



WHAT THE NEW AETCI 36-2909 MEANS FOR RECRUITERS

AFRS/JA

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Overview



- AETCI 36-2909 Highlights
- General Guidelines
 - Disposition Authorities
 - Misconduct Reporting and Recordkeeping
 - Training Requirements
- Recruiting Standards of Conduct
- Professional and Unprofessional Relationships
 - Prohibitions
 - Waivers and Exceptions
 - Scenarios



NEW AETCI 36-2909 Overview



Highlights

- Provides command philosophy on a Commander's role in maintaining good order & discipline
- This is a punitive instruction
- New procedures for gathering, reporting, and storing derogatory personnel information
- Establishes initial disposition authorities
- Goes beyond unprofessional relationships



Chapter 1: General Guidelines



“One of the most important and fundamental responsibilities of command is maintaining good order and discipline within the unit. This responsibility is not delegable and commanders are held to a high standard in this area.”

“Experience has shown that failure to consistently enforce standards or to hold violators appropriately accountable can lead to an environment that does not deter more serious forms of misconduct.”



AETCI 36-2909 Overview



4

AETCI36-2909 2 DECEMBER 2013

AETCI36-2909 2 DECEMBER 2013

9

14

AETCI36-2909 2 DECEMBER 2013

AETCI36-2909 2 DECEMBER 2013

17

20

AETCI36-2909 2 DECEMBER 2013

Chapter 5

RECRUITING STANDARDS OF CONDUCT

5.1. Overview. The standards in this chapter serve as the foundation for professionalism and integrity in the conduct of day-to-day recruiting operations. Personnel who violate any prohibition of paragraph 5.2 or its subparagraphs are subject to disciplinary action under the UCMJ, Article 92. Violations by civilian personnel may result in administrative disciplinary action without regard to otherwise applicable criminal or civil sanctions for violations of related laws.

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Chapter 1: General Guidelines



Initial Disposition Authorities (IDAs)

- WG/CCs and Direct-Report GP/CCs are IDAs for:
 - Unprofessional Relationships (Urs) b/tw recruiters / faculty and applicants / recruits / trainees
 - Fraternalization
 - Sexual misconduct not otherwise withheld by SECDEF
- SQ/CCs are IDAs for:
 - Trainee abuse (including hazing)
 - Recruiter misconduct
- CCs at all levels must report initial allegations to JA



Chapter 1: General Guidelines



Reporting Requirements

- Recruiters, faculty, and staff members have an **individual duty to report** alleged violations of AETCI to appropriate authorities (e.g., CC, JA, IG, SFS, AFOSI, SARC)
- Standardized command reporting requirements to HHQ:
 - Sexual assault
 - Certain URs
 - Other enumerated special interest cases:
 - Officer & SNCO misconduct
 - Academic integrity violations
 - Trainee abuse
 - Serious crimes



Chapter 1: General Guidelines



Other General Provisions

- Personnel Information Files (PIFs)
 - Required to document derogatory information
 - CCs must review PIFs in conjunction with other personnel actions (e.g., EPRs, awards/decs, promotions)
 - Must forward PIFs to gaining CC for intra-command reassignments
- Training requirements:
 - All AETC CCs, supervisors, JAGs and investigators
 - Annual training on relevant provisions for ALL personnel assigned to recruiting, education, and training units



Chapter 5



Recruiting Standards of Conduct



WE WANT YOU!



Chapter 5: Recruiting Standards of Conduct



Examples of Recruiting Irregularities

- Conspiring to conceal disqualifying factors
- Misleading applicants about entitlements & benefits
- Attempting to qualify ineligible applicants
- Threatening recruits who refuse to enter active duty
- Improper assistance on entrance examinations



Chapter 2



Professional and Unprofessional Relationships

The collage features several news snippets:

- Air Force Times** (A GANNETT COMPANY) navigation menu: HOME, NEWS, BENEFITS, MONEY, AIR FORCE CAREERS, JOBS, EDUCATION.
- Article: "EX-MTI Manko gets 45 days, busted 3 grades" by Kristin Davis - Staff writer, Posted: Monday Sep 24, 2012 16:44:37 EDT.
- Article: "Air Force recruiter charged v scandal expands" by Jim Forsyth | Reuters - Fri, Jan 4, 2013.
- Article: "Air Force trainer at Lackland in San Antonio is found guilty of rape" by The Associated Press, Published: 16 March 2013 06:03 PM.

