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AUSTRALIAN AIR FORCE CADETS
3 Wing Headquarters

MINUTE

3WG XOS2013 2101/06

3WG OFFICER COMMANDING

For Information
CDRAAFC

**SITUATION REPORT AND UPDATE FOR FURTHER REPORTED SEXUAL
RELATIONSHIPS BETWEEN STAFF AND CADETS**

References:

- A. Instruction from OC3WG to conduct Initial Assessment Request (IAR) dated 29May 13
- B. Terms of Reference for full inquiry into actions of Chris Adams dated 15 June 2013

1. This update is to provide advice on the current and developing situation pertaining to the investigation of allegation of inappropriate sexual relationships between LAC(AAFC) Chris Adams and female cadet members of 3WG, per the commencement of reference B.
2. On Wednesday 19 June 2013 at approx. 1930hrs I received a call from FLTLT(AAFC) Michael Casey, Commanding Officer of 308 Squadron Maitland regarding the reported matters of LAC(AAFC) Chris Adams. FLTLT(AAFC) Casey advised that he needed to report further matters relating to the relationships between Adams and female cadets upon an interview which he conducted with COU CJS
3. It was reported by CUO CJS that he had received a Facebook message from his girlfriend, CWOFF CJG, where she had referenced a sexual relationship that she had with LAC(AAFC) Adams that was being investigated by the AAFC. The message from CJG also identified an immediate need for support to which I have had FLTLT(AAFC) Hargraves attend to. At this time FLTLT(AAFC) Casey was not aware of the involvement of CWOFF CJG in my investigation as his knowledge only pertained to the original report from CWOFF CJE, this being the reason for his report to me.
4. During the interview with CUO CJS he made a further allegation to that he had knowledge of an incident that occurred between a CDT CJH and LAC(AAFC) Adams. He also advised later in the evening during ongoing discussions that ex-CDT REDACTED, ex-CSGT REDACTED and ex-CSGT REDACTED may also have been involved with LAC(AAFC) Adams.
5. CO308SQN called CDT CJH for an interview where she became extremely emotional and hence the initial inquiry was halted and parents were called into the squadron to assist with her support. The interview was then continued with CDT CJH where she provided an admission to having oral sex with LAC(AAFC) Adams on three (3) separate occasions, spanning several months. The parents advised that Chris Adams had taken on a tutoring role with their daughter outside the AAFC and this was potentially where a relationship was developed.

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6. CO308SQN concluded his interviews at around 2130hrs and then made this report to me via phone, acknowledging my role as the investigating officer into the Adams matter. He was extremely distressed by this point and I reassured him that these matters would be dealt with as the highest priority. I also advised Michael that if he personally needed support or assistance that I was available and also FLTLT(AAFC) Hargraves could be requested.

7. FLTLT(AAFC) Casey requested that he stand aside from being the support person for LAC(AAFC) Adams. I agreed that based on the current situation it was untenable for him to continue in this capacity but I did request that he not advise LAC(AAFC) Adams until such time as I could arrange for a suitable replacement and smooth transition. Based on the severity of the matters and the need to ensure LAC(AAFC) Adams' welfare is maintained it is extremely important that his treatment is duly considered. FLTLT(AAFC) Casey understood the need for an appropriate transition and as such will not contact LAC(AAFC) Adams until further notice.

8. Of specific concern to me is the overall welfare of the staff and cadets at 308 Squadron Maitland. The reporting of three (3) additional females from that unit potentially involved in this matter during the evening of 19 June 2013 has now become a **major incident** at that squadron. I recommend that we mobilise a specialist team of support people to assist CO308SQN with what could now be described as a critical incident at that squadron. I am awaiting advice and or a request from CO308SQN as to his needs in this regard.

9. In summary the females now named in this matter as are follows, I have identified in the listing how they have been named in this matter;

Those whom have provided an admission that an incident occurred;

- i. CWOFF **CJE** (302sqn) (DOB **REDACTED**95)
- ii. CWOFF **CJG** (310sqn) (DOB **REDACTED**95)
- iii. CDT **CJH** (308sqn) (DOB **REDACTED**96)

The following cadets were named by CUO **CJS** as potentially having inappropriate contact with LAC(AAFC) Adams;

- iv. ex-CSGT **REDACTED** (308sqn) (DOB **REDACTED**96)
- v. ex-CSGT **REDACTED** (307sqn) (DOB **REDACTED**94)
- vi. ex-CSGT **REDACTED** (308sqn) (DOB **REDACTED**95)

Also during the initial call with CWOFF **CJG** she identified the female below as someone who had inappropriate contact during AAFC detachments;

- vii. CWOFF **REDACTED** (315sqn) (DOB **REDACTED**94)

10. The cadets known to me at the time of the TOR, CWOFF **CJE** and CWOFF **CJG** have both had introductory calls made by me as the investigating officer where I have explained the process and checked on their personal welfare. I have also spoken with the parents of both these female cadets and advised them that the matter has been referred to the NSW Police.

11. CWOFF **CJE** and CWOFF **CJG** have also had contact with our 3WG Psychologist FLTLT(AAFC) Bev Hargraves who is assisting with support and welfare. I have also offered direct contact from the parents back to me should they identify any immediate need for assistance or support. I advised that I will continue on a regular basis to contact the families for a welfare check and information update.

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12. In the interests of consistency and to ensure we maintain our commitment to the welfare of the cadets and family of those who have supplied an admission I will make contact with CDT C.J.H. and her family this evening. I intend to make an introductory call the same as that supplied to C.J.E. and C.J.G. I will open the communications with the family in a welfare capacity and not investigate the matter due to the referral to the Police.

13. As this matter has now reached significant proportions I am concerned about our ability to maintain a suitable level of confidentiality and control of the information. With this matter now fully exposed at 308 Squadron it will most likely begin to circulate the social media network and as such more and more people will gain knowledge. Based on this we may need to seek assistance from Defence as to how best to manage potential approaches for information from others, be they parents or even media as to this matter.

14. If you require further information or clarification regarding this matter please make contact with me via phone or email as necessary.

DJ Banfield

D. J. BANFIELD
SQNLDR (AAFC)
Executive Officer Southern Region
3WG Headquarters

REDACTED

Email: REDACTED

20 June 2013

Attachments:

Nil

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