OBJECTIVE OF POSITIVE SOCIAL RELATIONS FOR YOUTH TRAINING

The objective of the training resulting from *Positive Social Relations for Youth Training* is to prepare cadets to:

a. interact comfortably within the cadet community;

b. interact positively with others;

c. exercise sound judgment;

d. accept personal responsibility for actions and choices;

e. deal with interpersonal conflict; and

f. seek assistance from available resources when needed.

There may be times when you will need to seek additional information or assistance and you may find this pamphlet helpful for making informed and appropriate decisions.

RESOURCES AVAILABLE

In addition to self-help and trying to manage conflict on your own, there are a number of resources available that include:

• a senior cadet or staff cadet;

• a trusted adult (parent / guardian, officer, civilian instructor [CI], etc);

• Unit Cadet Conflict Management Advisor (UCCMA);

• the corps / squadron CO; or

• Kids Help Phone (1-800-668-6868) or website (www.kidshelpphone.ca).

NEED HELP?
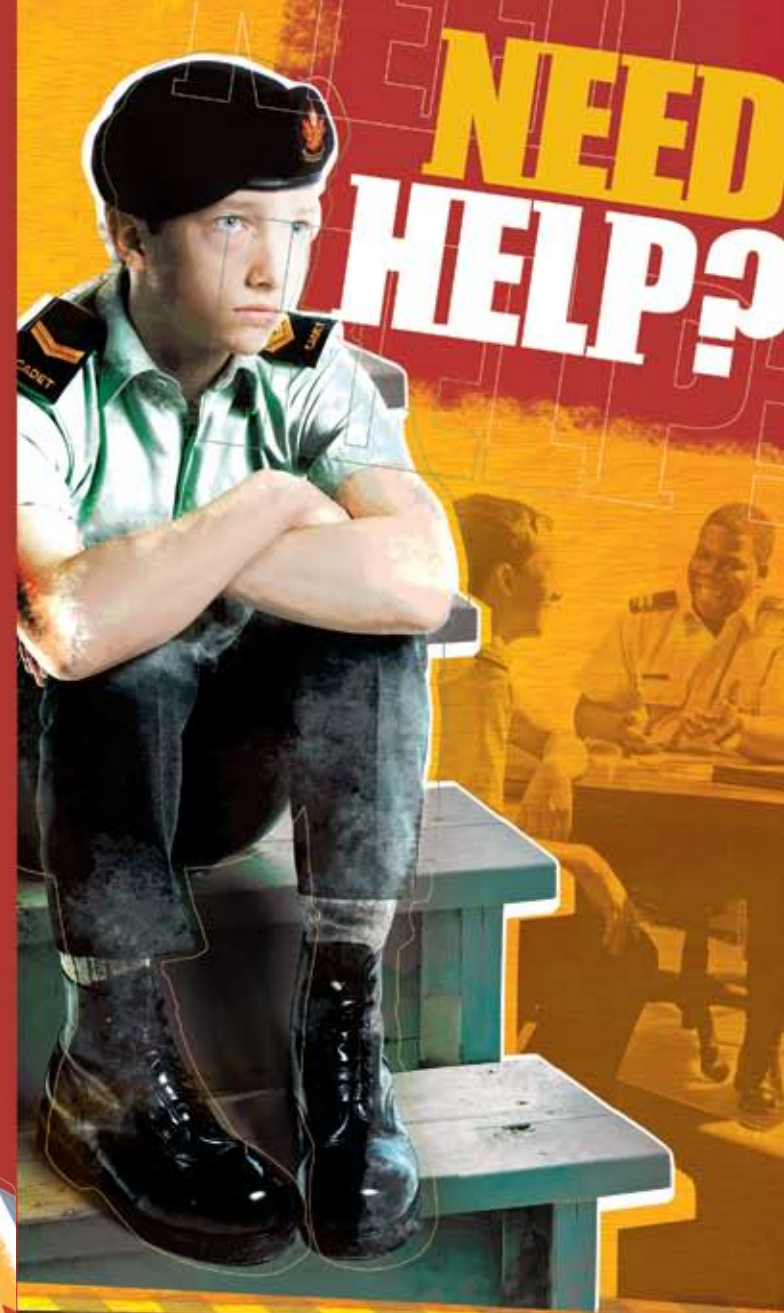
Seek help from the people you trust.