SAN ANTONIO (Reuters) - A male Air Force recruiting sergeant was charged Friday with rape and other sexual misconduct with female trainees.

SAN ANTONIO — An Air Force trainer at a San Antonio base has been found guilty at court-martial of raping a former trainee.



Professional and Unprofessional Relationships



Whether pursued on or off duty, relationships are unprofessional when they detract from the authority of superiors or result in (or create appearance of) favoritism, misuse of office/position, or abandonment of organizational goals for personal interests

CCs must be particularly vigilant in the recruiting and training environments due to the power imbalance between recruiters and applicants/recruits



Professional and Unprofessional Relationships



Definitions

- **Applicants**: any person who tells a recruiter that he or she is interested in joining the Air Force.
 - Applicant status: (1) terminates upon signing of the enlistment, appointment, or commissioning contract; (2) continues as long as the applicant pursues entrance into the Air Force; or (3) continues until the applicant is notified in writing of permanent disqualification.
- **Trainees**: personnel in accessions programs
 - Basic Military Training, Officer Training School
- **Recruiters**: Any commissioned officer, NCO, Airman, or recruiting staff member whose primary duty is to recruit AF enlisted members, officers, or officer candidates.
- **Entry-Level Status (ELS)**: Airmen within the first 180 days of continuous active military service



Professional and Unprofessional Relationships



General Guidelines

- CCs and supervisors must apply guidelines with sound judgment, common sense, and after considering the totality of the circumstances
- Recruiters are primarily accountable for URs with applicants/recruits.
- Personnel are encouraged to participate in unit functions designed to foster camaraderie
- Apply common sense exceptions to accommodate blood or marriage relationships

