



Japan Liberty Policy Prerequisite Training

Focus

- **Core Values**
- **Liberty Policy and Curfew Restrictions**
- **Japan Indoctrination**
- **Sexual Assault Prevention and Response**

Purpose

Emphasize the importance of Core Values for all Soldiers, Sailors, Marines, Airmen, Coast Guardsmen and Civilians. All services share many of the same core values, emphasizing honor and integrity.

Air Force Core Values



- Integrity
- Service
- Excellence

INTEGRITY FIRST

- The Airman is a person of integrity, courage and conviction.
- Integrity is a character trait. It is the willingness to do what is right even when no one is looking. It is the moral compass, the inner voice, the voice of self-control and the basis for the trust imperative in today's military.
- Integrity is the ability to hold together and properly regulate all of the elements of a personality. A person of integrity, for example, is capable of acting on conviction. A person of integrity can control impulses and appetites.

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INTEGRITY FIRST (cont.)

- But integrity also covers several other moral traits indispensable to national service:
 - **Courage:** A person of integrity possesses moral courage and does what is right even if the personal cost is high.
 - **Honesty:** Honesty is the hallmark of the military professional because in the military, our word must be our bond. We don't pencil-whip training reports, we don't cover up tech data violations, we don't falsify documents and we don't write misleading operational readiness messages. The bottom line is: We don't lie, and we can't justify any deviation.
 - **Responsibility:** No person of integrity is irresponsible; a person of true integrity acknowledges his/her duties and acts accordingly.

INTEGRITY FIRST (cont.)

- **Accountability:** No person of integrity tries to shift the blame to others or take credit for the work of others. "The buck stops here" says it best.
- **Justice:** A person of integrity practices justice. Those who do similar things must get similar rewards or similar punishments.
- **Openness:** Professionals of integrity encourage a free flow of information within the organization. They seek feedback from all directions to ensure they are fulfilling key responsibilities, and they are never afraid to allow anyone at any time to examine how they do business.
- **Self-respect:** To have integrity is also to respect oneself as a professional and a human being. A person of integrity does not behave in ways that would bring discredit upon himself/herself or the organization to which he/she belongs.
- **Humility:** A person of integrity grasps and is sobered by the awesome task of defending the Constitution of the United States of America.

SERVICE BEFORE SELF

- An Airman's professional duties always take precedence over personal desires. Service before self tells us that professional duties take precedence over personal desires. At the very least, it includes the following behaviors:
 - **Rule following:** To serve is to do one's duty, and our duties are most commonly expressed through rules. While it may be the case that professionals are expected to exercise judgment in the performance of their duties, good professionals understand that rules have a reason for being – and the default position must be to follow those rules unless there is a clear, operational reason for refusing to do so.
 - **Respect for others:** Service before self tells us also that a good leader places the troops ahead of his/her personal comfort. We must always act in the certain knowledge that all persons possess a fundamental worth as human beings.

SERVICE BEFORE SELF (cont.)

- **DISCIPLINE AND SELF-CONTROL:** Professionals cannot indulge themselves in self-pity, discouragement, anger, frustration or defeatism. They have a fundamental moral obligation to the persons they lead to strike a tone of confidence and forward-looking optimism. More specifically, they are expected to exercise control in the following areas:
 - **Anger:** Military professionals and especially commanders at all echelons are expected to refrain from displays of anger that would bring discredit upon themselves and/or the Air Force.
 - **Appetites:** Those who allow their appetites to drive them to make sexual overtures to subordinates are unfit for military service. Likewise, the excessive consumption of alcohol casts doubt on an individual's fitness.
 - **Religious toleration:** Military professionals must remember that religious choice is a matter of individual conscience. Professionals - and especially commanders - must not take it upon themselves to change or coercively influence the religious views of subordinates.

EXCELLENCE IN ALL WE DO

- Every American Airman strives for continual improvement in self and service.
- Excellence in all we do directs us to develop a sustained passion for continuous improvement and innovation that will propel the Air Force into a long-term, upward spiral of accomplishment and performance.
- **PRODUCT/SERVICE EXCELLENCE:** We must focus on providing services and generating products that fully respond to customer wants and anticipate customer needs, and we must do so within the boundaries established by the tax-paying public.
- **PERSONAL EXCELLENCE:** Military professionals must seek out and complete professional military education, stay in physical and mental shape and continue to refresh their general educational backgrounds.

