



# HEADQUARTERS AUSTRALIAN AIR FORCE CADETS

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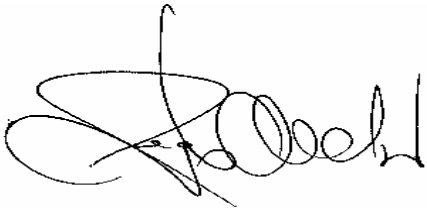
## ROUTINE INSTRUCTIONS BY GROUP CAPTAIN(AAFC) N.L. NORTHEAST, OAM COMMANDER

**Serial No 12/2004**

### **EXPECTED STANDARDS OF BEHAVIOUR BY AAFC MEMBERS**

1. CDR-AAFC draws the attention of all AAFC personnel to Chapters 19 and 20 of the Australian Air Force Cadets Policy Manual (AAP 5110.001(AM1)) issued on 5 Sep 01. Copies of the Policy Manual are available at all Wing Headquarters and Squadrons. Officers Commanding AAFC Wings are to ensure that all members under their command have appropriate access to the Policy Manual.
2. Chapter 19 details the AAFC policy with respect to harassment and discrimination. All members are reminded that this policy is to be respected and adhered to in the way in which we relate to and behave towards each other. CDR-AAFC reminds all AAFC personnel that there is zero tolerance towards breaches of this policy.
3. Chapter 20 relates to the behavioural standards expected of Cadets. CDR-AAFC expects that all cadet members will not only abide by these minimum behavioural standards but rather will strive for the highest possible standards of conduct.
4. AAFC adult staff of all ranks are reminded of the high calling they undertake when they become members of the AAFC. Therefore the behaviour and personal performance of all staff is to be of the highest possible standard. Recently there have been incidences in which the trust bestowed upon staff has been breached by unacceptable behaviour on the part of a small number of adults. Both the AAFC and Air Force management have regarded such breaches as have occurred very seriously. All staff are again reminded in the strongest terms that their behaviour is to be of the highest possible order, both within and outside of AAFC involvement, such that personal reputations and those of the AAFC and Air Force cannot be brought into disrepute. Any member who is unwilling to abide by these principles should seriously consider their position with respect to future AAFC service.
- 5/ For the avoidance of doubt, relationships of an intimate nature between a member appointed as an officer or instructor of the AAFC and a cadet member – irrespective of the age of the cadet – are prohibited. This prohibition is absolute and is not affected by issues such as whether the relationship is being conducted “outside of cadet hours” or by the relative age of the members involved.

6. AAFC commanders at all levels have an obligation to ensure that the requirements of this policy are clearly communicated to all members within their commands and regularly reinforced through appropriate training. CDR-AAFC reminds all members that any behaviour that has the potential to bring discredit to the AAFC or the Air Force will be the subject of prompt administrative action.

A handwritten signature in black ink, appearing to read 'G.J. Alderson', written in a cursive style.

**G.J. ALDERSON**  
Wing Commander(AAFC)  
Director Business Management

E-mail: [greg.alderson@aafc.org.au](mailto:greg.alderson@aafc.org.au)

**1 August 2004**