

From: John Devereux
Sent: 10 Dec 2012 21:31:53 +1100
To: Ken Given
Cc: REDACTED; Green, Dennis AIRCDRE
1; Spittle, Murray GPCAPT 1; DCDR; Ian Harding; Dyson, Richard WGCDR
Subject: Re: STAFF-IN-CONFIDENCE HIB re 207SQN

Apologies. For CO 217, below, please read CO 207.

J.A. Devereux

On 10/12/2012, at 8:30 PM, "John Devereux" <REDACTED> wrote:

Sir,
Acknowledged.
Thank you for the extensive chat this afternoon.
I am pleased we are ad idem on this matter.
IAW CO 217's request that psych support be offered for cadets and staff, I, yesterday arranged for 2 WG Psych to contact CO 217 and offer requested support.
CO 217 -please act immediately in accordance with CDRs directions below on other matters.
First priority is for you to immediately refer the allegation to police.
Regards
JD

J.A. Devereux

On 10/12/2012, at 7:55 PM, "Ken Given" <REDACTED> wrote:

STAFF-IN-CONFIDENCE

CO 207SQN and OC 2WG,

Following a conversation with OC 2WG late this afternoon I am more across the allegations about inappropriate sexual relations at 207SQN that led to the raising of an HIB yesterday.

Three parties are involved in the situation: CWOFF REDACTED (this cadet is over 18 years old) who has submitted his resignation, LCDT REDACTED (this cadet is 16) who may have been involved in a physical relationship with the CWOFF, and an un-identified 11 year old who is mentioned in text messages between cadets as having been sexually molested by LCDT REDACTED. This last child is only 11 years old and cannot therefore, be a cadet but his wellbeing needs to be considered.

I want to stress at the outset that each of these young people should be provided with the maximum level of support and understanding at what is a most difficult time in their young lives. Their wellbeing should be paramount in all the decisions and actions we take in

investigating the allegations that have been made. We are not to jump to conclusions regarding the facts which, at the moment, appear to me to be quite confused and complex.

Let me deal with each of the parties separately. First, I understand that CWOFF [REDACTED] has tendered his resignation. There is nothing in CFRs or the POLMAN that would allow the AAFC **NOT** to accept that resignation – we cannot reject it so that we can then turn around and terminate him instead. So, it is important that his resignation be accepted immediately; he should not be terminated. However, CWOFF [REDACTED] cannot place any conditions on the submission of his resignation. That is, the AAFC will not cease taking appropriate action to investigate and resolve the allegations made, just because the CWOFF has resigned. In this regard, ***it is critical that this situation and the allegations directed towards the CWOFF be reported to the local police immediately to be investigated.*** The HIB (para 16b) indicated that the reporting of a sexual offence to police would be undertaken by the witnessing cadet. This should not be the responsibility of a cadet – it is the responsibility of staff to immediately report these allegations to the police. The witnessing cadet should only engage with the police if he wants to (with the endorsement of his parents) or if the police decide to interview him in investigating these allegations.

At the same time, we do need to retain our objectivity in this matter and not jump to conclusions. Therefore, we must offer [REDACTED] appropriate support at this difficult time.

The 16 year old LCDT [REDACTED] also needs to be provided with the maximum level of support despite the unsubstantiated allegations that other cadets have outlined in text messages. However, as a 16 year old it is important to advise his parents of the current situation and the allegations of his potential involvement with CWOFF [REDACTED] and of the other allegations made against him. LCDT [REDACTED] should be accompanied by his parent/s during any interviews that may take place.

In the current circumstances I see no reason for this young man not to proceed on PROMEX – but the choice of attending or not attending is for him to decide – it is not for AAFC staff to direct. Again, being under 18, his parents should be involved in any discussions on this issue.

If the cadet wishes to continue on a PROMCSE but is not comfortable doing so in 2WG, we will arrange for him to attend a relevant course at another wing.

Whether or not any relationship this young man had with the CWOFF was a “willing” relationship is irrelevant. The rank difference between CWOFF [REDACTED] and LCDT [REDACTED] makes any sort of sexual relationship inappropriate and in direct conflict with the Cadet Code of Conduct. Had CWOFF [REDACTED] not resigned I would have supported his suspension while the allegations were being investigated and termination if the allegations were proven. The junior party in such relationships is always to be regarded as the innocent party.

Finally there is the issue of the unidentified 11 year old that other cadets suggest that LCDT [REDACTED] has had a physical relationship with. This is not a matter that the AAFC can investigate but the allegations should be advised to the police as part of any investigation they may pursue.

In brief then, these allegations need to be reported to the police immediately. In the interim the cadets directly involved need to be given maximum support and need to be treated with respect and empathy. Other cadets involved in discussing this whole situation also need to be

supported while being encouraged not to discuss the matter any further as it is now a matter for the police.

Can the action addressees please keep all other addressees in the loop on actions taken. In particular, the addressees should be notified as soon as the police are advised about these serious allegations.

Please feel free to contact me at any time if you need any clarification of anything in this email or if I can provide any further assistance.

Best Regards

Ken

**GPCAPT (AAFC) Ken Given
CDR - AAFC**

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REDACTED

"If you think you are too small to be effective, you have never been in the dark with a mosquito."

Unknown

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