EXCELLENCE IN ALL WE DO (cont.)

- **COMMUNITY EXCELLENCE:** Community excellence is achieved when the members of an organization can work together to successfully reach a common goal in an atmosphere that is free from fear and that preserves individual self-worth. Some of the factors influencing interpersonal excellence are:
 - **Mutual respect:** Genuine respect involves viewing another person as an individual of fundamental worth. Obviously, this means that a person is never judged on the basis of his/her possession of an attribute that places him/her in some racial, ethnic, economic or gender-based category.
 - **Benefit of the doubt:** Working hand in glove with mutual respect is that attitude that says all coworkers are innocent until proven guilty. Before rushing to judgment about a person or his/her behavior, it is important to have the whole story.

EXCELLENCE IN ALL WE DO (cont.)

- **RESOURCES EXCELLENCE:** Excellence in all we do also demands that we aggressively implement policies to ensure the best possible cradle-to-grave management of resources.
 - **Material resources excellence:** Military professionals have an obligation to ensure that all of the equipment and property they ask for is mission essential. This means that residual funds at the end of the year should not be used to purchase "nice to have" add-ons.
 - **Human resources excellence:** Human resources excellence means that we recruit, train, promote and retain those who can do the best job for us.

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EXCELLENCE IN ALL WE DO (cont.)

- **OPERATIONS EXCELLENCE:** There are two kinds of operations excellence – internal and external.
 - **Excellence of internal operations:** This form of excellence pertains to the way we do business internal to the Air Force from the unit level to Air Force Headquarters. It involves respect on the unit level and a total commitment to maximizing the Air Force team effort.
 - **Excellence of external operations:** This form of excellence pertains to the way in which we treat the world around us as we conduct our operations. In peacetime, for example, we must be sensitive to the rules governing environmental pollution, and in wartime we are required to obey the laws of war

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The integrity of a society or a group is approximately equal to the lowest common denominator of its people. When the standards are lowered for an individual, the standards of the group or society to which the individual belongs are lowered. Sometimes standards are raised in groups, but more frequently there is a gradual disintegration of standards.

- Admiral Arleigh Burke



Our Values



Actions counter to the Core Values weaken our Military Team, our morale, and our readiness. They discredit our service to the Nation, and can lead those we serve to question our values. We must *never* accept actions inconsistent with our Core Values.



COMUSJAPAN

Liberty Policy



COMUSJAPAN Liberty Policy



We value the positive relationship with our Japanese neighbors and friends, and we are fully committed to being trustworthy and contributing members of the Japanese community. All Americans directly or indirectly affect our bilateral relationship, and we will strive to make every effort to demonstrate our overall commitment to serve as first-class ambassadors.

Lt Gen John L. Dolan
Commander, U.S. Forces, Japan



Liberty Policy FAQ



Why do we need a liberty policy?

The vast majority of our military personnel exemplify professionalism and self-discipline, and personify being a “good neighbor” with our Japanese hosts. Unfortunately, a small number of individuals engage in misconduct, and this undermines our mission readiness and our bilateral relationship with Japan.

I’ve heard that the liberty policy is restrictive primarily for E-5s and below. Why is that?

The liberty measures are designed to reduce off-installation misconduct. The vast majority of off-installation misconduct involves E-5s and below. The liberty measures imposed are tailored to be the least restrictive to accomplish military requirements.



Liberty Policy FAQ



Are there exceptions for unusual or exigent circumstances?

Absolutely. Your commander (O-5 and above) can grant case-by-case exceptions in appropriate circumstances (e.g, curfew and liberty buddy).

What happens if I violate the liberty provisions?

Administrative and disciplinary actions under the Uniform Code of Military Justice may be taken, including court-martial and discharge. Off-base misconduct can also include prosecution and imprisonment by the Japanese government. For your safety, for the sake of your career, and for the country that you pledged to serve, please exercise care and self-discipline.



Liberty Policy FAQ



Examples of Violations

E-5 – Member was outside of his residence at night after curfew, moving a bicycle that was on his premises. Japanese police detained the member, believing that he was stealing a bicycle. Member was verbally counseled.

