



Pacific Region Cadets

ROYAL CANADIAN SEA CADETS
ROYAL CANADIAN ARMY CADETS
ROYAL CANADIAN AIR CADETS

THE CANADIAN CADET ORGANIZATION IS A NATIONAL YOUTH PROGRAM SPONSORED BY THE CANADIAN FORCES IN PARTNERSHIP WITH THE CIVILIAN ARMY CADET, AIR CADET, AND NAVY LEAGUES OF CANADA

BACKGROUND

DOCUMENTATION

CADET HARASSMENT AND ABUSE PREVENTION (CHAP) PROGRAM

CHAP is a training program that aims to prevent harassment and abuse within the Canadian Cadet Organization (CCO). To support this, the CHAP Program has been developed to provide cadets and adults with an awareness of their rights and responsibilities with regards to harassment and abuse. Both cadets and adults are trained to recognize inappropriate kinds of behaviors and what action should be taken in the event of an incident. This two-level program consists of a sensitization module for all members of the Cadet Organization and a leadership module for senior cadets in a position of authority as well as Canadian Forces members and Civilian Instructors (CI) and volunteers.

The CHAP **Sensitization** module is mandatory for everybody associated with the Cadet Program. After completing this module, all cadets, Canadian Forces members, CIs and volunteers will be capable of recognizing harassment and abuse, be aware of possible consequences and will know where to go for help if they become aware of harassment or abuse occurrences. Above all, they are reminded of their responsibility to treat one other with respect at all times.

The CHAP **Leadership** module is mandatory for all senior and staff cadets holding positions of leadership and responsibility, as well as all Canadian Forces members and CIs. This module focuses on the responsibility of leaders to intervene when they become aware of unacceptable behavior and outlines the procedures to follow when reporting incidents of harassment and abuse.

Qualified Canadian Forces Officers deliver both modules of the CHAP Program. Instructors are at the Lieutenant or Sub-Lieutenant (Navy) rank. CF members of the Cadet Instructors Cadre have seven hours of youth social issues training through the CIC training system. Further, they must complete the Canadian Forces (CF) Standards for Harassment and Racism Prevention (SHARP) program and a two-day “Train the Trainer” course specifically designed to prepare them to deliver the CHAP Program.

To ensure maximum effectiveness, the CHAP Program class size is limited to 30 participants. The program is delivered through facilitated discussion to create a positive atmosphere in which these sensitive topics can be discussed. The presentation is video-based and includes various exercises that encourage cadet participation.

Cadets, Officers and Civilian Instructors are entitled to professional counseling services through the DND/CF Harassment Help Line. It is voluntary and confidential assistance accessible nationally at 1-800-290-1019. The Canadian Cadet Organization is committed to providing a safe and healthy environment for young people so they can develop as strong and effective citizens of Canada.