



# 51st Fighter Wing

*Integrity - Service - Excellence*



**“Hwan-Yeong”**

*(meaning welcome)*

**Mustang!**

**환영**

*We Guard the Freedom of 51 Million People*



# WELCOME



# 51<sup>st</sup> Maintenance Group



# LEADERSHIP



## 51<sup>st</sup> Mission Support Group

*"The Muscle Behind The Mission"*



*We Guard the Freedom of 51 Million People*





# Mustang One-Stop

MAKING YOUR BEST LIFE BETTER



COMMUNITY ▾

FITNESS & FUN ▾

YOUTH & TEEN ▾

51FSS EATS ▾

51FSS SERVICES ▾

EVENTS ▾

MUSTANG ONE-STOP



## Mustang One-Stop

Preparing for Your Move

Travel | Lodging | CSP/EFMP | School

Getting Settled

In-processing | Housing | Vehicles | Medical

Making Osan Home

Community | Explore | Resources | Activities

Welcome to Osan!

<https://www.51fss.com/mustang-one-stop/>

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# 51st Fighter Wing

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Integrity - Service - Excellence



## Local Conditions Safety Briefing

Current as of 29 April 2024

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# Safety

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- **Remember, safety is there for you**
  - **Our goal is to ensure each of you get home safely to your loved ones at the end of each day**
  - **Our inspections and investigations are for mishap prevention purposes only**
  - **No disciplinary action!**





# Agenda

- Home Safety
- Safety on the Roads
- High Risk Activities (HRA)
- Safety at Work
- Safety Contact information





# Safety at Home

- Some housing options have 110V, some are 220V and some have both
  - Use correct adapters and ensure the appliance is used with the correct voltage
- If transformers are used
  - Plug transformers directly into wall outlet
  - Treat transformer as wall outlet (not considered a daisy chain)



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# Traffic & Pedestrian Safety

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- **Base Speed Limit 18 MPH/30 KPH**
  - Some areas may be different, i.e. school zones, parking lots, etc.
- **Use Caution Before Entering Intersections (in vehicle or Walking)**
- **High traffic volume due to taxi cabs & Personal Transportation Devices (PTD)**





# Road Conditions

| Road Condition | Snow / Ice   | GOV  | POV / Bikes/ Motorcycles   | Bus/Taxi/ Commercial   | Other Comments   |
|----------------|--|--|--|--|--|
| <b>Green</b>   | <0.5in snow over 10-20% of road  | Normal   | Normal   | On Schedule  | All roads normal   |
| <b>Amber</b>   | 0.5-2.0in snow or ice over 20-30%/km of road<br><br>Visibility<50m                               | Necessary travel only.<br><br>Must have O-3 / GS-10 approval to go off-base. | Necessary travel only.<br><br>Can enter & exit base.   | Shuttle bus continues. Commercial vehicles, taxis, & contract buses/ITT, for necessary trips.<br><br>Can enter & exit base.  | Limit 15MPH / 24KPH. Consider TCP or barricades. Consider early dismissal. Restrict unnecessary mil movement.      |
| <b>Red</b>     | 2.0-4.0in snow or ice over 30-50%/km of road<br><br>Visibility<25m<br><br>Use chains if ice/snow | Mission essential travel only.<br><br>Must have Sq CC / O-5 / GS-13 approval | <u>Essential travel permitted only (to get to/from work only).</u><br><br>Can enter & exit base. | Shuttle bus continues. Commercial vehicles, taxis, & contract buses/ITT, for <u>essential trips only</u> (commercial as determined by CC, <b>taxis/buses to get to/from work only</b> ).<br>Can enter & exit base. | Max speed limit 15MPH / 24KPH.   |
| <b>Black</b>   | >4.0in snow or ice over >50%/km of road<br><br>Use chains if ice/snow (no waiver)                | Responding emergency only.<br><br>Must have O-6 CC approval.                 | Not permitted.<br><br>Can enter base but must park at gate.<br><br>Non-SOFA can exit.            | Not permitted.<br><br>None can enter.<br><br>Commercial vehicles can exit.   | Base closed except for emergency response.<br><br>Emergency dispatch authority delegated to CES, SFS, and MDG CCs. |

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# Commuting Around Korea

## Local Hazards

- **Uncontrolled intersections**
- **Scooters on sidewalks**
- **Uneven walkways**



- **Use crosswalks and make eye contact w/ operator**
- **Heavy pedestrian & vehicle traffic**



# Toll Booths on Highways

- How to pay:
  - Cash / Credit Card – Must stop
  - Hi-Pass Card – if you have a Hi-Pass, do not need to stop, proceed safely through
- If you accidentally enter wrong lane – continue through, do not back up/swerve/cause an accident

Cash / Credit Card



Hi-Pass Card





# Accidents

- **If in a vehicle accident**
  - **Stay calm**
  - **Do not move your vehicle**
  - **Call command post or nearest base for assistance (SFS, translator)**
  - **Render assistance as needed**



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# Traffic & Pedestrian Safety

## OSAN AB TAXI CABS

- **Speeding**
- **Distracted Operator**
- **IF YOU WITNESS A HAZARD:**
  - **Note the Cab ID # (Circled below 0-XX)**
  - **Report Hazards To the AAFES Taxi Manager: 784-3283**





# Traffic & Pedestrian Safety

## Walking During Nighttime Hours or Reduced Visibility

- Whether walking, jogging or running please wear highly visible clothing and accessories
- During nighttime hours and inclement weather clothing should contain retro-reflective properties



No high-visibility gear



ANSI-unrated safety vest



Class 3 vest with Class E pants



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# Crosswalks

- **Use them!**
- **Pedestrians should NOT assume they have the right of way**
- **Make EYE CONTACT-- Ensure vehicle stops before entering the crosswalk**

