



# BACKGROUND DOCUMENTATION

BG-99.048a

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## CADET HARASSMENT AND ABUSE PREVENTION (CHAP) PROGRAM

CHAP is a prevention-training program whose goal is to eliminate harassment and abuse within the Canadian Cadet Movement (CCM). 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 will be trained to recognize inappropriate kinds of behaviour, and what action should be taken in the event of an incident. This two-level program consists of a sensitization section, for all members of the CCM, and a leadership section, for senior cadets in a position of authority as well as officers of the Cadet Instructors Cadre (CIC), Civilian Instructors (CI) and volunteers.

The CHAP **Sensitization** module is mandatory for everybody associated with the Cadet Program. After completing this module, all cadets, CIC, CI 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 will be reminded of their responsibility to treat each other with respect at all times.

The CHAP **Leadership** module is mandatory for all senior and staff cadets holding positions of leadership and responsibility, CIC and CI. This module focuses on the responsibility of leaders to intervene when they become aware of unacceptable behaviour and outlines the procedures to be followed when reporting incidents of harassment and abuse.

Qualified CIC will deliver both modules of the CHAP Program. Instructors should be at the Lieutenant /Sub Lieutenant (N) rank and will have received 7 hours of youth social issues training through the CIC training system. Further, they must have completed the Canadian Forces (CF) Standards for Harassment and Racism Prevention (SHARP) program as well as 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 will be limited to 30 participants. The program will be delivered through facilitated discussion in order 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.

In order to provide our members with support after an incident, Cadets, Officers and Civilian Instructors are entitled to professional counseling services provided through the CF Member Assistance Program (CFMAP). This is a voluntary and confidential counseling service that will be accessible nationally in the spring of 1999, through a 1-800 number.

The CCM is committed to providing a safe and healthy environment in which young people can develop as strong and effective citizens of Canada.

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