



VICE CHIEF OF DEFENCE FORCE

Commander Australian Defence Force Cadets



RYD/OUT/2017/50
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See distribution

ADF CADETS – ACCESS TO SEXUAL MISCONDUCT SUPPORT SERVICES

My predecessor recently wrote to you to introduce a new initiative to provide ADF Cadets members and cadets' families access to Sexual Misconduct Support Services.

This new initiative is a 12-month trial of providing support delivered by the Defence Sexual Misconduct Prevention and Response Office (SeMPRO) to the ADF Cadets organisations as well as Defence personnel. SeMPRO provides a support service to both young people and adults affected by sexual misconduct. The service is now available to all Officers and Instructors of Cadets, all adult volunteers involved with the ADF Cadets, all cadets, and the families of cadets for issues related to their ADF Cadets experience.

Young people in the ADF Cadets organisations who are affected by sexual misconduct during their experience of ADF Cadets, plus adults responding to ADF Cadets child abuse incidents, now have direct access to the same expert services as Defence personnel. ADF Cadets young people and adults can call SeMPRO 24 hours per day, seven days a week, Australia wide and receive professional help.

If you are a young person in any of the three ADF Cadets programs who has been affected by sexual misconduct as part of your experience of ADF Cadets, there is a qualified SeMPRO service provider available 24/7 to talk to you about what has happened, put you in touch with local support services, and support you through any reporting and other formal processes.

If you are an ADF Cadets adult managing a report of sexual misconduct, SeMPRO can provide advice and guidance 24/7 on your role as a first responder as well as your continuing responsibilities as a commander or manager.


SeMPRO services are available by calling 1800 SeMPRO (1800 736 776) or via email to SeMPRO: sempro@defence.gov.au.

Two fact sheets providing more detailed information about the expanded SeMPRO service have been published and are enclosed with this letter. One fact sheet is specifically directed to parents/carers, and the other is a more general document. Fact Sheets are also available on CadetNet and the Defence Youth website: <http://www.defenceyouth.gov.au>.

An ADF Cadets-specific SeMPRO poster, providing advice about the expanded SeMPRO service for both adults and young people, has also been developed and is enclosed with this letter. Officers and Instructors of ADF Cadets units are to print this poster to any size available on their local printers and display them in appropriate places within their respective units. The poster, in an adjustable size, is also available on CadetNet and the Defence Youth website: <http://www.defenceyouth.gov.au>.

Additional information regarding ADF Cadets' access to SeMPRO services can be obtained at sempro@defence.gov.au or by emailing the Defence Youth Group email address at defence.youth@defence.gov.au.

Yours sincerely



BJ Kafer, AM, CSC
Rear Admiral, RANR
Commander Australian Defence Force Cadets

BP18-3-055
Department of Defence
PO Box 7925
Canberra BC ACT 2610
(02) 6127 4779

28 February 2017

Enclosures:

1. SeMPRO Fact Sheet – Parents/Carers
2. SeMPRO Fact Sheet – ADF Cadets (General)
3. SeMPRO Poster

Distribution:

All Officers and Instructors of Cadets, adult volunteers and Cadets (through DGANCR, COMD AAC or DGCADETS-AF as appropriate)

For information:

CDF
VCDF
HPC



Information for parents/carers of ADF Cadets

Sexual misconduct is not tolerated in Defence or ADF Cadets

Sexual misconduct is the term used to cover a range of inappropriate or unwanted behaviours of a sexual nature. For ADF Cadets it includes, but is not limited to, sexual discrimination, sexual harassment, sexual offences (including sexual abuse, unwanted touching, being forced to kiss or touch someone), and recording, photographing or transmitting incidents of a sexual nature. Sexual misconduct can occur in any sex or gender configuration regardless of sex or gender identity.

ADF Cadets have the right to be safe, secure and supported

ADF Cadets have the right to be safe, and the responsibility to ensure others are safe, while participating in Australian Defence Force (ADF) Cadets activities. ADF Cadets must treat everyone with dignity, respect and courtesy, and not engage in harassment, unlawful discrimination, sexual misconduct or bullying (including cyber bullying).