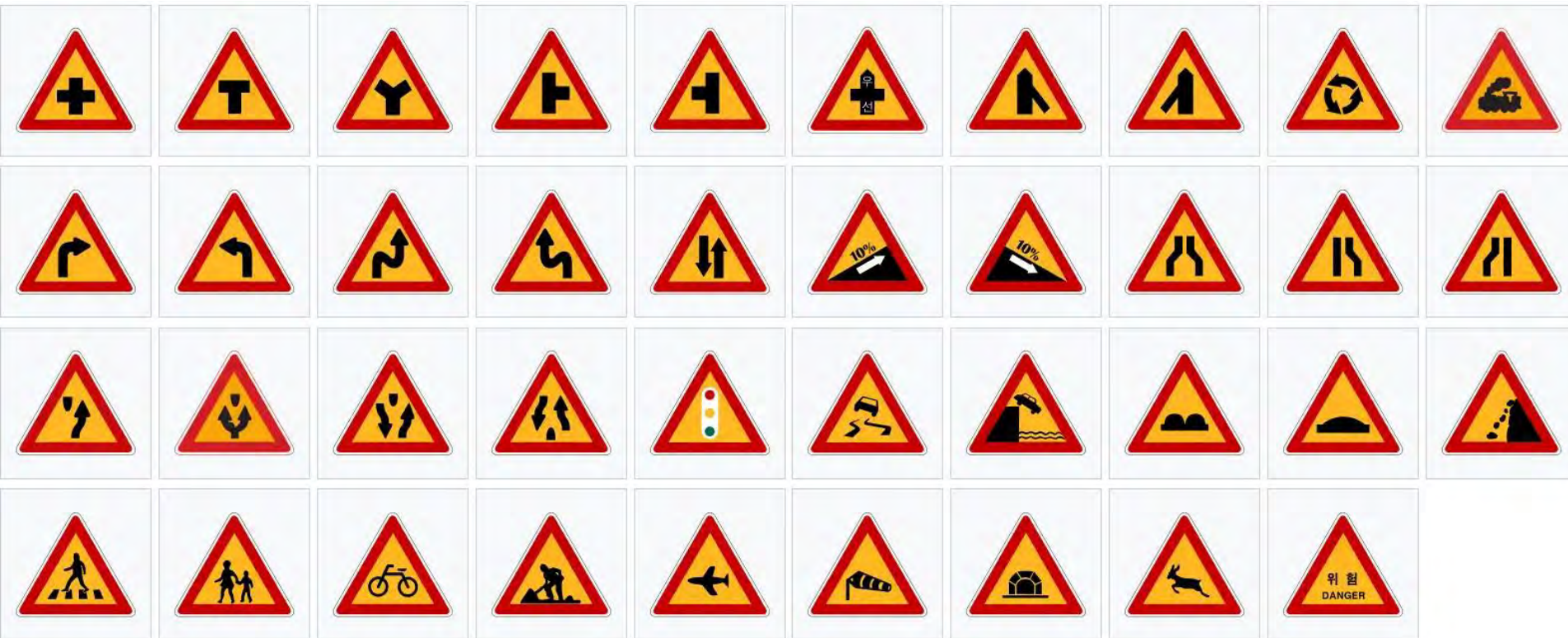


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# Road Signs

## Warning





# Road Signs

## Prohibition





# Road Signs

## Mandatory





# Road Signs

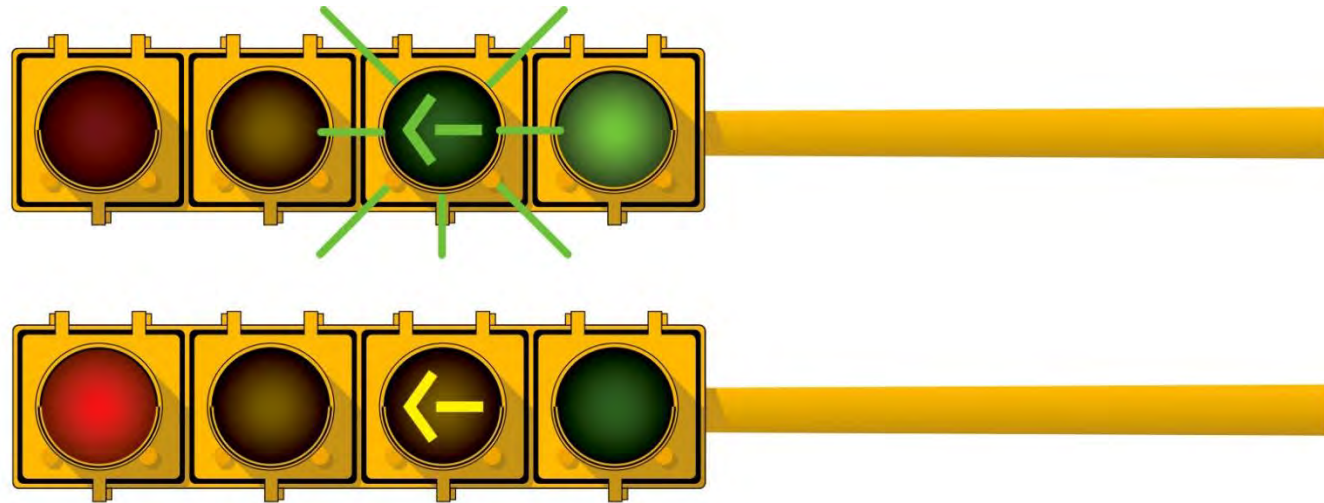
## Additional

|           |             |         |           |             |                |                   |   |                   |      |
|-----------|-------------|---------|-----------|-------------|----------------|-------------------|---|-------------------|------|
| 100m 앞 부터 | 여기부터500m    | 시 내 전 역 | 일요일·공휴일제외 | 08:00~20:00 | 1시간이내<br>차들수있음 | 적신호시              | 앞에 우선도로   | 안전속도<br><b>30</b> | 안개지역 |
|           | 차로엄수        | 건너가자마시오 | 승용차에 한함   | 속도를줄이시오     | 터널길이 258m      | 구간시작<br>←<br>200m | 구간내<br>↔<br>400m  | 구간끝<br>→<br>600m  | →    |
| ←         | ↑<br>전방 50M | 3.5t    | ↔ 3.5m ↔  | 100m        | <br>해 제        | 건인지역<br>          | 어린이보호구역<br>=여기부터 100M=<br>08:00-09:00<br>12:00-15:00<br>(휴교일제외) |                   |      |



# Uncommon Rule

- An uncommon rule
  - No left without green arrow or unprotected left turn sign





# Riding in bed of Vehicles

- Only authorized while ON INSTALLATION, not off base
- Only authorized if all seats with seatbelts are occupied
- Must sit within the bed of the vehicle
- No sitting against the tailgate or on wheel wells
- Riding in the back of Bongo trucks is prohibited



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# Personal Transportation Device (PTD)

- Personal Transportation Device (PTD):
  - Bicycles
  - Skateboards
  - Rollerblades
  - Uni-wheels
  - Segways
  - As well as all other motorized and non-motorized, means of wheeled transportation that does not meet the definition of a motorcycle or motor scooter





# Bicycle & PTD Requirements

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- **Must be 16 and receive PTD license**
- **PTDs must be registered w/ Pass & ID**
- **Bicycles operated in darkness must have white front light and red rear light**
- **Use of portable headphones, earphones, etc. are prohibited**
- **Must obey traffic laws, & utilize traffic hand signals**
- **Will use bicycle lanes when available, if not ride to the right of the traffic lane**
- **Under 13 and those with disabilities will use sidewalks**
- **Must wear properly fastened bicycle helmet**

\*Highly encouraged to wear highly visible upper garment in daytime and retroreflective at night\*



# Play Vehicles

- **Play Vehicles: Unicycles, motorized skateboards, hover boards, powered roller skates, big wheels as well as any other powered or motorized devices not equipped with a hand-operated steering device**
  - **Not allowed to exceed speeds of 20 kph**
  - **Not allowed on roadways or bike-lanes on or off-base**
  - **Must wear an approved bicycle helmet, per USFK 190-1**





# Banned PTD at Osan

## PTD Policy Timeline



### What's Next?

- Airmen who own a PTD that is a part of the ban must take the JKO training, get a license, and properly register it by 18 May 23.
- After 18 May 23, no new registrations for affected PTDs will be authorized. Unregistered PTDs will be ticketed.
- All Airmen who own registered PTDs of this type have until 18 April 24 to find alternate means of transportation.
- PTDs affected by this ban may be dropped off at the 51 SFS impound lot, on the west side of building 2411.



# Motorcycle & Motor Scooter Requirements



DOT-Approved Helmet

ANSI-Rated Eye Protection

Long sleeved shirt or jacket

Leather full-fingered gloves or mittens

Pants (abrasion-resistant material strongly encouraged)

Sturdy over-the-ankle footwear (Running shoes & sandals are not allowed!)

