

**STAFF-IN-CONFIDENCE**

AUSTRALIAN AIR FORCE CADETS  
3 Wing Headquarters

**MINUTE**

3WG XOS2013 2101/05

**3WG OFFICER COMMANDING****For Information**

XO 3WG (mentor)

XO(s) 3WG

**QUICK ASSESSMENT FOR COMPLAINT OF INAPPROPRIATE SEXUAL  
RELATIONSHIP BETWEEN STAFF MEMBER AND CADET**

**References:**

- A. Instruction from OC3WG to conduct Initial Assessment Request (IAR) dated 29 May 13
- B. Record of conversation (complaint lodgement) by CO318SQN dated 22 May 13.
- C. AAFC Interim Policy Manual AAP 5110.001 Part 2 Chapter 7 (POLMAN).

1. This minute will provide a **Quick Assessment (QA)** in accordance with (IAW) the procedure listed in reference B, for the complaint made by CFSGT **CJQ** which alleged that LAC (AAFC) Chris Adams and CWOFF **CJE** engaged in sexual intercourse during the January 2013 promotion courses.
2. This assessment will determine whether the complaint can be quickly resolved or if suitable grounds exist for an escalation of the reported complaints to a full inquiry of the matters referenced.
3. This matter was raised via the lodgement of verbal complaint by CFSGT **CJQ** directly to CO318SQN, FLTLT (AAFC) David Miskov. CO318SQN subsequently reported the complaint to XO3WG and he then conducted an interview (reference B) with CFSGT **CJQ** with the record of this conversation included in Attachment A.
4. The parties involved in this process are as follows;
  - i. CFSGT **CJQ** (complainant)
  - ii. CWOFF **CJE** (respondent)
  - iii. LAC(AAFC) Chris Adams (respondent)
  - iv. FLTLT(AAFC) David Miskov (reporting officer)
  - v. **CJP** and **CJO** (parents of **CJE**)
  - vi. **REDACTED** (parent of **CJQ**)
  - vii. CWOFF **REDACTED** (senior cadet approached by **CJQ**)
5. The evidence gathered as part of this initial assessment is as follows;
  - i. Record of conversation (the complaint) between CO318SQN and CFSGT **CJQ** per reference B.
  - ii. Face book extract which references this incident and others that occurred during the January 2013 promotion courses.

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- iii. Record of conversation between SQNLDR (AAFC) O'Donnell and FSGT **CJQ** from interview conducted on 12 June 2013.
  - iv. Statement from CWOFF **CJE** where she declares that she **did** engage in sexual intercourse with LAC(AAFC) Adams
  - v. Statement from LAC (AAFC) Adams in which he **denies** the incident occurred.
6. My assessment of the matter has determined that suitable evidence exists through the statement from CWOFF **CJE** and the supported face book commentary that there is a **high likelihood** that this incident occurred. Whilst **CJE** refuted the creation of the Face book transmission to **CJQ**, she did support that the incident had occurred through a full confession in the presence of her father.
7. As CWOFF **CJE** has reported that this incident has occurred I have engaged FLTLT(AAFC) Bev Hargraves to provide support for this cadet. She has made contact with cadet and will assist in her professional capacity.
8. A further matter arising from this incident is the additional allegation by CWOFF **CJE** that LAC (AAFC) Adams engaged in sexual activities with another female whilst on the same detachment. This claim has not been assessed by this QA process and should be bundled into any further investigation.
9. It is **recommended** that this matter be escalated to a **full inquiry** process where evidence could be gathered and examined in order to determine the sustainability of the reported incident(s).
10. Due to a potential breach of the POLMAN, more specifically Part 2 Chapter 7 Annex B, staff code of conduct, being supported by the statement from CWOFF **CJE** along with a further allegation of other like incidents it is **recommended** that LAC (AAFC) Adams be suspended pending further inquiries into the matter.
11. If you require further information or clarification regarding this quick assessment please make contact with me via phone or email as necessary.

*Sharon L O'Donnell*

**S. O'DONNELL**  
 SQNLDR (AAFC)  
 Staff Officer Ground Training  
 3WG Headquarters  
 REDACTED  
 Email: REDACTED

14 June 2013

**Attachments:**

Attachment A – Record of conversation from interview with CFSGT **CJQ**

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