

Actors' Notes – KIDAID Case Study

Main Characters		
1.	Jack Michaelson	KIDAID Deputy Representative, subject of complaint
2.	Barry Glitter	KIDAID Senior Driver, mostly drives for Mr. Michaelson
3.	Delilah	Co-owner of <i>The Pussy Cat Club</i>
4.	Garth Vader	Security guard at KIDAID's compound, contracted to MYB security company
5.	Magdalena Jolie	Mr. Michaelson's privately contracted house keeper
6.	Elvira Presley	KIDAID Country Representative
Minor characters		
7.	Clarke Kent	KIDAID Assistant Field Safety Advisor
8.	Simon LeBon	OCHA representative
9.	Betty	Ms Jolie's daughter
10.	Paul Lennon	Friend of Mr. Michaelson and colleague and mentor of Ms Presley
11.	Mr. Minogue	KIDAID Administrative Officer

Investigation details:

- Complaint made April 2005 by OCHA to Elvira Presley (complaint to OCHA made by local police):
 - Mr. Michaelson behaved in a drunken and disorderly manner in July and August 2004.
 - Mr. Michaelson picks up prostitutes and brings them back to his home in KIDAID vehicle.
 - Unidentified driver picks up prostitutes in KIDAID vehicle and brings them to Mr. Michaelson's home.
 - Prostitutes stay for two hours and driver drives them back to the bar.
- KIDAID vehicle that allegedly is used to pick up/drop off the prostitutes is a Toyota with the plate number CD 007.
- Ms Presley says the local police are corrupt.
- KIDAID has been active in Namibia for five years.

Characters to be interviewed (not all will be interviewed during this role play exercise):

Jack Michaelson

- Mid-thirties
- Australian
- Divorced
- Only child
- Unsure about his sexual orientation
- Worked for KIDAID since March 2004
- May have feelings for Mr. Glitter
- Girls arrive at his place late in the evenings on weekends (around 10pm)

Barry Glitter

- 30 years old
- Namibian
- Lives with his mother, seven brothers and sisters
- Right side of his face droops (disfigured)
- Works almost exclusively for Mr. Michaelson
- Has feelings for Betty

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Delilah

- 54 years old
- Namibian
- Co owner of *The Pussy Cat Club*
- Magdalena used to work for her until she began working for Mr. Michaelson and now her daughter, Betty, works for Delilah

Garth Vader

- 28 years old
- Namibian
- Has a girlfriend
- Security guard for 7 years
- Aware of KIDAID's Code of Conduct

Magdalena Jolie

- 29 years old
- Namibian
- Worked for Mr. Michaelson as a house keeper since April 2004
- Before being hired by Mr. Michaelson she worked for Delilah at *The Pussy Cat Club*
- Mother of Betty
- Has feelings for Mr. Michaelson

Elvira Presley

- 42 years old
- Swedish
- Has worked with KIDAID in various countries since 1990
- Mr. Michaelson and Mr. Glitter's supervisor

Jack Michaelson, subject of complaint and Deputy Representative KIDAID

Mr. Michaelson is a 32 year old Australian national who has worked for KIDAID since March 2004. He was hired by Ms Elvira Presley, the KIDAID Country Representative in Namibia on the recommendation of her mentor and colleague Paul Lennon, the Director General of WaterAid in Geneva, Switzerland. Mr. Michaelson is a graduate of Ruddock University in Australia. Immediately after graduation, he worked as a statistician for the Australian Public Service in Canberra, Australia for five years. In 1997, after the break-up of his marriage he decided he needed adventure and took a job as an "eco" tour guide in Kenya. In 1999, he was hired as Regional Logistics Manager with WaterAid in Tanzania through his expatriate contacts. In 2002, he moved to Bangkok as a Community Development Officer with Feed the Hungry, another small NGO. However after 11 months, he left Feed the Hungry as he missed East Africa and wanted to move back. He did a few small consulting jobs in Nairobi until he bumped into his old "drinking buddy" Mr. Lennon who told Mr. Michaelson of the vacant KIDAID Deputy Representative position in Namibia.

