



CIVIL AIR PATROL INSPECTOR

IG AUDIENCE

Volume 13 Issue 1

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PLEASE FORWARD THIS TO ALL UNITS IN YOUR WING!



From Col Jay Burrell, CAP/IG:

Happy New Year everyone! I am glad to put 2021 behind us and look forward to the bright horizon 2022 could bring for us. I only pray that we are able to get COVID under control and resume a normal life again, whatever that means. The highly contagious Omicron variant has been ravaging the nation in an unprecedented manner. Because of this, we have had to look at extending virtual inspections. We all know this is not ideal but the safety of our people is my highest priority.

I have spoken previously about moving to a 4-tier grading system from the current 2-tier process. The 4-tier system will have the following grades: Highly Effective, Effective, Marginally Effective and Ineffective. We inspected the Hawaii Wing in January and found a very favorable outcome to the new system. Nine areas were rated under the old system as Effective. Under the new system these areas would have received a Highly Effective rating. 1 area received an Effective rating under the old system that would have received a Marginally Effective rating under the new system. Those areas that received Effective and Ineffective ratings in the old system would have received the same rating in the new system. I think this clearly shows that the new system will provide additional program recognition for those tabs that were Highly Successful under the new system. The new system provided the Wing Commander with information on one area that would have been Marginally Effective. Overall, the Wing Commander was very happy with the way the new grading system worked.

The next wing to be part of the test program will be the Rhode Island Wing. We advised the Wing Commander of the new process and he is amenable to being a test wing.

My sincere best wishes to all of you and your families for a happy, healthy and SAFE 2022.

**"There are far, far better things ahead
than any we leave behind".**

---C. S. Lewis



The Commanders' Corner

Items of Command Interest

COMMANDERS AND CIQ

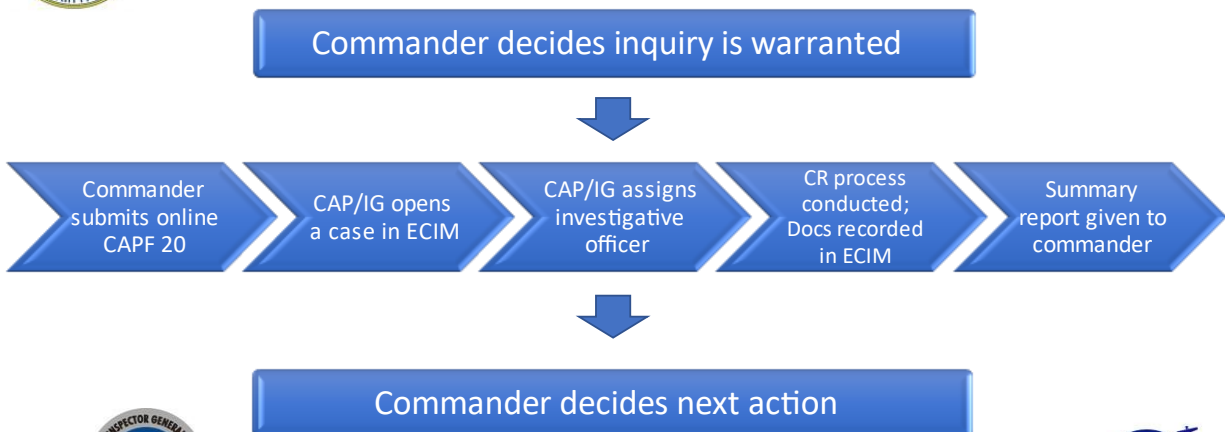
Up until 1 December 2020, Commanders could conduct a Commander Directed Investigation (CDI). When the new CAPR 20-2 came out in December 2020, this all changed. This change was brought about largely due to a request by CAP-USAF Commander due to a need for:

1. Consistency in conducting these investigations
2. Trained investigators conducting these investigations
3. A system of record to store the paperwork from these investigations

Now all investigations fall under the IG Corps. There are no more CDIs. The term has changed from CDI to Commander Initiated Inquiry (CIQ-Q meaning it falls under the Complaints or investigation side of the house). It is an Inquiry because there may or may not be a complaint involved. The commander may have heard some rumblings in their wing or region or noticed firsthand some inconsistencies and would like them checked out. It starts with the commander and then returns to the commander for action. So, the commander has lost no authority. Below is a flow chart of what this new process looks like.