- Must be registered w/ Pass & ID
  - MUSTT accounts must be updated
    - Contact MSR for assistance
  - Must be up to date on training and briefings
  - Must have headlight on at all times & have a horn
- \*Motorcycles below 50cc are exempt from requirements\**



# High Risk Activity (HRA) Program

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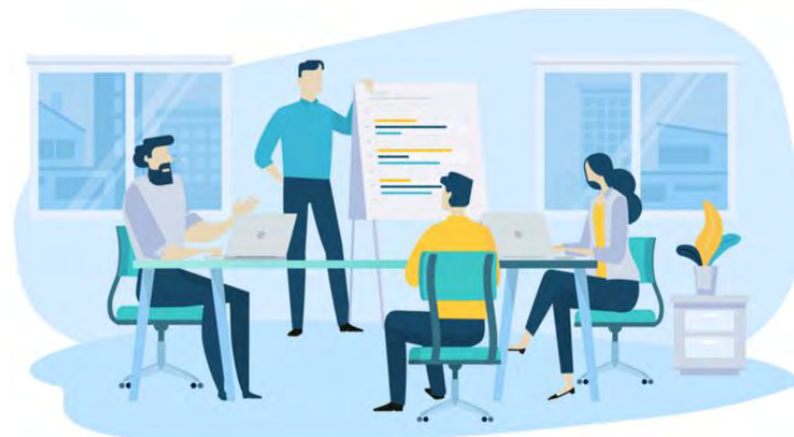


- HRA program participation is mandatory while assigned to PACAF
- Members must document activities on the AF Form 4391, High Risk Activities Sheet
  - Must meet with Commander
- Examples include but are not limited to:
  - Paragliding/Bungee Jumping
  - Snowboarding/Skiing
  - ATV/Dirt-biking
  - etc....



# Safety at Work

- Just like at home and on the road, you must be made aware of the hazards of the workplace
- Get with your supervisor for specifics of your workplace
  - JSTO
  - Training
  - Form 55





# Thermal Stress & Air Quality



- Summer and Winter can present “extreme” temperature and humidity conditions
  - Pay attention to flag conditions, implement work/rest cycles, hydrate & dress appropriately

Air Quality Index - Particulate Matter

|           |                                |
|-----------|--------------------------------|
| 301 – 500 | Hazardous                      |
| 201 – 300 | Very Unhealthy                 |
| 151 – 200 | Unhealthy                      |
| 101 – 150 | Unhealthy for Sensitive Groups |
| 51 – 100  | Moderate                       |
| 0 – 50    | Good                           |

- Air quality at times can be very poor due to pollution
  - Reduce long &/or intense outdoor activities during higher AQI levels



# Points of Contact

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- Building # 1097
- Phone # 010-4739-1842
- Email [51fwseg@us.af.mil](mailto:51fwseg@us.af.mil)
- Emergencies on-base 911
- Emergencies off-base 119
- Command Post 784-7000





# Summary

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- Home Safety
- Safety on the Roads
- High Risk Activities (HRA)
- Safety at Work
- Safety Contact information





# Questions?



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# Medical

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## 51st Medical Group Facility

Building 777

Office Hours: Monday – Friday 0700-1700

COMM: 0505-784-DOCS (3627)

DSN: 784-DOCS (3627)



# Dental

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## 51st Medical Group Facility

Building 777

Office Hours: Monday – Friday 0700-1700

After Hours Care: Check in with UCC

COMM: 0505-784-2108/2109

DSN: 784-2108/2109

Enrollment: 1-844-653-4060 (United Concordia)

Org box: dha.osan.Osan-51st-

MDG.mbx.51dentalfrontdeskorgbox@health.mil

**Sick Call Hours ONLY for TRUE dental emergencies**

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# Dental

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## Priority of Care

1. Active Duty
2. Command-Sponsored (for PCS clearance & dental emergencies)
3. Non-command sponsored (for command sponsorship exams & dental emergencies)
4. Retirees (for dental emergencies only)

First duty station?  
Red/Yellow on your dental  
IMR?

**Schedule your  
annual exam &  
cleaning!**

Hand carried your dental  
record?

**Turn it in!**

**Oral Surgery is the only specialty care provided**

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# Public Health

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Building 777

Office Hours: Monday – Friday 0700-1700

COMM: 0505-784-4494

DSN: 784-4494



# Alcohol & Drug Abuse Prevention & Treatment (ADAPT)

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*Education – Prevention – Intervention*

ADAPT

DSN: 784-2149 / Bldg. 768

M – F: 0700 - 1700 (TH: 0900)

**Command / Medical / Self Referral**

SharePoint:

<https://usaf.dps.mil/sites/osan/51FW/51MDG/AMDS/mentalclinic/SitePages/Home.aspx>

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# Family Advocacy Program

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## FAP

Mental Health Clinic, Building 768

Office Hours: Monday - Friday 0700-1700

COMM: 0505-784-5010

DSN: 784-5010

Afterhours/Emergency Phone #: 010-9300-8753

(Domestic Violence Victim Advocate)

Website: Osan Family Advocacy Program Facebook



# Integrated Resilience Office

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**IRO**

Bldg.769

COMM: 0505-784-4986

DSN: 784-4986

Email: ***51FW.IPPW.PreventionWorkforce@us.af.mil***

Office Hours: 0730-1600

*Monday - Friday*

***The mission of the IRO is to reduce the prevalence of interpersonal, self-directed, and workplace violence and harm.***





# Integrated Resilience Office

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## Areas of Responsibility

- **Organizational Health and Wellness**
  - Command Climate Assessment (DEOCS/DCOP)
  - Unit Training (team building, leadership, workplace)
  - Employee Assistance Program (EAP) Civilian Workforce
  
- **Resilience & Comprehensive Airman Fitness (CAF)**
  - RTA/MRT volunteer opportunities
  - Youth & Family programs
  
- **Prevention & Awareness Campaigns**
  - TDVPM (Feb) , CAPM (Apr), SPM (Sept), DVPM (Oct)
  
- **Suicide Prevention**
  - Annual training
  - Volunteer opportunities
  - Ask-Care-Escort



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# Military Crisis & Crisis Text Line Information



**CRISIS TEXT LINE |**

- **Military Crisis Line is free, confidential, 24/7 resource for AD, National Guard, Reserve, and Veterans.**
- **OCONUS DSN: 118 then 1**
- **CONUS: 988 then 1**
- **Online: [VeteransCrisisLine.net/Chat](https://VeteransCrisisLine.net/Chat).**

▪ **QR Code:**



- **Crisis Text Line is a nonprofit org; provides FREE, confidential, 24/7 text-based MH and crisis intervention support.**
- **WhatsApp: 443-SUPPORT**
- **Text (US numbers ONLY):**
  - HELLO to 741741
  - HOME to 741741
- **Resources/Support for: Anxiety, Depression, Self-Harm, Suicide, Bullying and more.**



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# B R E A K

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## *10 MINS*

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# Inspector General (IG)



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Building 881 (left of the Fire Department and PAX Terminal)

IG Complaints & FWA Hotline: 784-5707/4996

51 FW IG Cell Phone: 010-9759-5144

24 Hour Complaint Line: 010-9536-5707

Osan AB Complaints & FWA email: 51FW.IG.IGQ@us.af.mil

PACAF Complaints & FWA Email: PACAF.IGQ@us.af.mil

DOD FW&A and Complaint Hotline: 1-800-424-9098

Website: [www.dodig.mil/hotline](http://www.dodig.mil/hotline)



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# Diversity, Equity, Inclusion (DEI)

UNCLASSIFIED

## Osan Air Base

*Leading the Charge*



MSgt Jermaine “**FROZONE**” James  
51<sup>st</sup> Fighter Wing  
Cultural Inclusion

UNCLASSIFIED

*Meaningful - Sustainable - Enduring*

*We Guard the Freedom of 51 Million People*



# DEI

## CULTURAL INCLUSION: WHAT WE CAN DO FOR YOU

Cultural Inclusion  
&  
Leverage Talent

Conflict Resolution  
&  
Conflict  
Management

Psychological  
Safety

Bridging  
Generational Gap



LIVE, program is a modernized learning tool that consists of a mixed virtual reality experience that uses a combination of interactive scenarios with authentic, real-time dialogue to challenge individuals to engage in difficult diversity, equity, inclusion and accessibility (DEIA) conversations.