E-6 – Member observed at a bar past curfew; non-judicial punishment included reduction to E-5, reprimand

E-4 – Member was intoxicated in bar past curfew, trespassed & assaulted a minor; nonjudicial punishment included reduction to E-3, forfeitures of \$1670, restriction & extra duties for 45 days; Japanese prosecution; discharge pending

E-5 – Member returned to base at approximately 0130 hours. He was off-base, purchasing food from a convenience store. The member received an LOR.

E-4 – Member violated curfew and Okinawa restrictions; nonjudicial punishment included \$400 forfeitures and 30 days extra duty

E-2 – Slept in vehicle in off-base parking lot after curfew; possession of “spice”; Court-martial punishment included 120 days confinement, forfeiture of \$3000, reduction to E-1; discharge pending



Liberty Policy



- **New COMUSJAPAN liberty policy issued 29 May 2013. The COMUSJAPAN policy establishes the baseline liberty provisions.**
- **Each service component implements the COMUSJAPAN policy, through service component general orders. 5 AF General Order issued 30 May 2013.**
- **The liberty policy is applicable to all military personnel located and operating in Japan who are subject to CDRUSPACOM authority:**
 - Permanent Party
 - Reserve Personnel/ANG serving in Reserve Capacity/Title 10
 - TDY/TAD or Leave Status Personnel



Liberty Policy



Training Prerequisite: All personnel, before being granted liberty, must be trained (Sexual Assault Prevention & Response Training [IAW Service-specific instructions and DoDD 6495.01], and Japan Indoctrination Training w/added emphasis on Service Core Values).

Applicable to all military personnel: **Off-Installation Public Consumption of Alcohol is PROHIBITED from 2400-0500 hours (on all days, including holidays).**

Curfew: Applicable to E-5 and below (from 2400-0500 hours).

During curfew hours, member must be:

- 1) On a U.S. military installation**
- 2) Off the installation in a private residence**
- 3) In a place of lodging (hotel)**
- 4) In the performance of official duties**



Liberty Buddy Policy



Liberty Buddy Program: E-5s and below, if off-installation between 2100-0500 hours, must be accompanied by a liberty buddy.

- a. May travel unaccompanied directly between authorized residence and a military installation or between installations**
- b. Picking up or dropping off liberty buddy at buddy's authorized residence, may travel unaccompanied directly from/to their own authorized residence**
- c. Authorized residence is the home of such personnel. For TDY personnel, it is their place of lodging/hotel. For leave personnel it is their lodging/hotel if not an authorized home.**



Liberty Buddy Policy



A liberty buddy may be:

- a. an active duty military member;**
- b. another person with SOFA status (such as a spouse, accompanied family member, or a U.S. DoD civilian employee);**
- c. Other family members**
- d. Another responsible individual, including a non-U.S. national, who has been approved by an authorized commander (see Attachment 1 of Policy Letter dtd 29 May 2013).**

Authorized Commanders (O-5 or higher officer having direct authority over the member). For 5 AF, the Chief of Staff, has been delegated as an “Authorized Commander.”



Additional Provisions



Additional Okinawa Restrictions (For military personnel assigned, TDY, or on leave in Okinawa):

- On-Installation Alcohol Consumption: Individuals may consume alcohol on-installation. Individuals are expected to exercise common sense and a due regard for safety.
- Off-Installation purchase/consumption of alcohol is prohibited, except as follows:
 - a. When in an individual's own private residence or hotel;
 - b. During the hours of 1800 to 2000 at off-installation restaurants in conjunction with evening meals. A restaurant is an establishment where the primary business is the sale and service of food (i.e., not a bar/club). Personnel shall not consume more than two alcoholic beverages; or
 - c. When authorized by a general or flag officer in the chain-of-command for designated official events.



Summary – Liberty Policy



- All military personnel, all ranks:
 - No liberty unless requisite training completed
 - No off-installation, public alcohol consumption from 2400 to 0500
- E-5s and below:
 - Curfew (2400 to 0500)
 - Liberty buddy required (2100 to 0500)
- Additional restrictions for all military in Okinawa:
 - Individuals may consume alcohol on-installation
 - Off-Installation Purchase/Consumption of Alcohol is prohibited, except as follows:
 - When in an individual's own private residence or hotel;
 - At off-installation restaurants in conjunction with evening meals (not more than two alcoholic beverages) between 1800 to 2000 hours.

Honor these provisions, exemplify core values, display vigilant wingmanship, and be good neighbors in Japan!

