

From: CJF
To: [Watson, Sean SQNLDR 1](#)
Subject: RE: 150805_Letter_Response to CJF SEC=UNCLASSIFIED
Date: Friday, 21 August 2015 9:23:12 AM
Attachments: [image001.png](#)

Hi Sean,

Still way too little 2 yrs too late. Not going to appear good enough or necessary this close to trial.

CJF

From: sean.watson [REDACTED]
To: CJF [REDACTED]
Date: Fri, 21 Aug 2015 09:19:27 +1000
Subject: RE: 150805_Letter_Response to CJF [SEC=UNCLASSIFIED]

UNCLASSIFIED
Hello CJF

I refer to your email dated 6 Aug 15 in which you sought a response on the following issues:

- Your disagreement with the decision to end your duty as a complainant support person.
- Your concern for the ongoing well-being of the complainant
- The resolution of your complaint
- Your well being pending the resolution of your complaint

I understand that you feel very strongly about these issues and that they are separate and related.

I will respond to each of them in turn.

The cessation of your duty as complainant support person.

The decision to end your appointment as complainant support person was a function of the Commonwealth meeting its health and safety obligations. It took precedence over individual preferences, including your commendable willingness to continue to discharge that duty.

The Commonwealth is responsible for discharging any ongoing obligations it may have to the complainant.

As your appointment by the AAFC as complaint support person was ended in the interests of your health and safety, it would be contradictory to expose you to risk of harm by continuing to engage with you further about it.

I therefore consider this issue closed.

The ongoing well being of the complainant.

The Commonwealth will continue to discharge its obligations towards the complainant. The particulars of any support are a matter between her and the Commonwealth, and this information is

subject to the Privacy Act. I am therefore unable to engage with you further on this issue and consider it closed.

The resolution of your complaint.

I agree that your complaint has taken a long time to resolve. Your case has been one of the incentives for the AAFC reviewing its complaints processes to try and improve the decision making time.

I will continue to keep you informed of its progress.

Your well being pending the resolution of your complaint

I repeat my offer to provide you with a support person to assist you.
In summary ^{CJF} I consider the issues of the cessation of your appointment as support person to be closed.

Regards,
Sean

From: CJF [REDACTED] [u]
Sent: Friday, 7 August 2015 08:31
To: Lancashire, Blake CPL
Cc: Watson, Sean SQNLDR 1; rachael.sutton [REDACTED] [REDACTED]
Subject: RE: 150805_Letter_Response to CJF [REDACTED] [SEC=UNCLASSIFIED]

Hi Blake,

Lastly.

This decision (made on assumptions and incorrect interpretations) should have been made in consultation with myself. It was not.

Saying that this will make a healthy and safe working environment for me, does not make it so. They are words, not actions. This cannot undo the harm of 2 entire years. Nor has it made a 'healthy and safe working environment'.

This decision has made everything 10 X worse. It is making a less healthy environment for me to work in. You had so many opportunities to take action and do things to make it better for me. You didn't. I told you exactly what it would take to make things better. They were pretty simple things as well. You couldn't even do that. Actually it was made worse as it became apparent that you had no control over Wayne Laycock and his actions.

If it makes Cadet branch feel better that after 2 years they want to pull the rug out from under us and make everything 'better', then I am sure the victim, her family, the DPP, psychologists and myself, can take comfort in the fact that Cadet branch feels better.

Thanks

CJF

CJF

REDACTED

REDACTED



CC: sean.watson [REDACTED] rachael.sutton [REDACTED]
From: [REDACTED]
Subject: Re: 150805_Letter_Response to CJF [SEC=UNCLASSIFIED]
Date: Thu, 6 Aug 2015 19:39:26 +1000
To: blake.lancashire [REDACTED]

Hi Blake,

Thanks for the letter.

I have a few issues.

1. The letter doesn't address the points made last week in the email sent to SQNLDR Watson, they need to be addressed
2. I first complained to cadet branch in August 2013 regarding the bullying I was experiencing due to my standing up for the victim. It is now August 2015. I do not think that your reasons behind releasing my position have much weight, if it is to protect me then you should of done that 2 years ago. It's really too little too late. The bullies won. They removed me from being allowed to parade since June 2014, you did nothing. If anything you have simply dragged my complaint on and on, causing even more distance between me and the AAFC.
3. Is this because the victim has now resigned from cadets?
4. Is it to cause her more harm 1 month before the trial to ensure she doesn't properly testify against your RAAF member?

Anything but good intentions can be inferred from your current actions. If anything you are vilifying me from being honest about how I feel about being bullied for 2 years. I again reiterate, I have never said I cannot handle supporting the victim. You have misinterpreted what is going on and made a very bad decision which will not be looked upon well.

If you think calling the victim and advising her that you were releasing me as her support person is 'in consultation', then we have very different definitions on consultation. Have you asked how she feels? Or the fact this caused her more stress?

If you were managing risks as you claim, you would offer me some sort of assistance. Alas no matter how many times it is spelt out, you do not.

I need support and assistance for being the victim of bullying for 2 years, which was ignored. Instead you take away my only link to the AAFC. Boy, that doesn't feel like even more bullying does it. (Sarcasm). This feels very similar to the tactics of Wayne Laycock, trying to bully me out so I would resign. Is that your end game?

Your letter has not clarified anything and just reads as Sean's did last week.

I await your response. Please actually answer the questions as opposed to delaying this for yet another week.

Regards

CJF

Sent from my iPad

On 6 Aug 2015, at 14:54, Lancashire, Blake CPL <blake.lancashire [REDACTED]> wrote:

UNCLASSIFIED

Good Afternoon ^{CJF}

On behalf of Deputy Director General Cadets - Air Force, please find attached correspondence for your information.

A physical copy of this letter has also been despatched to you.

Regards,

Blake Lancashire

CPL

Personnel Capability Specialist

Physical Address Postal Address

Cadets Branch - Air Force Cadets Branch - Air Force

F4-2-034 F4-2-034

28 Scherger Drive PO Box 7933

FAIRBAIRN ACT 2600 CANBERRA ACT 2610

REDACTED

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<150805_Letter_Response to ^{CJF} pdf>

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