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# DEI

## DAF Barrier Analysis Working Group (DAFBAWG)



**Black/African American Employment Strategy Team - BEST**

<https://www.facebook.com/groups/dafbest/>



**Disability Action Team - DAT**

<facebook.com/groups/dafbawqdat>



**Hispanic Empowerment and Advancement Team - HEAT**

<facebook.com/groups/dafbawgheat>



**Indigenous Nations Equality Team - INET**

<facebook.com/groups/1775788495938127>



**LGBTQ+ Initiatives Team - LIT**

<facebook.com/groups/lit.daf>



**Pacific Islander and Asian American Community Team - PACT**

<facebook.com/groups/dafpact>



**Women's Initiatives Team - WIT**

<facebook.com/groups/AFWIT>

### DAF Barrier Analysis Working Group Teams (DAFBAWG)

All Airmen and Guardians can make an impact

Email: [saf.odi.workflow@us.af.mil](mailto:saf.odi.workflow@us.af.mil) for more info



contact your 51FW Diversity & Inclusion Officer

**MSgt Jermaine James**

**DSN 315-784-3342 (DEIA)**

Email: [jermaine.james@us.af.mil](mailto:jermaine.james@us.af.mil)



# Your SAPR Team

## **SARC:**

Mr. Richard Coyle

## **Deputy SARC:**

1st Lt Robert Boland

## **SAPR Victim Advocates:**

- Ms. Roxy Craven
- Ms. Renee Johnson
- Ms. Sunghee Park



### **From Left:**

Richard Coyle, Roxy Craven, Sunghee Park  
1st Lt Boland, and Renee Johnson

**Disclaimer:** Due to the sensitive nature of this material, if you would prefer to receive one-on-one information, please feel free to leave this briefing and contact our office



# SAPR

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## How to Reach Us

### Office: Building 937 Room 114

- Behind the E-Club
- Next to MPF and Finance Buildings

### Office Phone Number:

- 784-2832

### 24/7 365 Crisis Hotline:

- DSN: 784-7272
- Comm: 031-661-7272
  - *NOT* 0505-784-7272

**\*\* Please call our hotline if you need urgent or emergent response services to a sexual assault. Please call the SAPR office phone numbers for all other SAPR-related inquiries\*\***



# SAPR

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## Service Eligibility

**Who can file a restricted or unrestricted report?**

- Active-duty members
- Active-duty dependents, ages 18+
- AF Reserve & ANG members in Title 10 status
- APF & NAF civilian employees

**Who can *only* file an unrestricted report?**

- DoD civilian employee's dependents, ages 18+



# SAPR

## Reporting Options

### Restricted Report

- Command is *NOT* notified
- Investigation (OSI) is *NOT* notified
- Victim Advocacy assistance available
- Special Victims' Counsel available
- Medical treatment/SAFE available
- Counseling services available
- Option to convert to unrestricted anytime
- *Can participate in CATCH*

### Unrestricted Report

- Command is notified
- Investigation (OSI) is notified
- Victim Advocacy assistance available
- Special Victims' Counsel available
- Medical Treatment/SAFE available
- Counseling services available
- *Cannot go back to restricted*
- *Can participate in CATCH if no report to OSI*
- *Expedited Transfer option available*
- *No Contact Order/Military Protective Order available*



# SAPR

## Changes and Policy Updates

- Restricted SAFE Kit retention is now 10 years
- You can still file a restricted report even if:
  - You disclosed the sexual assault to your Chain of Command (CC, Shirt, supervisor)
  - An investigation was initiated by a third party, and NOT due to victim's disclosure to law enforcement
  - An OSI investigation into the sexual assault is closed

\*Mandatory reporters still required to report sexual assault to OSI

### Safe-to-Report

You cannot be punished for minor misconduct associated with a sexual assault (i.e. underage drinking)

Determination made by CC and JAG

### Sexual Harassment

You can now receive advocacy services for sexual harassment. Please contact the SAPR office for available options

This does NOT replace EO's complaint process

### Updates to CATCH Program

Unrestricted - You can make a CATCH entry if subject is unknown to investigators

No report – You can make a CATCH entry w/o a restricted or unrestricted report. Speak to the SAPR office for details on how this option works



# SAPR

## Mandatory Reporters

### Who are mandatory reporters?

- Commanders
- First Sergeants
- Chain of command
  - Flight Chief
  - Superintendent
  - Supervisors
- DoD law enforcement

### Who are not mandatory reporters? \*

- Friends/Wingmen
- Family members
- Roommate

\*Who are **not** in the chain of command, law enforcement or fall into the mandatory reporter category.



# SAPR

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## Confidential Resources

**You can use any of the below agencies who have confidentiality as it relates to your information about sexual assault**

- SAPR Office (SARC, Victim Advocate, Volunteer Victim Advocates)
- Medical Services
  - To include SAFE Kit=Sexual Assault Forensic Examination – Evidence Collection
- Chaplain
- Mental Health Care/Counseling
- Victims Counsel (A lawyer that works for the Victim)
- DoD Safe Helpline – (Download App)



# SAPR

## Where to Find Us



*We Guard the Freedom of 51 Million People*



# Staff Judge Advocate

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## Legal Office 51 FW/JA

Building 938 (Finance) 2nd Floor

Office Hours: Monday – Thursday 0900-1600

Friday 1000-1500

Closed Every 2nd Friday of the Month

COMM: 0505-784-4131

DSN: 784-4131

Email: [51fw.ja.workflow@us.af.mil](mailto:51fw.ja.workflow@us.af.mil)



# Staff Judge Advocate

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## Overview

- Status of Forces Agreement
- Military Extraterritorial Jurisdiction Act
- SOFA Incident Process
- Minor Traffic Incidents
- International Marriage
- ADC and VC



# Staff Judge Advocate

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## US-ROK Status of Forces Agreement (SOFA)

- Legal rights and obligations of BOTH governments
- Balances basic rights of US citizens with obligations to respect Korean Law
- Requires US citizens to obey local laws



# Staff Judge Advocate

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## US-ROK SOFA

- **Individuals Covered by SOFA**
  - US Military (active duty)
  - US Civilians employed by DoD
  - Dependents of the above
  
- **Individuals NOT Covered by SOFA**
  - Persons “ordinarily residing” in ROK
  - US Military retirees



# Staff Judge Advocate

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## Military Extraterritorial Jurisdiction Act (MEJA)

- Federal criminal statute that permits the US Government to prosecute felonies committed overseas
- Covers crimes that would be felonies if they occurred “within the special maritime and territorial jurisdiction of the United States.”
- Allows a process for the arrest and removal of a foreign country defendant for prosecution in the United States



# Staff Judge Advocate

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## Who is subject to MEJA?