The Process



ONE CIVIL AIR PATROL | EXCELLING IN SERVICE TO OUR NATION AND OUR MEMBERS



Editor's Note: The Commanders' Corner is primarily intended for Commanders. You will note that there will be a separate Quiz just for this section. Commanders are encouraged to take that quiz instead of the one which covers the entire newsletter. Annual Refresher Credit will still be awarded based upon successful completion of the Commanders' Corner Quiz. While we encourage you to read through the entire newsletter, we are fully aware of all the demands that are being placed on your valuable time. This section will be expanded in future issues.



A Complaint Analysis Exercise - Part II

by Lt Col Preston Perrenot, CAP/IGQ

This is the "answer" to the complaint analysis article from the October 2021 issue of the IG Audience. As you will recall, our original complaint went something like this:

During 6/30/2017 – 7/7/2017 XXWG conducted a cadet encampment at Pig’s Knuckle XX, at the XXARNG Training facility. Capt John Doe (complainant) states his stepson’s C/MSgt Joe Citizen (complainant) and C’TSgt Jack Citizen (complainant) told him that during the encampment several members of the Cadet Encampment Cadre participated in “waterboarding” of cadet members. This alleged hazing was voluntary and was necessary per current cadre members, if you wanted to be on staff next year. According to complainants, several cadet members participated in this activity which was video taped by several cadets. At least one video was posted on social media. Also, a social media discussion thread occurred in which cadets were discussing these events. Complainants provided names of cadets they recall as participating.

Additionally, complainants allege several cadets were involved in activities in which male and female cadets slept in the same rooms and that other affected cadets were relocated to other rooms to facilitate these arrangements. Complainants provided the names of cadets who, they recall, participated in these activities.

Complainants allege the Encampment Commander, Maj Tywin Lannister and Cadet commander C/Capt Sansa Stark told cadet staff that they didn’t care what staff did as long as they had things to do and were quiet. Complainants state that no senior members checked in on them after hours for at least the last two nights of encampment.

This is one of those complaints where finding allegations to frame is a “target rich environment” and the temptation to “stack charges” is strong. Yes, you can do that, but I recommend against it because, while it will all make perfect sense to you as an NCRO, it may cause some head scratching on the part of the non-IG people who read it. Select the most pertinent violation and go with that one. It also reduces your workload. Remember that you must write up an analysis for every allegation you frame. But first, we need to identify our subjects. You will notice that the original complaint just said “members of the cadre” but did not identify those members by name. If you did a good complaint clarification interview, you would have that information as well as how often these activities took place. Plus, the complaint mentions a social media video of at least one of the events. For the purposes of this exercise, we will have identified the perpetrators of the water boarding as Cadets Larry, Moe and Curly, members of the cadet cadre. They will be Subjects 3, 4, and 5 and each one of them will have the same allegation. So, what does it look like?

ALLEGATION 3.1 (4.1) (5.1)

Cadet Larry (Cadet Moe) (Cadet Curly) subjected subordinate cadets to waterboarding stating that it was a requirement to be on the cadet staff at the following year's encampment

So, there are any number of regulations that this allegation violates. There is Conduct Unbecoming a Member of CAP in CAPR 35-3, Safety violations, maybe even Cadet Abuse if you can establish that the actors were over 18 and the victims under 18. The list goes on, but the one that fits best is Hazing.

REGULATION VIOLATED	NUMBER & PARAGRAPH
SERIOUS OR WILLFUL VIOLATION OF CAP REGULATIONS, To Wit: HAZING	CAPR 35-3, para 4b(7)

ALLEGATION 3.1 (4.1) (5.1) ANALYSIS

Part 1: CAPR 60-2, para 1.5.4. defines Hazing as "any conduct whereby someone causes another person to suffer or to be exposed to any activity that is cruel, abusive, humiliating, oppressive, demeaning, or harmful. Questions of hazing often pertain to the intensity level of military-style training in Cadet Programs. Training intensity is evaluated in context. For example, a training intensity that is too stern and demanding for a unit meeting may be appropriate at an encampment."

Part 2: Cadet Larry (Cadet Moe) (Cadet Curly) caused Cadets Joe Citizen and Cadet Jack Citizen to suffer waterboarding, which is cruel, abusive, humiliating, oppressive, demeaning, or harmful and not an authorized CAP cadet training activity.

