

**From:** Green, Dennis AIRCDRE 1  
**Sent:** 31 Jul 2013 14:53:49 +1000  
**To:** Courtney, Barbara GPCAPT;Vernon, Kerrie SGT  
**Cc:** Hatch, Jacqueline SQNLDR  
**Subject:** Update on LAC (AAFC) Adams [SEC=UNCLASSIFIED]

UNCLASSIFIED

**SGT VERNON - For DRMS please**

**DCOORD**

The following information is provided to update on management of issues associated with the complaints that LAC (AAFC) Adams has had consensual sexual relationships with two AAFC cadets while on AAFC duty and with a third cadet while doing a private activity.

The focus of the update is on CWOFF CJE because her mother and a supporting AAFC staff member, PLT OFF (AAFC) CJF have been very involved in highlighting their concerns. PLTOFF (AAFC) CJF is a staff member at CWOFF CJE's squadron and had a long term role as a mentor for CWOFF CJE.

**Support to CWOFF CJE and Family**

On the evening of Thursday 27 Jun 13 SQNLDR Jacqueline Hatch was assigned as the CB-AF support member to CWOFF CJE and her family. At this time OC 3 WG had nominated SQNLDR (AAFC) Banfield as a support person to CWOFF CJE. Mrs CJO and CWOFF CJE were intent on continuing to use PLTOFF (AAFC) CJF and perceived that OC 3 WG was attempting to push the PLTOFF aside. All parties subsequently agreed that SQNLDR Hatch would be the CB-AF support person and PLTOFF CJF would continue her family friend and AAFC mentor role.

PLTOFF CJF mistakenly considered that because an AC 563 had not been submitted within 28 days that there would be no opportunity for compensation. As a result of this concern and her concern that she was being pushed aside from supporting CWOFF CJE she made a telephone complaint to COMCARE earlier on 27 Jun.

CJE's legal guardian Mr CJP and her mother Ms CJO were both contacted separately by phone by the CB-AF Support member on 3 Jul to confirm the CB-AF support arrangements for CWOFF CJE and her family. While Ms CJO was initially upset during this phone call, her frustrations appeared to be with the lack of action taken to date by the NSW police in relation to the LAC Adams investigation. Mr CJP was understanding of the NSW Police process (he is a policeman) during this phone call and was happy with the support arrangements in place for his daughter.

Detailed information about the community professional support services available has been provided to all family members. The option of using private support services was requested and agreed.

CB-AF have paid invoices for professional counselling services for both Ms CJO and her current husband. CWOFF CJE has also sought personal counselling, her first appointment was the 30 Jul 13. The CB-AF support member has been advised that CWOFF CJE will continue with weekly counselling sessions in the short term.

This level of support will continue to be provided to CWOFF CJE and her parents.

On Monday 7 Jul 13 SQNLDR Hatch visited CWOFF CJE at RAAF Base Wagga and spent approx two hours discussing a variety of matters with the cadet. At the request of the cadet PLTOFF (AAFC) CJF was present at this meeting. Following this meeting SQNLDR Hatch has been in regular contact with both CJP and Ms CJO via email and on occasion via phone calls with CJP

Routine email and phone contact continues between the Cadet Branch Support member and all family members, PLTOFF CJF and OC 3 Wing.

#### **Further complaint by WOFF (AAFC) CJE**

CWOFF (AAFC) CJE attended the July promotion camps as a staff member with PLTOFF (AAFC) CJF as close supervisor.

CWOFF (AAFC) CJE has submitted complaints about the AAFC members she overheard talking about her situation. OC 3 WG has appointed SQNLDR (AAFC) Banfield to investigate the matter.

#### **Support to other AAFC Members**

The AAFC, through SQNLDR (AAFC) Banfield are providing support to the other female members involved in the matter. Detailed information about the community professional support services available has been provided. These families are happy with the current support arrangements and have been offered private professional counselling services if required. SQNLDR (AAFC) Banfield is aiming to keep in contact with the families once per week.

One of the female cadets from Tamworth has indicated that she will not be providing a formal statement to the police.

We understand that the other female cadet who was receiving personal tutoring from LAC (AAFC) Adams outside the AAFC is wanting to make a statement to police.

#### **NSW Police Investigation**

On 4 Jul 13 a letter was sent to the NSW Police from DGCADETS-AF, outlining the professional relationship and supervisory responsibilities between AAFC Adult Staff and Cadet Instructors and requesting they take action about the matter. At the request of the NSW Police further information relating to LAC Adams and AAFC Policy was sent to the NSW Police on 09 Jul 13. Additional information is continuing to be sought from the AAFC to pass on to the NSW police.

#### **COMCARE Investigation**

COMCARE requested detailed information about the matter. Due to the privacy concerns involving minors and civilians not inside Defence, COMCARE were asked to formally seek the information through a section 155 request for information. The COMCARE Section 155 request was issued on 11 July. In response, on Fri 26 Jul 13 a comprehensive package of information was sent to COMCARE in relation to this matter. This information include the names of those involved and support services that were currently being provided to all concerned.

COMCARE had been in contact with Mrs CJO and PLTOFF CJF who had the mistaken view that LAC (AAFC) Adams could continue to interact with cadets through his Defence employment. Factual advice has been provided to COMCARE that LAC(AAFC) Adams has been directed by OC 3 WG to cease all contact with all AAFC cadets and to not attend any AAFC activities until further notice.

At this stage COMCARE seem satisfied. Refer to my other email today with additional details about the interaction with COMCARE.

#### **ADFIS Involvement**

ADFIS were advised of the NSW Police investigation on 16 Jun 13. ADFIS remain in contact with the NSW Police and will continue to monitor this investigation.

#### **AAFC Investigation**

The AAFC investigation of this matter is on hold until the NSW have completed their action.

#### **Support for LAC (AAFC) Adams**

CO 381 Sqn has confirmed to DGCADETS-AF that ongoing support is being provided to LAC Adams.

#### **Way ahead**

The NSW police are waiting for the AAFC to provide additional information about the roles and responsibilities of those involved in the promotion camp in January. The Detachment Commander for the camp has been overseas and this information is not yet available. The police remain concerned about the authority and approved relationships between LAC (AAFC) Adams and Cadet WOFF CJE on the camp, and the likelihood of getting a conviction given that the sexual relationship was consensual.

When the NSW police investigation is completed LAC (AAFC) Adams will be issued with a show cause why his position with the AAFC should not be terminated.

Mrs CJO is very upset about this matter and continues to exert a very strong influence on her daughter and PLT OFF (AAFC) CJF. The assessment by SQNLDR Hatch is that this is rekindling the stress of CWOFF (AAFC) CJE who is trying to complete year 12.

I expect that if the NSW police do not proceed with action against LAC (AAFC) Adams that Mrs CJO will almost certainly pursue the matter via the press and any other means she can. She will take these actions even though this will add additional stress to her daughter.

I have advised CO 381 Squadron that if the NSW police do not proceed with action I will provide documentation to CO 381 Squadron recommending action against LAC Adams through Defence processes.

In due course Mrs CJO will seek compensation.

**D. G. GREEN**  
**AIRCDRE**  
**DGCADETS-AF**

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