- Family member dependents accompanying the military member overseas
- Former members of the military who commit a crime while in the military, but are no longer subject to the UCMJ
- DoD civilian employees, contractors, and employees of contractors (at any tier of subcontract)



# Staff Judge Advocate

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## SOFA Incident Process

- An offense occurs
- Subject is arrested or taken into Korean National Police (KNP) custody
- KNP subpoenas suspect/witness for questioning
  - Suspect and suspect's commander is notified
  - SOFA Representative is identified and notified
  - Suspect or witness is interviewed by KNP with SOFA Representative present
- Subject released from ROK custody (SFS completes release forms)
- International Hold imposed while KNP investigates, and Korean prosecutors determine charges



# Staff Judge Advocate

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## Minor Traffic Accidents

- **If both parties are present**
  - Exchange information and contact insurance company
  - Take pictures of scene
  - Wait for KNP to arrive
  - Save all information for KNP questioning
- **If other party NOT present (hitting a parked car)**
  - Leave note with contact information (name, date, contact info)
  - Send the vehicle owner a message if the number is located on the windshield
  - Take picture of note left on vehicle and save the message sent to the vehicle owner



# Staff Judge Advocate

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## International Marriage in Korea

- USFK 600-240 establishes policy and procedures for marriage of service members assigned to Korea regardless of where the marriage will take place
- Different marriage packet and requirements depending on citizenship of intended spouse
  - US – Korean National
  - US – Foreign National (not Korean)
  - US – US
- International Marriage Packets can be picked up at the 51 FW Legal Office

# AREA DEFENSE COUNSEL

*Defending Those Defending Freedom*



Capt Nathan R. Johnson  
Area Defense Counsel



SSgt Kalin L. Robinson  
Defense Paralegal

You have the right to a lawyer & the right to remain silent.  
We are here to help you exercise your rights.

The Area Defense Counsel (ADC) works for you and will not be influenced by your chain of command. The ADC offers free, independent, and confidential legal advice for all of the following:

- EPR/OPR Referrals
- Demotion Actions
- Suspect Advice
- Other Adverse Actions
- Courts-Martial
- Article 15s
- LOR/LOA/LOCs (UIF/Control Roster)
- Administrative Discharges

Please call to schedule an appointment with us:

COMM: 0505-784-6774

DSN: 784-6774

After hours, call the Command Post at 0505-784-7000 and ask for the "ADC."

Osan Air Base, ROK



Bldg. 745, First Floor, Utah Rd.

# United States Air Force Victims' Counsel



CAPT SONYA TOMASIEWICZ  
Victims' Counsel



SSGT MARQ BOLOGA  
Victims' Paralegal

- For survivors of sexual assault, stalking, revenge porn, and domestic violence:
  - Confidential legal advice
  - Assert your rights and privacy interests
  - Advocate for your voice & choice
  - Advise you on the military justice (investigation and prosecution) process
  - Represent you in law enforcement interviews, hearings, and military trials
- For survivors of interpersonal violence and sexual harassment:
  - Confidential legal advice
- Who does the Victims' Counsel work for? YOU!
  - Victims' Counsels only represent their client, and cannot be influenced by your or the offender's chain of command
  - Victims' Counsels have an independent chain of command in Washington, DC
- **To request a Victims' Counsel:** Contact SARC, FAP, VWAP Coordinator (legal office).
- **To make a restricted report:** SARC, Victim Advocate, Chaplain, or healthcare provider.

Osan and Kunsan Victims' Counsel Office  
(Servicing The Korean Peninsula)  
Building 752, Room 102A and 103A, Osan AB, ROK  
(Behind the Hospital)  
Comm: (0505) 784-3290 / DSN: 784-3290

*Empowering victims of crime through independent advice and victim-centered legal representation*

## Your Victims' Counsel

Victims' Counsel Division  
1500 W. Perimeter Ave, Suite 1300  
Joint Base Andrews, MD  
@AF\_Vics\_Counsel



# Staff Judge Advocate

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## Legal Office 51 FW/JA

Building 938 (Finance) 2nd Floor

Office Hours: Monday – Thursday 0900-1600

Friday 1000-1500

Closed Every 2nd Friday of the Month

COMM: 0505-784-4131

DSN: 784-4131

Email: [51fw.ja.workflow@us.af.mil](mailto:51fw.ja.workflow@us.af.mil)



# Security Forces

## (Transportation/Registration/Parking)

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- **Walk-ins: M-F 0800-1000**
  - During Thursdays, ROKAF Conscripts will take Priority
- **Appointments: M-F 1200-1530**
  - Utilize the QR to schedule appointments
- **Locations: Bldg. #765**
- **DSN: 784-4489**
- **ORG BOX:**
  - [51sfs.passregistration.orgbox@us.af.mil](mailto:51sfs.passregistration.orgbox@us.af.mil)
- **SharePoint:**
  - <https://usaf.dps.mil/sites/osan/51FW/51REG/>





# Security Forces

## (Transportation/Registration/Parking)

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- **One four-wheeled Vehicle and One two-wheeled Vehicle per Military Member**
- **E-6 below will receive Restricted Parking Privileges unless they are CSP.**
- **Who are to register vehicles on base:**
  - All CSP, regardless of Grade
  - Service Members on Joint Assignment
  - Permanently Assigned Service Members, E-7 and above
  - Unaccompanied members E-6 and below who reside ON BASE will need an approved Exception to Policy to register a POV
  - Unaccompanied members E-6 and below who reside OFF Base
  - Family members/Dependents over the Age of 16, who have authorized base access. (Members Below 18yrs of age are NOT authorized to drive off base)



# Security Forces

## (Transportation/Registration/Parking)

---

- **Documents needed at Pass and Registration**
  - **DoD-Issued ID Card/CAC**
  - **Copy of Orders (CSP personnel Only/E-7 and above need a visual confirmation on orders)**
  - **Letter of Employment (GS/NAF employees)**
  - **USFK 700-19A-R-E, Invited Contractor and Tech Rep PD Report**
  - **Korean Motor Vehicle Registration Title**
  - **USFK 31 EK, Application for Registration**
  - **Vehicle Safety Inspection**
  - **PRINTED Copy of Insurance**
  - **USFK FM 134EK, Motor Vehicle Operator's Permit or ROK Driver's License**
  - **E-6 and Below will need the DD FM 2367, OHA Report (Leases will not be accepted)**





# Military Standards

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## 1<sup>st</sup> Sergeants

Comm: 0505-784-2821

DSN: 784-2821

Email: [51FW.osan.shirts@us.af.mil](mailto:51FW.osan.shirts@us.af.mil)



# Shirt Talk

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## Osan AB First Sergeants Council

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**“My job is people—Everyone is my Business”**



# Standards

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- **Everyone**
  - It is up to everyone regardless of rank or position to enforce standards across Team Osan.
  - Additionally, it is important that everyone, regardless of rank to create an environment of accepting feedback when we are not meeting the standard.
- **Governing Documents**
  - DAFI 36-2903, *Dress and Personal Appearance*, 29 Feb 24
  - AFI 34-1201, *Protocol*, 18 Aug 2020
  - Team Osan Community Standards, 4 August 23

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**“My job is people—Everyone is my Business”**



# Barriers to Enforcing Standards

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- **Common reasons for not holding others to correct standards:**
  - Not being completely certain of what a given regulation/standard states (e.g., hair standards for the opposite gender).
  - Feeling uncomfortable addressing an infraction
  - “The person should know the standards because it is spelled out in the DAFI and other guidance.”
  - **Just don’t care!**

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“My job is people—Everyone is my Business”



# Dress and Appearance Highlights



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- **Wear/use of an earpiece, any Bluetooth® wireless technology, or headphones, while in uniform, indoors or outdoors, is authorized for **official duties** or as **determined** by installation commanders.**
  - **Backpacks:** Black, brown, gray, or dark blue may be worn with any uniform combination. Back packs will not have ornamentation, a high-gloss, designs, or hanging/dangling objects. **Patches are not authorized.**
- 

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# Dress and Appearance cont.