Integrity - Service - Excellence



Japanese Customs & Courtesies

Integrity - Service - Excellence



Japan Customs & Courtesies



Review Japan Air Self Defense Force (JASDF) Rank Chart

- We have JASDF personnel on our bases, please ensure you review the Japanese ranks provided (see next two slides)
- Use proper customs and courtesies!
- When in doubt – Salute!
- PROFESSIONALISM – We're all Ambassadors of our service and country! Recall your Core Values Training!

Common Japanese Phrases

- Casual hello/thanks *Domo*
- _____, please *_____, onegai shimasu*
- Excuse me *Sumimasen*



Japan Customs & Courtesies



USAF – JASDF

Officer & Warrant Officer											
Pronunciation	JUN-I	SHO-I	CHU-I	TAI-I	SHO-SA	CHU-SA	TAI-SA	JUN-SHO	SHO-SHO	CHU-JO	TAI-SHO
USAF	removed										
USAF Rank	WO	2d Lt	1st Lt	Capt	Maj	Lt Col	Col	Brig Gen	Maj Gen	Lt Gen	Gen / CSAF
Grade	W-1 – 5	O-1	O-2	O-3	O-4	O-5	O-6	O-7	O-8	O-9	O-10
JASDF Rank	WO	2ndLt	1stLt	Capt	Maj	LtCol	Col		MajGen	LtGen	Gen
Type A								none			
Type B											
Miniature											
Pronunciation	JUN-I	SAN-I	NI-I	ICHI-I	SAN-SA	NI-SA	ISSA	-	SHO-HO	KUU-SHO	KUU-BA-KU-CHO



Japan Customs & Courtesies



USAF – JASDF

Enlisted														
Pronunciation	SHIM-PEI	NI-TO-HEI	ITTO-HEI	JO-TO-HEI	SAN-SO	NI-SO	ISSO	SEN-NIN-ISSO	JO-KYU-SO-CHO	SEN-NIN-JO-KYU-SO-CHO	SAI-JO-KYU-SO-CHO	SEN-NIN-JO-KYU-SO-CHO	SAI-SEN-NIN-JO-KYU-SO-CHO	KUU-GUN-SAI-SEN-NIN-JO-KYU-SO-CHO
USAF	no insig.													
USAF Rank	AB	Amn	A1C	SrA	SSgt	TSgt	MSgt	1stSgt	SMSgt	1stSgt	CMSgt	1stSgt	CCM	CMSAF
Grade	E-1	E-2	E-3	E-4	E-5	E-6	E-7		E-8			E-9		
JASDF rank	A3C	A2C	A1C	SrA	SSgt	TSgt	MSgt				CMSgt		WO/CCM (E-10)	CCM of JASDF
Type A	removed							none						
Type B														
Miniature														
Pronunciation	SAN-SHI	NI-SHI	ISSHI	SHI-CHO	SAN-SO	NI-SO	ISSO	-			SO-CHO		JUN-SO-SHI-SEN-NIN	KU-JI-JUN-SO-SHI-SEN-NIN