Part 3: CAPR 60-2 states: "An inappropriately high level of training intensity does not meet this regulation's definition of abuse or hazing unless it causes serious physical harm or serious emotional harm. Inappropriate yelling, using exercise as punishment, and creating an overly-stressful environment and other conduct listed in CAPP 60-15 are examples of inappropriately high training intensities that will be treated as boundary violations." Waterboarding is a form of [torture](#) in which [water is poured](#) over a cloth covering the face and breathing passages of an immobilized captive, causing the person to experience the sensation of [drowning](#). Waterboarding was used during the Gulf conflicts by members of the U.S. Military against enemies in a war zone. It is certainly not appropriate as a CAP activity. If this allegation were proved to be true, it would violate CAPR 60-2.

But wait, this was voluntary, and no one was forced to do it, right? Go back to the regulation. The regulation does not make an exception for people who **"volunteer"** to do this. That's because hazing focuses on the perpetrator's actions, not the actions of the victims.

We're on our way, but not done yet. We must ask the question; where were the adult members who were supposed to be supervising the cadets? The complaint makes the statement that "no senior members checked in on them after hours for at least the last two nights of encampment." Again, we have a target rich environment for regulation violations but what fits best and who is

responsible? The complaint does not specifically identify which senior members were supposed to be checking on the cadets after hours on the last two nights of the encampment, but it does identify the encampment commander, Maj. Tywin Lannister so we start there. Lannister is Subject 6.

ALLEGATION 6.1

Maj. Lannister failed to supervise, or cause to be supervised, cadets at the XXWG encampment, which allowed a hazing incident to take place.

REGULATION VIOLATED	NUMBER & PARAGRAPH
SERIOUS OR WILLFUL VIOLATION OF CAP REGULATIONS, To Wit: FAILURE TO ENSURE PROXIMITY OF SUPERVISOR	CAPR 35-3, para 4b(7)

ALLEGATION 6.1 ANALYSIS

Part 1: CAPR 60-2, para 2.6.5 states: “Proximity of Supervisor. Because each physical environment, mixture of cadets’ ages, and nature of activity is different, CAP does not set a firm rule regarding the proximity between a group of cadets and their adult leader supervisor. If supervisors do not have direct line of sight contact with cadets, they must nevertheless be aware of where the cadets are, what they are doing, and check up on them periodically.”

Part 2: Maj. Lannister, as the encampment commander, had the responsibility to ensure that supervisors where the cadets are, what they are doing, and check up on them periodically.

Part 3: The complainant stated that no senior members checked in on them after hours for at least the last two nights of encampment which, if proved to be true, would be in contradiction to CAPR 60-2, para 2.6.5 especially if the incidents occurred on those nights where the supervisors were allegedly not present.

We have our allegations, so what do we do with them? Break out your magnifying glasses because we are going to “Investigation”. There are still a lot of unanswered questions here.

- Were there any other cadets involved in waterboarding?
- Were there any other victims of it?
- Were there any other witnesses?
- Whose idea was this?
- Was the waterboarding truly voluntary or was there coercion?
- Did the encampment commander fail to ensure that the supervisors were doing their job or was it the supervisors themselves who failed to follow the encampment commander’s orders and who were those supervisors?

As you progress through the investigation, you will undoubtedly develop more questions. You will also identify more victims, witnesses and subjects. Also, don't get too focused on the allegations that you started with. If a bunch of cadets engaged in waterboarding, what else did they get into while they were unsupervised? Be prepared to add new allegations.



What Is That Worksheet Looking For??

Lt Col Edward Bos, ORWG/IG

Due to the length of the article, it will be split into 2 parts. The second part will be in the April edition of *The Audience*. The worksheets that we use for Compliance Inspections at the Wing and Subordinate-Unit levels are as transparent, and intuitive as the rest of the Civil Air Patrol publication universe. So it's easy to understand that there might still be some confusion about what the worksheets (also known as "Tabs") might be asking for.

This article is one of a series that describes what we've been inspecting in the Oregon Wing, in the hopes to provide clarity to what's been unclear and share what have seemed to be successful practices to us. Not claiming to be all-knowing (Yet!) I'm sure someone else may have recommendations on how to improve the process. Those are totally welcome, and the good stuff will be shared in continuing articles, along with updates to worksheets that are published. All this, assuming there is continuing editorial and reader interest.