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- **On-Duty Jersey Wear.** On-duty jersey wear requires 51 FW/CC or tenant unit commander approval. Jerseys worn on-duty will be worn with duty-appropriate attire that represents a neat and professional appearance...Jerseys will be buttoned. All dress, appearance, and grooming standards still apply, IAW DAFI 36-2903.
  - **Motorcycle Vests “Cuts”** : Will be removed once you get off your PTD/Scooter/Motorcycle.
  - A cap (OCP tactical/patrol cap, flight cap, etc.) will be worn outdoors at all times, unless in a designated “no hat” area. **Motorcycle/scooter helmets are not an authorized substitute.**
- 

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# SED Clothing



- Uniform Items altered or purchased: If they make it or sell it in the SED, does not mean it is **Authorized!**
- **Clothing should be IAW DAFI on and off duty!!**



**“My job is people—Everyone is my Business”**



# Male Standards



## • Hair

- Tapered appearance on both sides, back of the head
- Will not exceed **2 inches in bulk**, regardless of length and ¼ inch at natural termination point
- Mohawk, etched shape (not all- inclusive) are prohibited
- Part will not exceed 4 inches in length or ¼ inch width

Figure 3.1. Male – Unauthorized Hair Examples.



✗ Bangs touching eyebrows



✗ Etched design  
✗ Unnatural appearance



✗ Un-tapered hair on back of head



✗ Locs



✗ Coils

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# Male Standards



- **Beards**

- Medical Reasons

- Trimmed not to exceed  $\frac{1}{4}$  inch in length, **even if it is not specified on the profile!**
- Present a neat, clean, professional image



- Religious Accommodation Beards

- Beards (including facial and neck hair) must be maintained to a length not to exceed 2 inches from the bottom of the chin
- Hair longer than 2 inches must be rolled and/or tied to achieve the required length
- Beards must be worn in a neat and conservative manner that presents a professional appearance.

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# Male Standards



- **Mustaches**

- Conservative, being within reasonable limits, not excessive
- Will not extend downward beyond lip line of the upper lip
- Will not go beyond a horizontal line extending across the corners of the mouth and no more than  $\frac{1}{4}$  inch beyond the corner of the mouth.



✓ Does not go beyond a horizontal line extending across the corners of the mouth

✓ No more than 1/4-inch beyond vertical line drawn from corner of mouth

**“My job is people—Everyone is my Business”**



# Female Hair Standards



- Maximum bulk of 4 inches from scalp and allows proper wear of headgear
- One or two braids or a single ponytail or equivalent
- Not extending below the under arm
- Hair will end above the bottom edge of collar

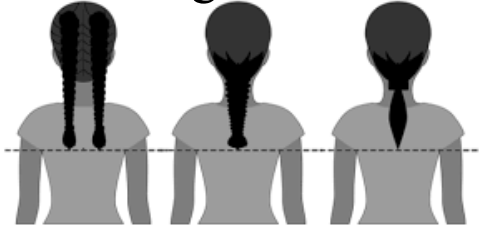


Figure 3.13. Unauthorized Ponytails.



Exceeds length requirement

Ponytail worn on top of head

Figure 3.2. Female – Unauthorized Hair Examples.



✗ Front hair falls below collar



✗ Unnatural highlights



✗ Shaved sides with bun



✗ Multiple buns or knots



✗ Ombre

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# Female Standards

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- Fingernails must not exceed 1/4-inch in length beyond the tip of the finger and must be clean and well groomed. Fingernails must not interfere with the performance of assigned duties or hinder proper fit of prescribed safety equipment or uniform items.
- Nail polish must be a single conservative color. Do not apply designs to nails or apply two-tone or multi-tone colors. Male Airmen are not authorized to wear nail polish.
- Female Airmen may wear eyelash extensions or false lashes, that are natural in appearance, match the natural eyelash color and do not exceed 14mm in length.

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**“My job is people—Everyone is my Business”**



# Female Standards



**Figure 3.14** Authorized & Unauthorized Nail Polish Color (Not All-Inclusive)



**Figure 3.15** Authorized & Unauthorized Eyelash Extension Examples

**“My job is people—Everyone is my Business”**



# Earrings



- When not wearing earrings, male and female Airmen are authorized to wear **ONLY ONE** transparent piercing spacer in lower earlobes while in uniform
- Transparent spacers are **not allowed** in ear holes outside of the lower earlobes or **any other piercing holes visible in uniform (nose, lip, eyebrow etc)**. Piercing holes will not be large enough to permit light to shine through

Authorized



Not Authorized



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# Watch Cap Wear

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- In accordance with DAFI 36-2903, para 7.2.7, personnel are authorized to wear an approved watch caps during months of October thru April ONLY.
- NOT AUTHORIZED DURING ANY OTHER TIME PERIOD



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**“My job is people—Everyone is my Business”**



# Standards

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- **Designated Tobacco Areas:** Use of tobacco (cigarettes, cigars, pipes, vaporizers, hookahs, or smokeless tobacco) is only authorized at approved locations. Smoking/Vaping/Smokeless Tobacco is not authorized in any indoor facility—to include dormitories.



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“My job is people—Everyone is my Business”



# International Hold (I-Hold)

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- **International Hold**

- Is an administrative status used to prevent premature departure of any suspect having SOFA status.
- All temporary duty (TDY), permanent change of station (PCS), leave, or other travel orders will be confiscated and revoked.
- This does not preclude otherwise-authorized in-country leave or in-country TDY provided they do not conflict with questioning, trail, or other requirements of the ROK.
- Dependents can also be placed on I-Hold!

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**“My job is people—Everyone is my Business”**



# Standards

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- **DUI's**

- Blood Alcohol Content (BAC) legal limit at Osan AB (and Japan) BAC .03% compared to .08% in the United States.
- Reaching .03% can take as little as consuming single standard beer, liquor, or wine pour.
- In Korea you can be convicted by CCTV footage.
- There is public transportation everywhere so don't put your career at risk.

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**“My job is people—Everyone is my Business”**



# Customs and Courtesies

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- **Hand Salutes.** The hand salute is a form of military greeting, recognition and respect and shall be rendered by all military Airmen when in uniform to:
  - Officers of the U.S. Armed Forces
  - Officers of the U.S. Uniformed Services
  - Officers of friendly Foreign Nations
- It is recommended you familiarize yourself with the ROKAF Officer Ranks.

