Commander Directed Investigation on Air Force Basic Military Training

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2 AF/CV

Forum indications are tentative and not directive. Individual commanders and convening authorities will make final forum decision. All subjects are presumed innocent until/unless proven guilty

Background (Timeline)

- Jun 11 – Trainee reports sexual assault by SSgt Walker
- Nov 11 – Three MTIs report suspected sexual misconduct by other MTIs
- Jan 11 – Corroboration on Nov 11 allegations
- Jan-May 12 – A total of eight MTIs under investigation
- Apr 12 – AETC/CC directs 2 AF/CC to conduct internal review of BMT and establishes four commitments
- Jun 12 – AETC/CC appoints Maj Gen Woodward to lead CDI
- Aug 12 – CDI complete/AETC review begins
- Oct 12 – AETC review complete
- Nov 12 – CDI out-brief to OSD

Background
(AETC's Four Commitments)

- Thoroughly investigate all allegations
- Care for victims
- Hold perpetrators accountable
- Correct problems that led to misconduct

Background (Investigation)

- Extremely comprehensive investigation
  - 91 primary personnel
    - Security Forces
    - Office of Special Investigations
    - Command Directed Investigation
  - 231 personnel in support
  - Over 4,885 interviews/screenings
  - Over 40,000 man-hours
- Investigation continues
  - 4,556 screening interviews remain

Background

- **Victim:** A BMT trainee or TT student with whom an instructor has committed sexual assault or engaged in an unprofessional relationship of a sexual nature (regardless of consent)

- **Unprofessional Relationship (UR):** A personal, sexual, or intimate relationship between an MTI and a trainee or technical training student in violation of AETC policy.

Background (Care for Victims)

* All subjects are presumed innocent until and unless proven guilty

- 54 victims/potential victims
  - 24 BMT trainees
  - 29 technical training students
  - 1 post technical training student
  - Nature of allegations
    - 13 potential sexual assault
    - 30 unprofessional relationships with physical contact
    - 11 unprofessional relationships without physical contact
- All victims offered full range of victim support
  - Health and safety needs assessed
  - Victim advocate upon request
  - SARC informed for action
  - Referrals to providers as needed

Background (Perpetrator Accountability)

* All subjects are presumed innocent until and unless proven guilty

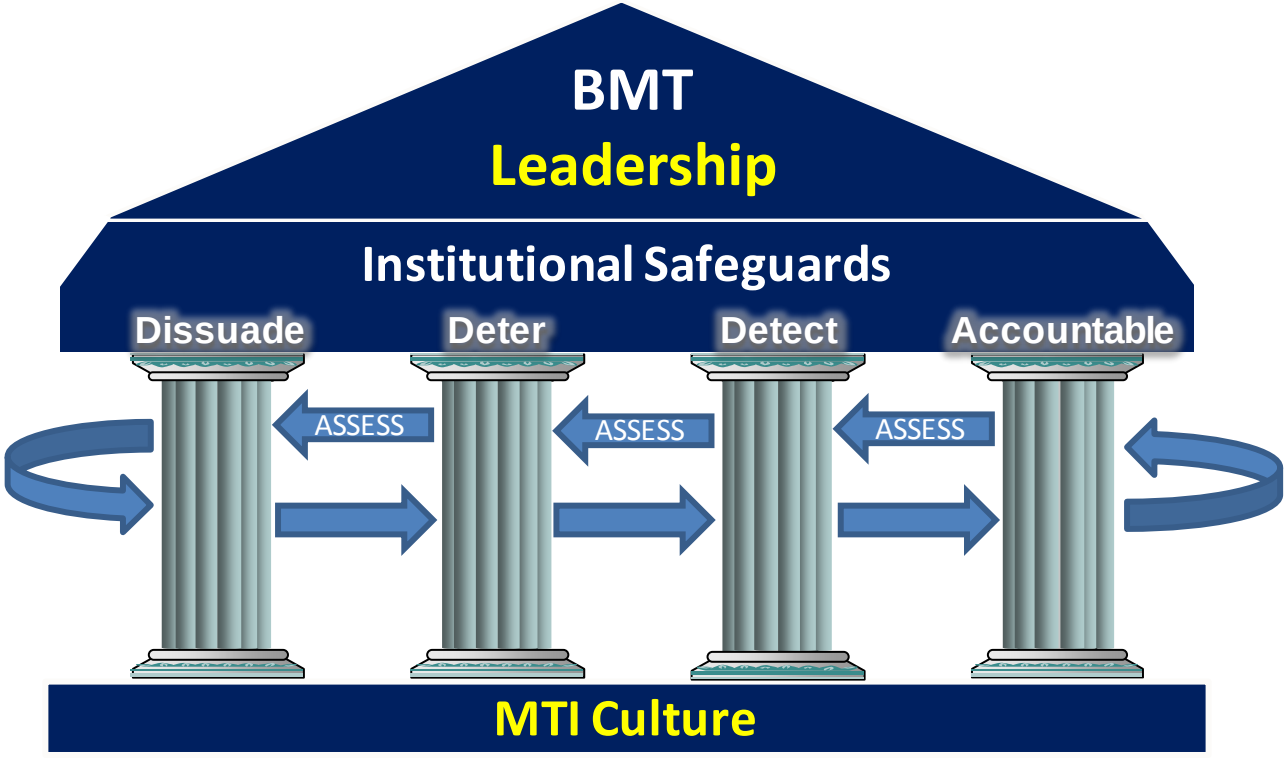
- 28 perpetrators/alleged perpetrators
  - 5 convicted by court-martial
  - 7 pending court-martials: 3 alleged sexual assaults, 3 alleged unprofessional relationships, 1 non-consensual sexual misconduct case
  - 1 Article 15
  - 15 investigations ongoing
    - 4 alleged sexual assaults
    - 11 alleged unprofessional relationships
- Investigation will likely identify additional alleged perpetrators

