

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

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

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