This article will focus on the first worksheet (by virtue of its alphanumeric code) of the Subordinate Unit Inspection program: A-1, Aerospace Education.

A-1, Aerospace Education

Discrepancies/Repeats: These will be entered for the convenience of the Team Chief after the inspection items are reviewed and identified using:

- Y – for “Yes” this inspection item is being met.
- N/A - This inspection item or worksheet does not apply to this unit (for example, units that do not have an assigned Aerospace Education Officer would be able to mark item 5 as not applicable).
- N – This inspection item is not being met and a discrepancy is warranted.
- R – This inspection item is not being met, a discrepancy is warranted, and this same item was discrepant on the previous inspection.

Position - Director of Aerospace Education (DAE) position held: In Oregon Wing we use the number of whole years and whole months from the date of appointment (as the Primary-assigned unit Aerospace Education Officer) on the eServices Duty Assignment Report, to the date of the on-site inspection being conducted. If a person has held the position previously that discontinuous tenure is not necessarily accounted for, because we don't audit member search

reports to add up previous periods of assignment. Note, the position is listed as Director of Aerospace Education on the worksheet (presumably a template error from wing-level compliance inspection worksheets). The duty position that should be used to complete this information for units below the wing level is the Aerospace Education Officer.

Aerospace Education Specialty Track: Can be found on the unit Specialty Track report, or in the individual member's record. The drop-down options are self-explanatory, and include: "Not Enrolled" [in the Aerospace Education Specialty Track], "Enrolled No Rating," "Technician," "Senior," and "Master."

Mission and Staffing Notes: These are infrequently used in the Oregon Wing, since we use the Duty Assignment Report and the Specialty Track Report to verify information shared by unit-prepared worksheets. Notes taken here are not necessarily carried-over onto the SUI report, so units and inspection teams can use this area for note-taking and information sharing.

A-1, Item 2: *Does the unit have an internal Aerospace Education program?*

I've heard questions and comments like, "What's this item really asking?" and, "That doesn't apply to our squadron, we're a Senior Squadron." This item applies to all CAP Groups, Squadrons, and Flights that don't have some sort of waiver (In-Writing!) to ignore this requirement. The scale and scope of the requirement isn't indicated in the regulation, only the subject matter. With a little tolerance for tangentially related information, the unit needs to demonstrate that they have had some sort of resource/training/class/workshop on, "basic aerospace knowledge," or "the societal, economic, and national security impact aerospace, cyberspace, and STEM have on our country" (CAPR 50-1 Paragraph 5).

A-1, Item 2 Validation: *Unit will submit examples of AE events (presentations, workshops, other activities, etc) agendas which will include date and topic presented, activity done, etc.*

This could include an Aerospace Education Officer's Log, email announcements, attendance rosters, or any other document that shows what was accomplished and when. In the case of having completed the requirement, but not having the documentation, a pre-inspection memorandum for record from the unit with those details can be considered equally valid as contemporaneous documentation.



This section of the newsletter addresses questions submitted by our readers through the surveys at the end of the quizzes. If one person has a question, there must be others wondering why things occur the way they do. Questions posed by readers also provide the staff with a 'new look' about procedures/processes, etc.

1. Q: Are inspectors allowed to require items not in SUI tabs and then issuing a

discrepancy?

A: Inspectors are to follow the tabs and not alter them by adding or taking away from them. The tabs are set by the NHQ/OPR. If there is a concern, the inspector may address this with the commander so he/she is aware of potential issues.

2. Q: How to deal with regulation violations that are not addressed in the checklists. i.e. monthly safety education is required but is not logged or is not done at all.