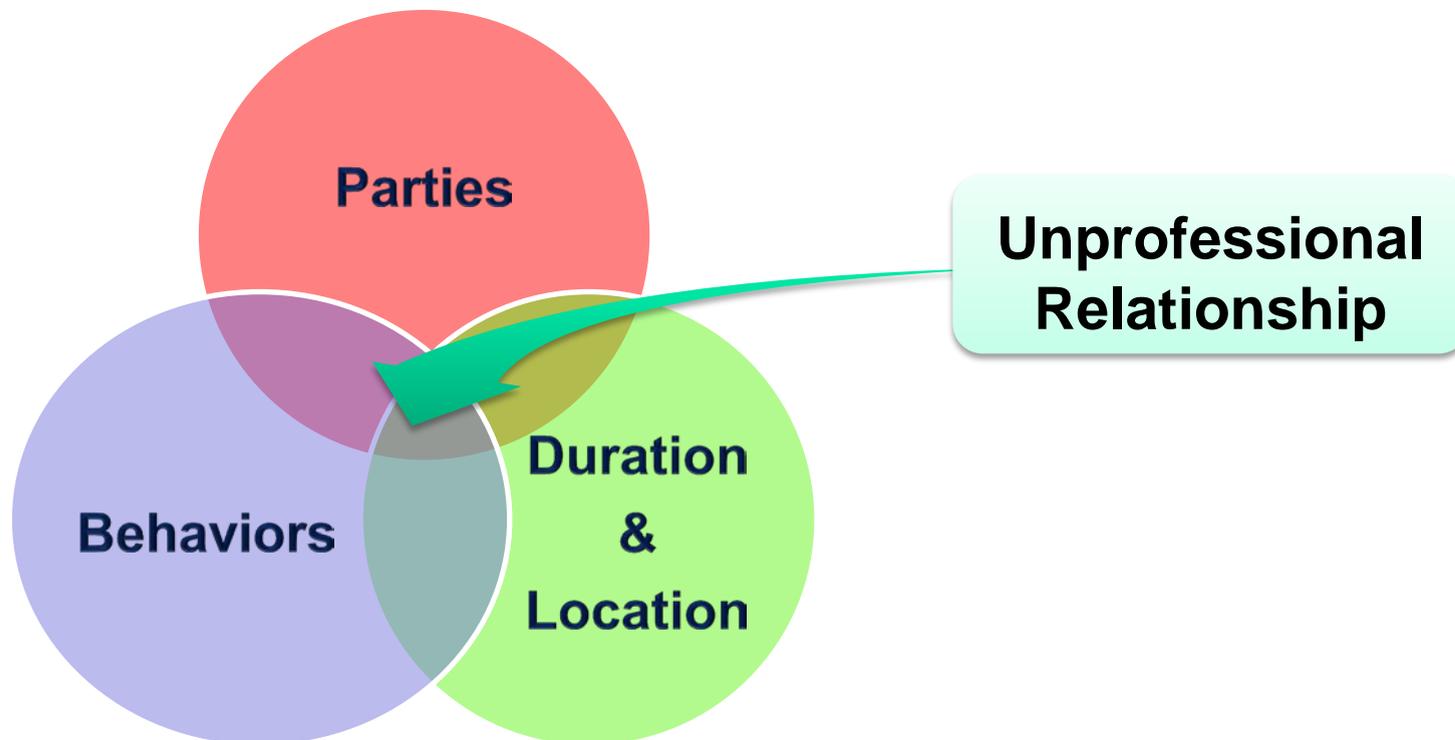


Professional and Unprofessional Relationships



3 Things You Need to Know

1. To whom do the rules apply (**the parties**)?
2. What is prohibited (**behaviors**)?
3. When and where do rules apply (**duration & location**)?





Professional and Unprofessional Relationships



Specific Prohibitions – **The Parties**

- Recruiters will not engage in prohibited behaviors with applicants, recruits, RAPpers, trainees, cadets, students in initial skills training, ELS Airmen and/or their family members
- RAPpers will not engage in prohibited behaviors with recruiters, recruits, applicants and/or their family members



Professional and Unprofessional Relationships



Specific Prohibitions - Behaviors

- Personal, social **contact** (e.g., social media)
- Personal, social, intimate or sexual **relationships**
- Providing, accepting, consuming alcohol
- Using grade or position to seek favors
- Gambling or lending money
- Maintaining a common household
- Soliciting donations
- Accepting personal goods or services



Professional and Unprofessional Relationships



Specific Prohibitions – Duration & Location

- In general, prohibitions apply throughout all periods of accession, training, and instruction; including:
 - Awaiting BMT or initial skills training (IST) (including breaks)
 - Eliminated from training and awaiting discharge or reclassification
 - Entire period of ELS for enlisted personnel
- IST is not complete until the student graduates and reports to first permanent duty station or follow-on training program



Professional and Unprofessional Relationships



PROFESSIONAL AND UNPROFESSIONAL RELATIONSHIP SCENARIO





Relationship Scenario - Recruiter



A male recruiter assigned to San Antonio meets a female A1C on the River Walk. She recently graduated from basic training and is in her third week of initial skills technical training (IST) at Lackland. He asks for her phone number and she agrees. They routinely text each other over the next several weeks. The texts are flirtatious, but do not contain any explicit sexual content.

- Any issues with this relationship?
 - **Regulated Parties?** Yes - recruiter and a student in IST 
 - **Regulated Behavior?** Yes - personal, social contact 
 - **Duration & Location (Nexus):** N/A - nexus not required b/c A1C is in IST 
 - **Waivable?** Probably not because A1C in entry-level status 



Professional and Unprofessional Relationships



Reminder

Behaviors not specifically prohibited by AETCI 36-2909 may still be subject to the general duty to avoid unprofessional relationships contained in AFI 36-2909, *Professional and Unprofessional Relationships*



AETCI 36-2909

A large, stylized yellow torch with a red flame, positioned centrally behind the text. The torch has a white star at its base and a white outline.

QUESTIONS?