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**“My job is people—Everyone is my Business”**



# Foreign Ranks

## Republic of Korea Military Rank

### OFFICERS

| SOUTH KOREA RANK             | SO-WI             | JUNG-WI          | DAE-WI     | SO-RYEONG    | JUNG-RYEONG        | DAE-RYEONG | JUN-JANG             | SO-JANG              | JUNG-JANG          | DAE-JANG |
|------------------------------|-------------------|------------------|------------|--------------|--------------------|------------|----------------------|----------------------|--------------------|----------|
| ARMY, AIR FORCE, AND MARINES |                   |                  |            |              |                    |            |                      |                      |                    |          |
| UNITED STATES RANK TITLES    | SECOND LIEUTENANT | FIRST LIEUTENANT | CAPTAIN    | MAJOR        | LIEUTENANT COLONEL | COLONEL    | BRIGADIER GENERAL    | MAJOR GENERAL        | LIEUTENANT GENERAL | GENERAL  |
| SOUTH KOREA RANK             | SO-WI             | JUNG-WI          | DAE-WI     | SO-RYEONG    | JUNG-RYEONG        | DAE-RYEONG | JUN-JANG             | SO-JANG              | JUNG-JANG          | DAE-JANG |
| NAVY                         |                   |                  |            |              |                    |            |                      |                      |                    |          |
| UNITED STATES RANK TITLES    | ENSIGN            | LIEUTENANT JG    | LIEUTENANT | LT COMMANDER | COMMANDER          | CAPTAIN    | REAR ADMIRAL (lower) | REAR ADMIRAL (upper) | VICE ADMIRAL       | ADMIRAL  |

### ENLISTED RANKS

| SOUTH KOREA RANK                    | YI-BYEONG         | IL-BYEONG         | SANG-BYEONG             | BYEONG-JANG            | HA-SA                   | CHUNG-SA            | SANG-SA                         | WON-SA                                 |
|-------------------------------------|-------------------|-------------------|-------------------------|------------------------|-------------------------|---------------------|---------------------------------|--|
| ALL FORCES                          |                   |                   |                         |                        |                         |                     |                                 |  |
| UNITED STATES RANK TITLES ARMY      | PRIVATE           | PRIVATE 1ST CLASS | CORPORAL/SPECIALIST     | SERGEANT               | STAFF SERGEANT          | SERGEANT 1ST CLASS  | MASTER SERGEANT/ FIRST SERGEANT | SERGEANT MAJOR/ COMMAND SERGEANT MAJOR |
| UNITED STATES RANK TITLES AIR FORCE | AIRMAN            | AIRMAN 1ST CLASS  | SENIOR AIRMAN/ SERGEANT | STAFF SERGEANT         | TECHNICAL SERGEANT      | MASTER SERGEANT     | SENIOR MASTER SERGEANT          | CHIEF MASTER SERGEANT                  |
| UNITED STATES RANK TITLES NAVY      | SEAMAN APPRENTICE | SEAMAN            | PETTY OFFICER 3D CLASS  | PETTY OFFICER 2D CLASS | PETTY OFFICER 1ST CLASS | CHIEF PETTY OFFICER | SENIOR CHIEF PETTY OFFICER      | MASTER CHIEF PETTY OFFICER             |

In general terms, the Republic of Korea military rank and grade structure corresponds, with that of the U.S military, as does the correlation between rank and responsibility.

**“My job is people—Everyone is my Business”**



# Customs and Courtesies



- Hand salutes will be rendered to GOV's of Senior Ranking Officers when distinguished by vehicle plates and/or flags.
- There are different Staff cars around base so pay attention when walking in uniform.



**“My job is people—Everyone is my Business”**



# Your Shirt

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You should know who your 1<sup>st</sup> Sergeant is and have the Duty Cell Phone Number saved in your phone.

We are here for you, but we can't help you unless you let us know what you need!

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**“My job is people—Everyone is my Business”**



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# QUESTIONS?

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**“My job is people—Everyone is my Business”**



**B R E A K**

**IF THIS IS YOUR FIRST DUTY  
STATION, PLEASE BE BACK AT  
1040 FOR YOUR  
EQUAL OPPORTUNITY  
FIRST DUTY STATION BRIEFING**

---

*We Guard the Freedom of 51 Million People*

# EQUAL OPPORTUNITY

HUMAN RELATIONS EDUCATION

## NEWCOMERS ORIENTATION

April 2024

KEY  
OUT

**Building 819**

**Office Hours: Monday – Friday 0730-1600**

**COMM: 0505-784-1474/1475**

**DSN: 784-1474/1475**

**Org Box: 51fw.eo@us.af.mil**



## Program Objective

The objective of this lesson is for you to recognize that awareness of and involvement in positive human relations are essential to mission readiness.

Equal Opportunity is a readiness issue that supports our core values of integrity first, service before self, and excellence in all we do. By working to ensure dignity and respect for all, we remove barriers to individual development and unit cohesiveness, thereby building a stronger organization that is ready to overcome any challenge.

## Course Objectives

### — Objective 1 of 3

EEO Statutes, DOD, AF, and local EO Policies

### — Objective 2 of 3

Recall EO Complaint Processes and Trends

KEY THINGS TO KNOW ABOUT HUMAN RELATIONS

### — Objective 3 of 3

Define and Discuss Roles and Responsibilities





Equal Opportunity  
Main Point 1 of 3

KEY THINGS TO KNOW ABOUT HUMAN RELATIONS

EEO Statutes

EO Policy Guidance

## DOD Policy

Provides an environment in which Service members are ensured an opportunity to rise to the highest level of responsibility possible in the military profession, dependent only on merit, fitness, and capability. (DODD 1350.2)

All Service members are afforded equal opportunity in an environment free from harassment, including sexual harassment, and unlawful discrimination on the basis of race, color, national origin, religion, sex (including gender identity), or sexual orientation. (DODD 1020.02E)



## Air Force Policy



It is against Air Force policy for any military member to unlawfully discriminate against, harass, intimidate or threaten another military member on the basis of race, color, religion, sex, national origin, or sexual orientation.

Additionally, it is against Air Force Policy for any Airman, military or civilian, to discriminate against any civilian employee on the basis of race, color, religion, sex, national origin, age, disability, reprisal, or genetic information.



KEY THINGS TO KNOW ABOUT HUMAN RELATIONS

## Local Policy

The commander's policy letter emphasizes a commitment to fostering mutual respect and dignity in the workforce, prohibiting unlawful discrimination based on the EO/EEO Protected categories. It outlines procedures for reporting discrimination and encourages **resolution at the lowest level**, with options to contact the Equal Opportunity (EO) office directly. Reprisal against those reporting discrimination is prohibited.

Additionally, it highlights the importance of the Alternative Dispute Resolution (ADR) program in swiftly resolving workplace disputes while maintaining productivity. Participation in ADR is voluntary but encouraged for commanders, directors, managers, and supervisors.

Lastly, it highlights the detrimental effects of harassment, hazing, and bullying on an Airman's ability to excel and on mission effectiveness. It holds leadership accountable for promoting a positive environment and expects commanders to promptly address such behaviors. Harassment is deemed unacceptable and subject to disciplinary actions for any personnel involved.

\*If you would like to read more, please find the full policy letters on you work center's safety board.



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KEY THINGS TO KNOW  
ABOUT HUMAN RELATI  
ONS

OSAN AB, RoK



# Military Complaints

## Informal

Complainant chooses avenue for resolution

- Resolve the complaint on his/her own
- Chain of Command
- Request intervention from a co-worker
- Use the Alternate Dispute Resolution (ADR)

Note: The only option for resolving informal sexual harassment complaints is through the Commander.

