li> <li>Lack of frankness</li> </ul>	<ul style="list-style-type: none"> <li>Reinforcement of expected behaviour</li> <li>Cautionary notice or Written warning</li> </ul>	<ul style="list-style-type: none"> <li>Assignment of extra duties</li> <li>Suspension of privileges</li> </ul>
	Abuse of authority	<ul style="list-style-type: none"> <li>Cadet in a leadership position misusing his/her authority</li> </ul>	<ul style="list-style-type: none"> <li>Reinforcement of expected behaviour</li> <li>Written warning</li> <li>Verbal apology</li> </ul>	<ul style="list-style-type: none"> <li>Assignment of extra duties</li> <li>Suspension of privileges</li> <li>Change of position</li> <li>Suspension of pending rank appointment</li> <li>Reduction in rank</li> <li>Suspension</li> </ul>
	Property damage	<ul style="list-style-type: none"> <li>Negligent use of equipment (breakage, loss)</li> <li>Damage to property</li> </ul>	<ul style="list-style-type: none"> <li>Reinforcement of expected behaviour</li> <li>Written warning</li> <li>Verbal or written apology</li> <li>Assignment of extra duties</li> </ul>	<ul style="list-style-type: none"> <li>Suspension of privileges</li> <li>Cease training</li> <li>Reduction in rank</li> <li>Suspension</li> <li>Restitution</li> </ul>



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Appearance	Dress below standard	<ul style="list-style-type: none"> <li>Failing to uphold the required dress standards (uniform, hair, appearance)</li> </ul>	<ul style="list-style-type: none"> <li>Reinforcement of expected behaviour</li> <li>Cautionary notice or Written warning</li> </ul>	<ul style="list-style-type: none"> <li>Assignment of extra duties</li> <li>Suspension of privileges</li> </ul>
	Inappropriate conduct	<ul style="list-style-type: none"> <li>Acting in a manner which brings discredit to the cadet organization</li> </ul>	<ul style="list-style-type: none"> <li>Reinforcement of expected behaviour</li> <li>Written warning</li> <li>Cease training</li> <li>Suspension</li> </ul>	<ul style="list-style-type: none"> <li>Assignment of extra duties</li> <li>Suspension of privileges</li> <li>Change of position</li> <li>Suspension of pending rank appointment</li> <li>Reduction in rank</li> <li>Termination of membership</li> </ul>
Policy Breach	Alcohol (CATO 13-23)	<ul style="list-style-type: none"> <li>Consumption or provision of alcohol at a cadet function</li> </ul>	<ul style="list-style-type: none"> <li>Reinforcement of expected behaviour</li> <li>Written warning</li> <li>Cease training</li> <li>Suspension</li> </ul>	<ul style="list-style-type: none"> <li>Assignment of extra duties</li> <li>Suspension of privileges</li> <li>Change of position</li> <li>Suspension of pending rank appointment</li> <li>Reduction in rank</li> <li>Termination of membership</li> </ul>
	Drugs (CATO 13-23)	<ul style="list-style-type: none"> <li>Use, possession or provision of drugs</li> </ul>	<ul style="list-style-type: none"> <li>Seek guidance from CO RCSU</li> </ul>	
	Inappropriate interactions	<ul style="list-style-type: none"> <li>Inappropriate interactions with another member, a CI or an officer of the CIC during a cadet duty</li> </ul>	<ul style="list-style-type: none"> <li>Reinforcement of expected behaviour</li> <li>Cautionary notice or Written warning</li> </ul>	<ul style="list-style-type: none"> <li>Assignment of extra duties</li> <li>Suspension of privileges</li> <li>Cease training</li> <li>Change of position</li> <li>Suspension of pending rank appointment</li> <li>Reduction in rank</li> <li>Suspension</li> </ul>
	Harassment (non-criminal)	<ul style="list-style-type: none"> <li>Behaving in a manner which embarrasses, belittles, demeans, humiliates another person, or which is contrary to DND Policy on Harassment</li> </ul>	<ul style="list-style-type: none"> <li>Reinforcement of expected behaviour</li> <li>Cautionary notice or Written warning</li> <li>Verbal apology</li> </ul>	<ul style="list-style-type: none"> <li>Assignment of extra duties</li> <li>Suspension of privileges</li> <li>Change of position</li> <li>Suspension of pending rank appointment</li> <li>Reduction in rank</li> <li>Suspension</li> </ul>



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Attendance	Absences	<ul style="list-style-type: none"> <li>• Failing to attend mandatory training on a regular basis</li> <li>• Failing to advise when unable to attend scheduled training</li> </ul>	<ul style="list-style-type: none"> <li>• Reinforcement of expected behaviour</li> <li>• Cautionary notice or Written warning</li> <li>• Assignment of extra duties</li> </ul>	<ul style="list-style-type: none"> <li>• Assignment of extra duties</li> <li>• Suspension of privileges</li> <li>• Suspension</li> <li>• Change of position</li> <li>• Termination of membership</li> </ul>
Safety	Safety concerns	<ul style="list-style-type: none"> <li>• Acting or failing to act which results in the safety of another member being jeopardized</li> </ul>	<ul style="list-style-type: none"> <li>• Reinforcement of expected behaviour</li> <li>• Cautionary notice or Written warning</li> <li>• Assignment of extra duties</li> </ul>	<ul style="list-style-type: none"> <li>• Assignment of extra duties</li> <li>• Suspension of privileges</li> <li>• Suspension</li> <li>• Change of position</li> </ul>
	Causing injury	<ul style="list-style-type: none"> <li>• Willfully causing injury to another cadet</li> <li>• Fighting</li> </ul>	<ul style="list-style-type: none"> <li>• Reinforcement of expected behaviour</li> <li>• Written warning</li> <li>• Cease training</li> <li>• Assignment of extra duties</li> </ul>	<ul style="list-style-type: none"> <li>• Suspension of privileges</li> <li>• Change of position</li> <li>• Suspension of pending rank appointment</li> <li>• Reduction in rank</li> <li>• Suspension</li> </ul>