



HEADQUARTERS AUSTRALIAN AIR FORCE CADETS

ROUTINE INSTRUCTIONS

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EXPECTED STANDARDS OF BEHAVIOUR BY AAFC MEMBERS

1. The purpose of this Routine Instruction is to convey the expectations and obligations incumbent upon all staff members when dealing with relationships between cadets and staff members in the AAFC. This is a difficult subject and one which people tend to avoid for fear of intruding into another's personal affairs when relationships develop between staff members of the AAFC and cadets. For the purposes of this instruction:

- a. *staff member* means any member of the AAFC appointed to the rank of AC/ACW(AAFC) and above or any civilian or auxiliary instructor appointed to equivalent positions; and
- b. *Cadet* means any member of the AAFC who holds the rank of CUO or any subordinate rank irrespective of the cadet's age.

2. The law recognises that a person who is 18 years of age or older is recognised as an adult and is therefore technically responsible for their own actions. However, personal maturity and life-skills are not necessarily as well-defined or regulated. The AAFC and its staff have an ongoing duty of care and trust towards cadets and their parents or guardians who rightfully expect the AAFC (ie the staff) to protect their child's well being whilst undergoing the development and training for which the AAFC is renowned. Staff members are placed in significant positions of trust – not only by parents but also under the law. It is highly inappropriate to betray that duty and trust (even inadvertently) and compromise, for personal satisfaction, the standards of behaviour that others in the AAFC strive to maintain.

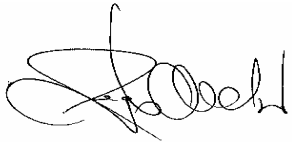
3. It is on this basis that CDR-AAFC reaffirms that it is highly inappropriate, and unacceptable, for any AAFC staff member to conduct any form of personal relationship of an intimate nature with any cadet irrespective of the cadet's age. The policy requirements are unambiguous – no staff member is permitted to take advantage of a cadet. Where such a relationship is suspected the burden will be on the staff member to resolve the conflict.

4. Any belief that relationships which are conducted outside of AAFC time (ie "away from the AAFC activities") are not subject to this strict embargo is incorrect. Any behaviour which has the potential to compromise the trust and obligations of the AAFC is the direct interest of the AAFC. No latitude exists for personal interpretation of this policy by any individual. Any staff member who has difficulty in understanding or accepting this obligation is advised to carefully consider their position and suitability to remain a member of the AAFC.

5. One of the significant growth opportunities for cadets when they are appointed as adult members of the AAFC is the psychological transition and awareness that one is no longer a cadet

but now a member of staff. This transition is not always immediate or successful. The distinction between being a former cadet and a new staff member can often be invisible to the staff recruit, or seem unimportant. This is where more senior and experienced staff members must play an essential role in communicating the expectations of the AAFC to our less-experienced members – irrespective of rank.

6. CDR-AAFC expects all staff members to carefully consider their obligations and the expectations of the organisation to understand this less visible but nonetheless essential duty and obligation imposed on them.



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1 Sep 03