Correcting the Problems (The CDI)

- CDI produced 22 findings and 46 recommendations summarized into 5 major areas
  - Leadership: deterrence hindered by insufficient oversight
  - MTI selection and manning: some MTIs lacked required maturity and experience
  - MTI training and development: need greater emphasis on NCO responsibilities
  - Reporting and detection: barriers exist to reporting misconduct
  - Policy and guidance: inconsistently applied, require institutionalization

AETC/CC Perspective
(Defeating Misconduct in BMT)

- Leadership is responsible for effective implementation of institutional safeguards (pillars)



Dissuade: Strengthen inclination toward professional conduct
Deter: Drive risk/benefit calculation to unacceptable level
Detect: Detect those who are undeterred
Hold Accountable: Strong disciplinary action against those who are detected

- Healthy MTI culture is essential foundation for leadership to effectively implement institutional safeguards

AETC/CC Perspective (What Happened)

- Weaknesses developed in all four **institutional safeguards** over time
- **Leadership** failed to prevent and detect these weaknesses
- The **MTI corps** did not effectively police themselves

AETC/CC Perspective (Corrective Action)

- Strengthen leadership teams
  - 14 CDI recommendations associated with leadership
- Strengthen institutional safeguards
  - 20 CDI recommendations associated with leadership
- Revitalize MTI culture of self-policing
  - 12 CDI recommendations associated with MTI culture

AETC/CC Perspective (Strengthening Leadership)

- Squadron commanders will be High Potential Officers
- Add operations officers and flight commanders to squadron staffs
- Squadron First Sergeant elevated from E-7 to E-8
- Squadron Superintendent elevated from E-8 to E-9
- Leadership orientation training course expanded
- Policy changes to ensure timely notification to leadership of potential misconduct

AETC/CC Perspective (Revitalize MTI Culture)

- Assign 2 MTIs per flight
  - Duty day split in half
- Update MTI selection requirements
  - Increase grade level from E-5 to E-6
  - Commander certification of leadership ability
- Improve MTI training
  - Revamped qualification training course
  - Establish Deliberate Development Program

AETC/CC Perspective (Strengthen Institutional Safeguards)

- Comprehensive review of detection and control procedures completed
  - Utility closet doors removed
  - 24/7 squadron coverage by minimum of two staff personnel
  - Strict key control procedures implemented
  - Unscheduled area checks by leadership and stan/eval
- Trainees briefed by recruiters on sexual assault/mal-treatment and how to report
- 3 additional SARCs added to BMT
- Trainee feedback mechanisms improved
- Wingman policy expanded – no trainee can be alone while away from group setting

AETC/CC Perspective (Enduring Solutions)

- Recruiting and Training Oversight Council established
  - Review effectiveness of current actions
  - Provide oversight of future actions and initiatives
  - Advise AETC/CC of strategic issues (resources/policies) affecting BMT
- Tri-Service Accession Council to be established
  - Forum to coordinate with Army, Navy counterparts and OSD
  - Initial positive support from other Services

AETC/CC Perspective (Conclusion)

- Goal is to make BMT the most professionally executed training program in the world
- CDI contributed significantly toward this goal
- Recruiting and Training Oversight Council and Tri-Service Accession Council will ensure enduring leadership focus on key training issues

Air Education and Training Command

"The First Command"