If your child tells you they have been affected by sexual misconduct of any kind:

- ◆ **Listen** – Stay calm and be attentive.
- ◆ **Affirm** – Acknowledge the disclosure and thank them for telling you.
- ◆ **Don't blame** – Tell them it is not their fault.
- ◆ **Clarify the information** – “Can you tell me what you mean by that?” or “What happened?” Avoid asking too many questions and focus on listening.
- ◆ **Support them** – Acknowledge “that must have been difficult to tell me”.
- ◆ **Ensure their safety** – Let them know you will keep them safe. Let them know, “I will need to tell someone about this so we can try and keep you safe”.
- ◆ **Report** – Consider your options, such as an ADF Cadets staff member, the police or child protective services (this will depend on the nature of the incident, so seek advice from SeMPRO if you are unsure).
- ◆ **Seek support** – SeMPRO can assist you to find an appropriate local option for you.

Victim focused – from care to recovery





Why might your child have delayed telling you?

- ◆ Pressure or threats from the perpetrator
- ◆ Relationship to the perpetrator
- ◆ Expected consequences of telling
- ◆ Fear of negative reactions
- ◆ Fear of not being believed
- ◆ Feelings of shame or embarrassment
- ◆ Self-blame or feelings of misplaced responsibility
- ◆ Worry about what will happen next
- ◆ Worry about who else will find out

If this has happened to your child, you may feel:

- ◆ Numbness and disbelief
- ◆ Fear and hurt
- ◆ Shock and confusion
- ◆ Anger at yourself - for not knowing
- ◆ Anger at the perpetrator - for doing this
- ◆ Guilt and betrayal
- ◆ Worried about what other people will think/say
- ◆ Anger at your child for not telling you sooner
- ◆ Self doubt - did I notice and not realise?

Seek support

SeMPRO offers advice, information and support to ADF Cadets, Officers and Instructors of Cadets, volunteers, and the families of eligible personnel who have been affected by sexual misconduct at ADF Cadets.

SeMPRO support coordinators are social workers and psychologists. They are available 24 hours a day, seven days per week. SeMPRO support coordinators have experience responding to adults and young people who have been affected by sexual misconduct, and the people who support them. They can provide you with advice on supporting your child, reporting incidents, and information about support services in your local area for you and your child.



1800SeMPRO

(1800 736 776)