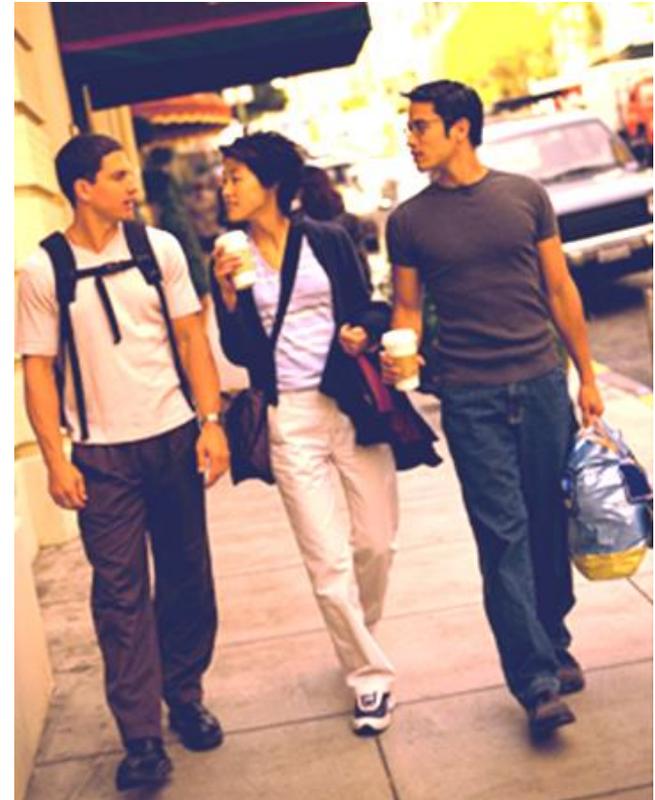
Cultural Adaptation Tid Bits



HEADING OFF-BASE

Care for Others to Maintain a Pleasant Community

- Dress code / Tattoos
- No eating or drinking
- Talk quietly / Don't make big noises
- Escalators:
 - Stand on left; walk on right
- Do NOT show affection
- Use proper parking lots
- Prepare to bring trash back home
- No tipping at restaurants





Japanese – Criminal Law



- Japan Criminal Law
 - Applies to everyone; many laws different than the U.S.
 - Japan due process protections are different than those in U.S. criminal investigations and proceedings

- SOFA Rights
 - Right to an attorney and an interpreter
 - Right to read & understand any written statement you make
 - Right to have statements translated into English

- Differences between the U.S. and Japan
 - The Japanese system rewards cooperation
 - Silence can be used against you



Drivers-License

- You cannot drive in Japan if you have a suspended driver's license
- You cannot drive in Japan without drivers training and a USFJ Form 4EJ, U.S. Forces, Japan Operator's Permit for Civilian Vehicle
- Your driving privileges will be suspended an additional 2 years if you are found to be driving with a suspended / revoked license



Preventative Law

- Driving in Japan
 - VERY high fines!
 - Speed trap cameras
 - Parking violations
 - Must inform command of off-base violations

- Liability Insurance
 - Mandatory for all members at all times!
 - May keep you out of jail!





Drinking and Driving

- Japanese BAC Legal Limit = .03
 - ✓ Including when going from the main base to the west side!
 - ✓ All passengers subject to same liability as driver
 - ✓ You can be liable for giving your car to a drunk driver!
- Base Limits
 - ✓ Driving under the Influence BAC = .08, BUT . . .
 - ✓ .03 = Driving While Intoxicated
 - ✓ Offenses include severe fines (~\$3000+) and occasionally confinement

Always Have a Designated Driver!



Off-base Parking



- Keys things to remember
 - Park only in Pay Parking Lots
 - All non-pay parking spots are privately owned
 - Parking fines will cost you
 - ✓ \$200 if you get ticketed by JNP
 - ✓ + \$300 if your vehicle gets towed



Pellet/BB/Air Guns & Knives



- Governing Directives
 - AFI 31-101
 - USFJI 31-207
- Illegal: Pellet guns, BB guns, Air guns
- Military face UCMJ action
- Dependents & Civilians
 - Administrative action, possible barment from base
- Knives
 - No blades longer than 6cm (2.2")
 - Max of 3-years in prison
 - Fine up to 500,000 yen (~ \$6,600)





Sexual Assault Prevention and Response (SAPR)

Before any military member is granted liberty off-installation they must have completed SAPR training IAW Service-specific instructions and DoDD 6495.01 (information here-in is only a refresher)

For additional SAPR resources, see
<http://www.afpc.af.mil/library/sapr/>



Facts About Sexual Assault & Alcohol Use



- Alcohol consumption by perpetrators and victims tends to co-occur
- Men are more likely than women to assume that a woman who drinks alcohol on a date is a willing sex partner
- People are more likely to commit sexual assaults when using alcohol
- “ I was drunk” is **NOT** a defense
- Alcohol is the **most common** date rape drug



Risk Reduction

- Strategies that can be taken by an individual that may reduce the likelihood they become the victim of a crime
 - Limiting one's alcohol intake
 - Increasing one's awareness of their environment
 - Increasing one's assertiveness and boundary setting
 - Always having a buddy in potentially dangerous situations
 - Identifying dangerous situations/individuals so as to avoid them



Sexual Assault Prevention and Response (SAPR) 24/7 Contact Information

Yokota AB: DSN 225-SARC (7272)
Kadena AB: DSN 634-SARC (7272)
Misawa AB: DSN 226-SARC (7272)



Sexual Assault Prevention Begins With You!



Continue to set the tone!
Thank you for what you do!

Integrity - Service - Excellence