

**From:** Green, Dennis AIRCDRE 1  
**Sent:** 31 Jan 2014 11:33:13 +1100  
**To:** 'John Devereux'  
**Cc:** 'ken.given@aafc.org.au'; paul.gregory@aafc.org.au; Spittle, Murray GPCAPT 1; Sloane, Tim GPCAPT; Hatch, Jacqueline SQNLDR; Topp, Daryll WGCDR  
**Subject:** RE: Allegation of a Relationship between a Staff Member and a Cadet [SEC=UNCLASSIFIED]

**UNCLASSIFIED**

John

Request urgent response on the details requested below. The age of the cadet is critical to the need for further action (which will obviously be immediate if under age 16).

I need to advise AFHQ asap.

Dennis

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**From:** Green, Dennis AIRCDRE 1  
**Sent:** Thursday, 30 January 2014 19:01  
**To:** 'John Devereux'; paul.gregory@aafc.org.au  
**Cc:** ken.given@aafc.org.au  
**Subject:** RE: Allegation of a Relationship between a Staff Member and a Cadet [SEC=UNCLASSIFIED]

**UNCLASSIFIED**

John

As discussed an immediate suspension is required, with Show Cause for termination to follow.

**The cadet is the innocent party and must be fully supported** regardless of some of the comments by the staff in the email - this is critically important so that we do not end up with a Tibble outcome.

Note that counselling assistance for the cadet from a suitable professional should be made available asap.

The issue of involving civilian police will depend on the age of the cadet at the time of the start of the relationship. Age of cadet at start of relationship? Age now?

There is no mention of the parents being informed. Have they been informed?

What was the role of the civilian staff member in the AAFC?

Dennis

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**From:** John Devereux [mailto:ja\_devereux@REDACTED]  
**Sent:** Thursday, 30 January 2014 18:45  
**To:** ken.given@aafc.org.au; paul.gregory@aafc.org.au; Green, Dennis AIRCDRE 1

**Subject:** Allegation of a Relationship between a Staff Member and a Cadet

Sirs,

The matter below was sent from SOMS, to my XO who referred it to me.

Unfortunately as it was attached to the base of another e-mail dealing with a different topic, I did not realise the e-mail related to this serious matter and did not immediately action.

My XO, quite properly, has now alerted me to the existence of the e-mail below.

Having been alerted I am referring the matter to you for advice.

I think an immediate show cause is the appropriate response.

Does the matter require referral to the civilian authorities as well?

Kind regards  
John

----- Forwarded message -----

From: **FLGOFF(AAFC) Kris Urquhart** <[KRIS.URQUHART@aafc.org.au](mailto:KRIS.URQUHART@aafc.org.au)> >  
Date: Mon, Jan 20, 2014 at 8:41 PM  
Subject: [REDACTED] [SEC=UNCLASSIFIED]  
To: "[soms.2wg@aafc.org.au](mailto:soms.2wg@aafc.org.au)" <[soms.2wg@aafc.org.au](mailto:soms.2wg@aafc.org.au)>, "SQLDR(AAFC) Alison Mclarty" <[Alison.Mclarty1@cadetnet.gov.au](mailto:Alison.Mclarty1@cadetnet.gov.au)>

Maam

I wanted to get some advice/ report a possible problem.

Recently I have learned that one of the Civilian staff at 221SQN was involved with an adult female cadet at our SQN. At first I had only heard it through rumours however I have confirmed this information tonight.

[REDACTED] has told me that the cadet pursued him and after a number of knock backs [REDACTED] entered into a relationship with the cadet. I am told the relationship lasted for a few months without my or any of the staff knowing about it. We have had issues previously with this cadet as well having problematic relationships within the SQN and Wing.

Tonight I sat down with [REDACTED] and my XO Michael AVERAY and interviewed him about the breach of conduct. Michael and myself clearly explained the wrongdoing and outlined what appropriate behaviour is for staff with regards to cadets. [REDACTED] admits that what he had done is wrong and is aware that I had to refer the matter to HQ.

I was wondering if you could provide some advice as to the best way to proceed with this

matter.

Thanks

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