Mr. Michaelson is the only child of a middle class family. Before retiring, his father was a dentist and his mother a librarian. Mr. Michaelson has always enjoyed working with aid agencies especially in Africa where he feels the rhythm of life is less hectic and more relaxed. He does not make friends easily and is

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not interested in marrying again. Initially he thought this was because his first marriage ended bitterly but lately he has been attracted to his driver Mr. Glitter. Mr. Michaelson is starting to question his own sexual orientation as a result and he wonders if he is gay.

Mr. Michaelson's account in the interview

Mr. Michaelson provides a full account of his previous work history. He denies that he is using the services of prostitutes. Initially he does not want to reveal anything about his trips to the red light district of Windhoek and denies that he has ever been there. Eventually, when it is clear that there are witnesses who have seen him in the red light district regularly, he admits that he has several friends in the area who come to his house on the weekend for English lessons. He explains that the "girls" come to his home to learn English as girls that speak fluent English have access to better clients and are less likely to be injured or abused. Specifically, Mr. Michaelson discloses that there are three girls called Betty, Gladys and Leander taking his English classes. However, he refuses to disclose their identity, as he considers this information part of his private life. He agrees that Betty looks younger than the others but he has never asked them how old they are as he feels this would be an inappropriate question. He believes that they are older than 18 years old.

Mr. Michaelson admits that when he first came to Windhoek, he was very lonely and did go to a brothel in town with an idea of having sex with a prostitute; however once he had met the woman, Ms Jolie, he felt bad and offered her a job as his house keeper instead. He insists that he has never had sex with her and it was her idea to start teaching her former workmates English. He is aware that one of the 'girls' who comes to learn English at his house is Ms Jolie's daughter. Ms Jolie did not tell him this but he worked it out from conversations with the girls.

Mr. Michaelson admits that he used KIDAID vehicles to transport the "girls" and that sometimes he asked Mr. Glitter to transport them. He gave instructions by email to Mr. Glitter to pick up these female friends in a bar called The Pussy Cat Club and paid him in cash for these services. He states that he never instructed Mr. Glitter to destroy any of his instructions regarding requests for vehicles and denies asking Mr. Glitter not to log these private journeys in the KIDAID vehicle logbook.

When asked why he did not reimburse KIDAID for his private use of vehicles for the last 8 months, Mr. Michaelson responds that it was an oversight and that the Administrative Officer, Mr. Minogue did not remind him.

He strongly denies being an alcoholic and claims that he is being framed by the Namibian authorities for having protested several times against the abuse of refugee children in the local schools and because he has been critical of the way the police treat prostitutes, always arresting them and demanding sex in return for their release while allowing the clients of the prostitutes to get off without any consequences. He claims that he has also been critical of the national authority's attitude towards refugees, migrant workers and child rights.

Demeanour during the interview

Mr. Michaelson is initially offended he is being investigated. As he has always been respected and well liked in his earlier posts, and, until this incident he has had the full support of Ms Presley, he is astonished that no-one came to him first and asked him about the incident. He is shocked that his good work with these women is being misunderstood and angry about being targeted in this way. His

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body language is defensive (e.g. his arms are crossed across his chest). Once he understands how serious the allegations are, he is helpful but guarded.

Barry Glitter, witness and KIDAID Senior Driver

Mr. Glitter is a 30 year old Namibian national. He has been driving for KIDAID for 5 years. Previously, he was a taxi driver for two years and prior to that he trained as a mechanic at a garage called Uncle Ben's Chop Shop. He is 185 cm tall and dark skinned with very short hair.

Mr. Glitter is very pleased to have this great job with KIDAID as he earns far more than he could in any other local job. He supports his widowed mother and his seven brothers and sisters. When he was young he contracted a virus which resulted in nerve damage. As a result the right side of his face droops. He is embarrassed by this as he considers it a disfigurement and the reason that no one has approached his mother with a view to offering their daughter in marriage.