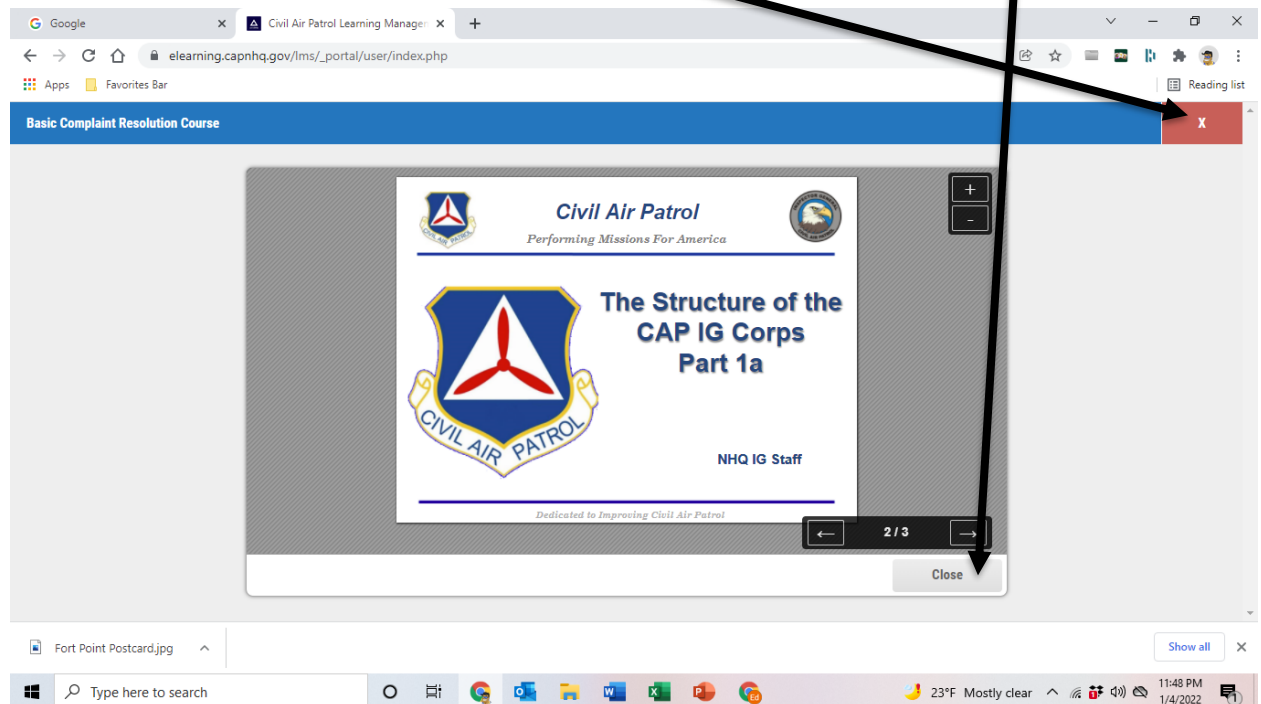
A: There are many requirements in the regulations that are not covered in the inspection tabs. They are important but not mission critical. Again, these are items the inspector can bring to the attention of the commander to mitigate and surprise issues later on.

3. Q: Can inspections dates be altered more than just the common practice?

A: By regulations, inspection dates are already given three months addition to be accomplished. If a wing moves dates around all the time, there is no continuity and units have no idea when to count on the inspection.

4. Q: I completed all portions of an AXIS course but the progress bar is showing only 93% complete. Why?

A: The most common cause of this is when you finish with a presentation such as Power Point. To complete the presentation you are given 2 choices: (1) CLOSE or (2) "X". Choosing "X" will indicate not complete to AXIS. Choosing "CLOSE" will tell AXIS that you have completed the item.





Upcoming Wing/Region-Level Compliance Inspections

WING	CI DATES	CYCLE/INSP #
HI	15-16 Jan 22	6-14
AL	5-6 Feb 22	6-15
RI	5-6 Mar 22	6-16
WI	2-3 April 22	6-17

Training Updates

- Advanced Inspection Course – online – requires completion of Introduction to Inspections and Inspection Augmentee Qualification courses - recommendation required by Region/Wing IG.
- Basic Complaint Resolution Course – online – requires recommendation by Region/Wing IG.
- Advanced Complaint Resolution Course – online – requires completion of Basic CR Course and recommendation by Region/Wing IG.
- IG Master Course – will be presented in 2022, most likely in October. It will be a 2-day face to face course over a weekend with 3 pre-course online webinars. More to follow as the course develops. Primary attendees will be Wing IGs who are required to complete the course by regulation.

LMS/AXIS - IG Point of Contact

LEARNING MANAGEMENT SYSTEM and AXIS COORDINATOR
FOR IG COURSES IS COL ED BURNS at igt@capnhq.gov

Contact me if you notice any discrepancies/issues with the IG course materials in LMS or AXIS.

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