sempro@defence.gov.au

Victim focused – from care to recovery



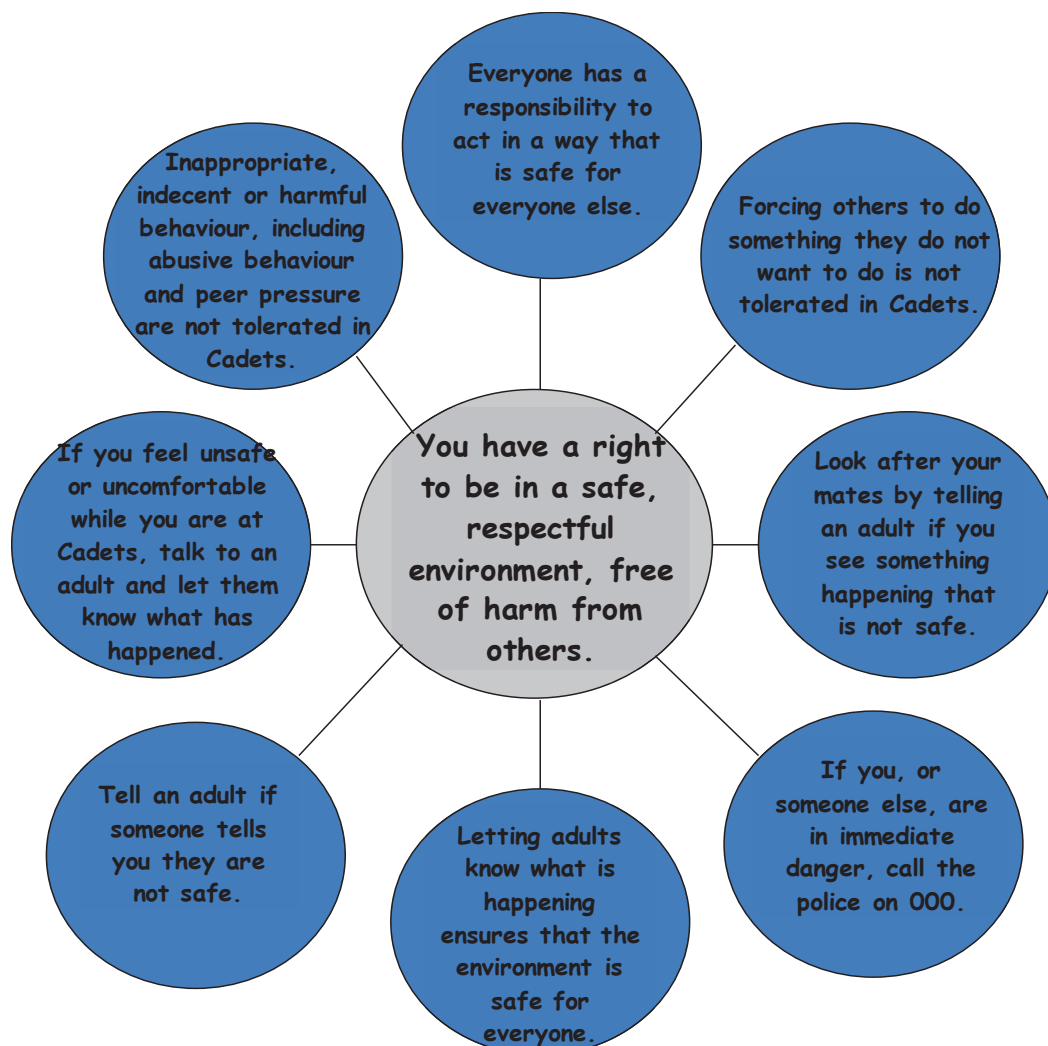


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Victim focused – from care to recovery





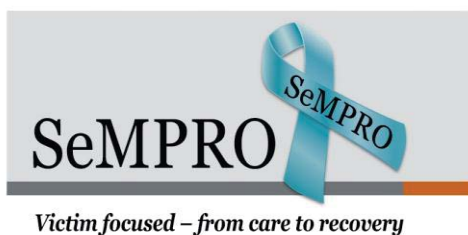
Sexual Misconduct Prevention and Response Office

ADF Cadets say NO to sexual misconduct

Am I the only one who is uncomfortable with that?
It's not your fault Is there any way I can help?
Report the behaviour Tell a trusted adult
It happens to both boys and girls Are you OK?
Call SeMPRO I'm calling for help
Speak up Talk to a staff member
That's not funny
Seek help or advice **If you see something, say something**

SeMPRO offers advice, information and support to ADF Cadets, Officers and Instructors of Cadets, volunteers, and their families who have been affected by sexual misconduct at ADF Cadets.

SeMPRO support coordinators answering calls to 1800SeMPRO (1800 736 776) have experience responding to people who have been affected by sexual misconduct. They are there to listen to you and help you. If you need support, information or advice, or if you are not sure what to do, you can contact SeMPRO or talk to one of the services below:



1800SeMPRO

(1800 736 776)



sempro@defence.gov.au



We care.
We listen.

24/7 support service

1800 55 1800

www.kidshelpline.com.au



8.30 – 4.30 (Mon-Fri)

1800 272 831

www.bravehearts.org.au



9am – 5pm (Mon-Fri)

1800 55 1800

www.kidshelpline.com.au

Victim focused – from care to recovery



ADF CADETS KNOW YOUR RIGHTS

As an ADF Cadet, you have the right to be:

SAFE. SECURE. SUPPORTED.

Have you experienced or witnessed sexual misconduct?

Not sure who to tell?

Tell a trusted adult, or call SeMPRO.

SeMPRO is available 24/7 for advice, support and information on sexual misconduct to ADF Cadets and their families.



Australian Government
Department of Defence

SeMPRO

Sexual Misconduct Prevention
and Response Office



Click

intranet.defence.gov.au/people/sites/sempro
www.defence.gov.au/sempro
sempro@defence.gov.au



Call

1800 SeMPRO (736776)
+612 6127 1759 (Outside Australia)