He has worked almost exclusively for Mr. Michaelson since Mr. Michaelson's arrival in Windhoek. Mr. Glitter prides himself on knowing all about his employer and anticipating his needs. He has no hesitation in working overtime with or without compensation and regularly handles private trips for Mr. Michaelson.

He regards Mr. Michaelson as a very fine man who has lots of "girlfriends" whom he brings to his home on the weekends. Mr. Glitter has feelings for one of Mr. Michaelson's friends, Betty, who is still young. He often gives Betty KIDAID food parcels to impress her. Mr. Glitter would like to start a relationship with Betty but doesn't want to upset Mr. Michaelson.

Mr. Glitter has heard the girls talk about Mr. Michaelson and is confused as they talk about "improving their English" and "learning" when they are at Mr. Michaelson's house. He assumes this is slang for some sexual practice.

Mr. Glitter's account in the interview

Mr. Glitter has worked for KIDAID for 5 years. He says that he is highly regarded and was promoted to senior driver very quickly. He admits to providing private services to Mr. Michaelson, e.g. as doing shopping for him, bringing people to fix appliances in his house and sometimes bringing home some of his female friends.

Mr. Michaelson pays him extra money to bring his "friends" to his home on the weekends. Mr. Glitter cannot describe the women and indicates that he does not know their family names or their ages. He states that he normally picks them up in a bar called *The Pussy Cat Club* which is located downtown. Mr. Glitter claims that Mr. Michaelson has several women who he meets with regularly and assumes these are Mr. Michaelson's "girlfriends". However, he has never seen Mr. Michaelson touch any of the women. He is aware that these women may in fact be prostitutes who come from Angola or Sudan. He explains that Mr. Michaelson is usually quite generous with him, compared to other international staff members who have asked him for other "private" services and he indicates that he is often paid in cash (\$US) by Mr. Michaelson.

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Mr Glitter admits that he deleted all e-mails from Mr. Michaelson from his computer at Mr. Michaelson's request and was also asked not to make any entries in his vehicle logbooks regarding the short trips during weekends or outside of working hours. Mr. Glitter explains that he would increase the mileage in the official duties recorded after the weekend, to account for the difference caused by the trips for Mr. Michaelson. He also says that Mr. Michaelson has asked him to be discreet about picking "the girls" up at Delilah's place and to bring them inside the compound.

Mr. Glitter confesses that he has given Betty a couple of KIDAID food parcels to impress her.

Demeanour during the interview

Mr. Glitter comes across as worried; he didn't think it was bad to take women to Mr. Michaelson's house, as the women were prostitutes by their own choice. He is horrified that Mr. Michaelson might get into trouble and would do anything to protect his boss. He is extremely remorseful and begs that he not be dismissed as he is responsible for the care of his mother and siblings. He cannot afford to lose his job.

Additional role play requirements at the close of the interview

When the interviewer starts to conclude the interview and asks if you have anything to add, he raises the following points:

1. Can you guarantee that this statement will not be shared with anyone on the office?
2. Have I done anything wrong? If I have done anything wrong, can you guarantee that nothing will happen to me, as I fully cooperated with the investigation and I cannot afford to lose my job?
3. I have given you more information that I had initially planned to do and I feel uncomfortable telling you anything else.

He encourages the investigator to interview others but insists that he does not want to speak anymore. Then he stands up and starts to leave the room explaining that he has work waiting for him so he does not have time to review and sign the statement now. He asks for a copy to take away with him so he can review the statement overnight and return it later.

Delilah, witness and bar owner of The Pussy Cat Club

Delilah is 54 years old and an Angolan national. She became a prostitute when she arrived in Namibia as a refugee. After several years she saved enough money to open *The Pussy Cat Club* with the help of a former client Mr. Bush. The club is a bar that is licensed to sell alcohol. In addition, Delilah runs a brothel from the bar. Prostitution is illegal in Namibia but Delilah is a business woman and there is no money to be made in running a legitimate bar. She pays the police to stay away and tells the girls to have sex with the police for free to keep them happy. The bar has recently been closed but she is confident that if she pays a bribe it will reopen soon.

She recruits her girls from the rural areas and refugee camps where there is a great deal of poverty. In addition, rural girls are not experienced and accept very low wages.