HARASSMENT

Harassment is any unwanted physical or verbal conduct that offends or humiliates. Such conduct can interfere with one's ability to do a job or obtain a service. Harassment is a type of discrimination. It can take many forms, such as:

- **threats**, intimidation, or verbal abuse;
- **unwelcome remarks or jokes** about subjects like race, religion, disability or age;
- displaying sexist, racist or other **offensive pictures or posters**;
- **sexually suggestive** remarks or gestures;
- **inappropriate physical contact**, such as touching, patting, pinching or punching; and
- **physical assault**, including sexual assault.

Harassment can consist of a single incident or several incidents over a period of time. **Harassment will be considered to have taken place if a reasonable person ought to have known that the behaviour was unwelcome.**

DISCRIMINATION

Every individual is equal before and under the law and has the right to equal protection and equal benefit of the law without discrimination and, in particular, without discrimination based on race, national or ethnic origin, colour, religion, sex, age, marital status, family status, mental or physical disability, pardoned conviction or sexual orientation. Discrimination based on physical differences (eg, height, weight) is also inappropriate and unacceptable.

CRIMINAL OFFENCES

Offences commonly associated with criminal harassment incidents include uttering threats, threatening or harassing phone calls, common assault, mischief and most recently stalking and cyberstalking via chat rooms, message boards, and email.

Assault. Force is applied intentionally to another person, directly or indirectly.

Stalking. A form of obsessive behaviour directed, most often, toward another person.

Cyberstalking. Also known as online harassment, is closely related to real-life stalking.

People who commit any of these offences can be charged under the criminal harassment provision of the *Criminal Code of Canada*.

WHAT CHILD ABUSE IS

Forms of child abuse fall into four categories:

1. **Emotional abuse.** A chronic attack on a child's self-esteem. It includes name-calling, threatening, ridiculing, belittling, intimidating, isolating, hazing or ignoring the child's needs;

2. **Physical abuse.** Occurs when a parent, a legal guardian or any other person injures or threatens to injure a child;

3. **Sexual abuse.** Occurs when a parent, a legal guardian or any other person uses a child for sexual gratification; and

4. **Neglect.** Chronic inattention to the basic necessities of life such as clothing, shelter, nutritious diet, education, good hygiene, supervision, medical and dental care, adequate rest, safe environment, moral guidance and discipline, exercise and fresh air.

TYPES OF CONFLICT

There are three types of conflict. They are:

- **Interpersonal.** Interpersonal conflicts occur when there has been a breakdown in communication and / or competing interests between two people.

- **Structural.** Structural conflicts occur due to problems within the organization, how personnel are used in the organization or a breakdown in communication between members of the organization (eg, structural conflict can occur when a cadet is receiving information from their petty officer / sergeant, training officer and CO, who all have differing demands).

- **Facts / data.** Facts / data conflicts occur when one party has more information than the other or the information is interpreted in a different way.

Note: The types of conflict may overlap.

SEEKING HELP

There may be two parties involved in seeking help:

Respondent. Is the individual against whom an allegation of harassment has been made.

Complainant. Is an individual alleging that an incident of harassment may have occurred.

IS YOUR CONFLICT MANAGEMENT STYLE EFFECTIVE?

1. **COMPETING** — Fight over the orange
2. **AVOIDING** — Second person changes the subject
3. **ACCOMMODATING** — Give the orange to the other person and add the cookies
4. **COMPROMISING** — Cut the orange in half and give one half to each person
5. **COLLABORATING** — Why do you want the orange? I need the rind for a cake. Hey, I want to make orange juice. How about you take the peel and I take the sections?