## Formal

EO Office conducts clarification

- Interview witnesses/alleged offender
- Gather data through records/reports
- Preponderance of evidence standard
- Staff through JA
  
- Note: Sexual Harassment complaints filed with EO will be referred to SF for independent investigation.

# Civilian Complaints

Informal → EO conducts limited fact-finding inquiry

- Attempts to resolve complaint based on remedies (30 Days)
- ADR (90 Days)

Formal → Investigated by Investigation and Resolutions Division (IRD) 180 Days

KEY THINGS TO KNOW ABOUT HUMAN RELATIONS

- The AF Civilian Appellate Review Office (AFCARO) determines if discrimination occurred





October 2020

KEY THINGS TO KNOW ABOUT HUMAN RELATIONS

- # Timeline Requirements

Military Informal

No timeline

- ## Military Formal

Must contact EO within 90 days

No timeline for Sexual Harassment Complaints

- ## Civilians

In order for the complaint to be processed at the formal stage, the initial contact must be within 45 calendar days

# EO Trend Data (Military)

- Race
- Sex

KEY THINGS TO KNOW ABOUT HUMAN RELATIONS



OSAN AB, RoK



KEY THINGS TO KNOW ABOUT HUMAN RELATIONS

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Racial Remarks  
Sexist Comments

# EO Trend Data (Civilian)



KEY THINGS TO KNOW ABOUT HUMAN RELATIONS

- Disability (Mental & Physical)
- Reprisal

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# Equal Opportunity

## Main Point 3 of 3

### Roles and Responsibilities

KEY THINGS TO KNOW ABOUT HUMAN RELATIONS



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# Personal Responsibility



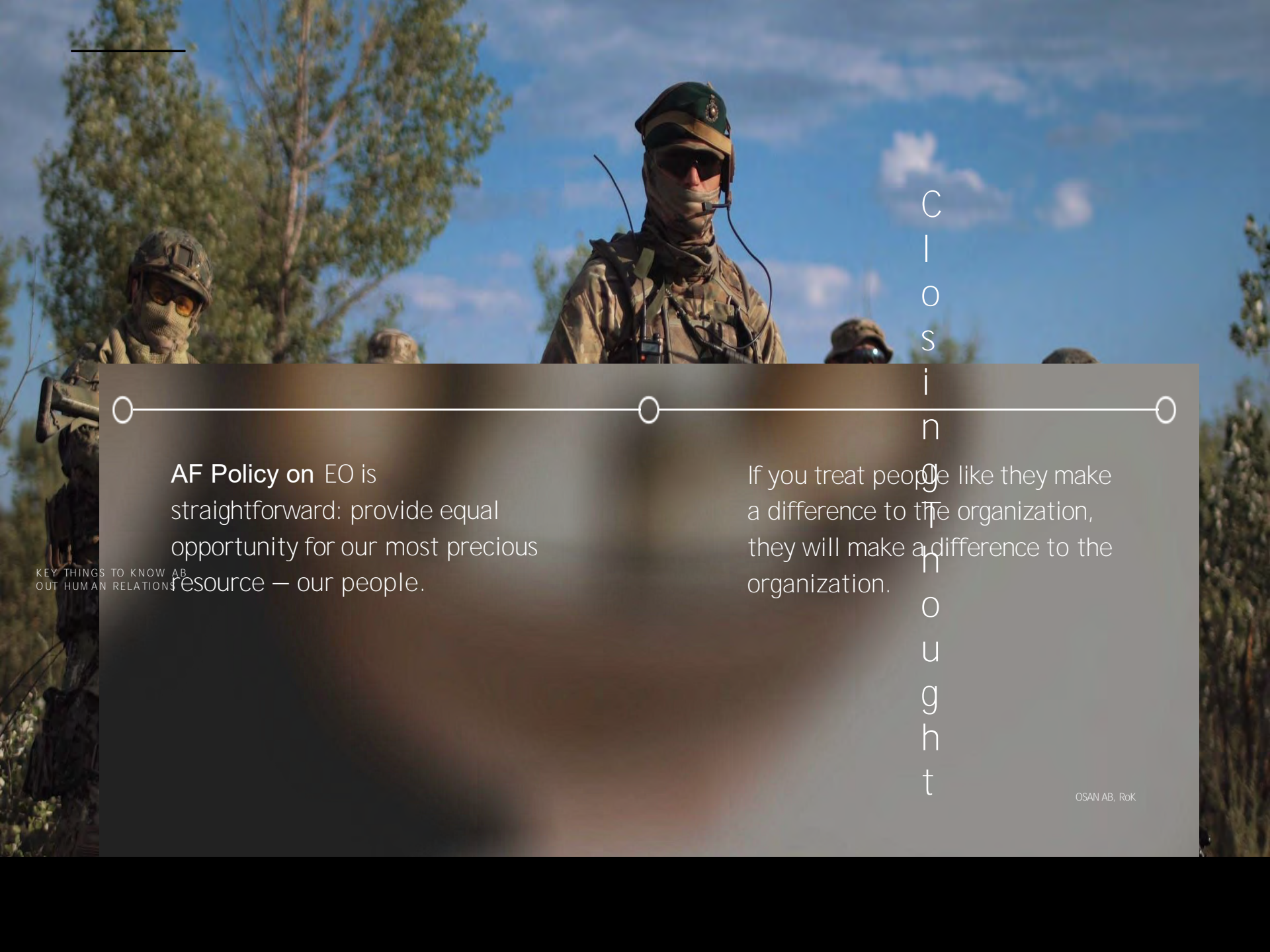
**Set a positive example**  
KEY THINGS TO KNOW ABOUT HUMAN BEHAVIOR  
on/off duty

Confront  
inappropriate  
behavior

Clarify perception  
vs. fact

Use chain of  
command

Notify within  
specified timelines



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**AF Policy on EO** is straightforward: provide equal opportunity for our most precious resource — our people.

If you treat people like they make a difference to the organization, they will make a difference to the organization.

KEY THINGS TO KNOW ABOUT HUMAN RELATIONS

## Objective 1 of 3

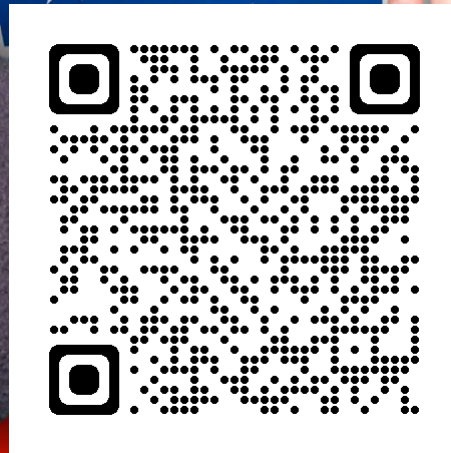
Recognize EEO Statutes, DOD, AF, and local EO Policies

## Objective 2 of 3

Recall EO Complaint Processes and Trends

## Objective 3 of 3

Define and Discuss Roles and Responsibilities



## Course Objectives

EQUAL OPPORTUNITY  
HUMAN RELATIONS  
EDUCATION



# Event Survey

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*We Guard the Freedom of 51 Million People*



# Gamsa-hamnida!



*Thank you for your participation!  
Make Osan AB the best assignment ever.*

*We Guard the Freedom of 51 Million People*