She knows that three of her girls visit Mr. Michaelson regularly. They claim not to have sex with him but he pays Delilah directly for their time every week. In her view, he is obviously having sex with all three of

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them. One of the women, Betty, is the daughter of Mr. Michaelson's house keeper, Ms Jolie. Ms Jolie used to work for Delilah and made a lot of money as she was very attractive. After Betty was born Ms Jolie was desperate to leave the bar and eventually moved in with Mr. Michaelson.

Delilah's account in the interview

Delilah makes it clear that she does not want to jeopardise her business so initially denies any illegal activity – especially prostitution as she believes that the “foreign” investigators will report the prostitution activities to national authorities who will punish her and keep the brothel closed. She will not give the names and ages of the prostitutes who work for her or the names of clients. She tells the investigators to leave her alone as she does not want any trouble from the national authorities. She does not think it is anyone else's business what she does.

However, she is proud of her business achievement and talks about what she has created over the years. Continuously, she states that she is a good person because the women working for her do so willingly and are content with their jobs.

As she is talking about the bar she accidentally admits that Mr. Michaelson is a customer. She eventually tells them that Mr. Michaelson is a regular client but only on the weekends when he is not working. After her “mistake” she states that he is a frequent client, who requests the same three girls each time. She states that the girls go to his home.

When asked further about Mr. Michaelson, she says she does not know him well as he very rarely comes to the bar. Someone else picks up the girls, a local guy with a funny face. She thinks Mr. Michaelson is an honest and decent man, although suggestions that he has strange social behaviour (i.e. why does he pay for the three girls each week if he does not always have sex with them, wondering if he is a “real” man etc.). She justifies this by asking the interviewers what they expect; a healthy guy from Australia stuck in Windhoek needs to have “friends” and some “fun”. Anyway, Mr. Michaelson is a great man who always sticks up for the women and has even been down to the police station to get “his” girls out of jail when they have been arrested.

Demeanour during the interview

At first Delilah is very confrontational and angry. She is very defensive of her bar and worried it will be shut down. She is proud of the business and what she has created and she enjoys talking about her business achievements, what goes on at the bar and her management skills. Once she realises the scope of the investigation, she calms down and becomes cooperative with certain questions.

Additional role play requirements at the close of the interview

At the end of the interview Delilah refuses to sign any papers, saying that she cannot read and will not sign anything that she cannot understand. The investigation means nothing to her. She runs out of the interview room and states that she will not answer anymore questions.

Garth Vador, witness and security guard at Mr. Michaelson's home

Mr. Vador is 28 years old. He has been a security guard with the Mind your Business (MYB) security company for 7 years. It is an excellent job as the MYB clients are not high risk. In addition, he can work overtime and night shifts which allows him to earn a good salary. He supports his elderly parents. He finished school when he was 14 and became a delivery boy for 7 years. Then he started to work as a

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labourer. A year later his uncle introduced him to someone at MYB who was able to get him the job. Mr. Vador is not highly educated. He takes his job seriously.

Mr. Vador is aware that MYB has a strict confidentiality policy requiring all security guards not to disclose

any information about the clients they protect. He is also aware of the KIDAID Code of Conduct which MYB was required to sign and he was also asked to follow.

Mr. Vador's account in the interview

Mr. Vador is aware that three "working girls" come to the home of Mr. Michaelson regularly. They always come on the weekends and stay for a few hours each time. He thinks they eat something as he knows the housekeeper makes special preparations whenever the girls are expected. The girls always arrive well dressed and clean and seem very happy to come to Mr. Michaelson's house. Mr. Vador does not have firsthand knowledge of what is going on but feels it is obvious that if a man is having prostitutes in his house, then he must be having sex with them. If not, then the guy cannot be normal! Mr. Vador recognises the girls as when he was younger he visited the same bar which is owned by a woman called Delilah. The brothel is called The Pussy Cat Club. He doesn't visit the brothel now as he has a girlfriend and she wouldn't like it if he went there. One of the girls, Betty, was just a little girl when he saw her last time but now he thinks she must be about 17 years old. He uses the word "girls" to describe the young women but he is not sure of their real ages. Mr. Vador assumes that Mr. Michaelson must be having sex with the prostitutes and that probably his friend Barry is having sex with them too. He is of the view that "these girls are all the same and they will have sex with anyone."

He looks forward to the arrival of the girls on the weekend as he gets a few hours to chat with the KIDAID driver, Barry. He is not sure what Barry's family name is but he thinks it is something fancy like "Shiny" or "Diamond". Garth explains that Mr. Glitter usually brings the girls to the house in a KIDAID vehicle although once or twice he recalls that they came in a taxi.

Demeanour during the interview

Initially Mr. Vador is not very keen to cooperate as he is aware of the very strict MYB policy of not speaking about the movements and activities of clients. He is not comfortable about this interview, as he does not know the subject. In addition, Mr. Vador is upset that he seems to be the only person among the staff who this investigator from a foreign country wants to talk to. Once Mr. Vador receives assurances of permission to speak from his boss he is very open and helpful and gives his opinion freely.

Additional role play requirements at the beginning of the interview

After a few sentences from the investigator, Mr. Vador asks the following questions:

1. Can I bring a colleague to attend the interview in a witness capacity?
2. What will happen to me if I report wrongdoings by some KIDAID staff members?
3. Will you keep my testimony confidential?
4. If not, how can you protect me against retaliation?
5. Can I remain silent if I do not want to reply to one of your questions?
6. How long will the interview last?

He also states:

- I am supposed to pick up my son from school in 15 minutes.
- Could we have this interview later on today or tomorrow?

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Additional role play requirements at the close of the interview

Mr. Vador refuses to sign any statement. He says that he is not a KIDAID staff member and therefore not required to sign anything. In addition, he explains that he will not promise to keep anything confidential as Mr. Glitter is his friend, Mr. Michaelson has always been generous with him and Ms Jolie is attractive and he wants to impress her. He is planning on telling them everything that has been discussed during the interview.

Magdalena Jolie, witness and Mr. Michaelson's house keeper

Ms Jolie comes from a small village two hours walk from Windhoek. She is 29 years old and has a 14 year old daughter. She was forced from her father's home in the village at the age of 13 when her mother died. Her mother was the first wife of her father and Ms Jolie was her mother's only child. As her mother only had one daughter, she did not get much respect in the family and Ms Jolie's father took two younger wives who gave birth to several sons. On the death of her mother, the other wives threw Ms Jolie out of the house.

She fled to Windhoek where she found work in a bar called The Pussy Cat Club. She had a daughter, Betty, when she was 15 and the child was "adopted" by the woman who co-owns the brothel, Delilah. Ms Jolie met Mr. Michaelson in April 2004 when he came to Delilah's bar to have sex with a prostitute. He paid for Ms Jolie's time but they ended up chatting and he was kind to her. She told him that she didn't want to be a prostitute. He took pity on her and offered her a job as a housekeeper. The money is not as good as what she earned in the bar but she can keep it all and she is no longer a prostitute. She did not tell Mr. Michaelson about her daughter, Betty, because she believes he would not have given her the job if he knew she had a child.

Ms Jolie's account in the interview

She has worked for Mr. Michaelson since April 2004. Her description of Mr. Michaelson matches the preliminary information i.e. Mr. Michaelson, white Australian male, approximate age mid-thirties, red hair, and brown eyes.

She has never had sex with Mr. Michaelson. He respects her and treats her well. She hopes he will fall in love with her, marry her and take her back to Australia with him one day. She confirms that Mr. Michaelson brings three girls to the house every weekend to learn English. One of the girls is her daughter Betty and this is how she gets to see her regularly. Ms Jolie is always present when the girls come to the house because she wants to verify that Mr. Michaelson is not having sex with the girls.

Demeanour during the interview

Ms Jolie is terrified of being interviewed. She is silent unless asked for very specific information. She wants to be helpful and is cooperative, but is afraid she will lose her job and future opportunities. She is ashamed of her former job and the fact that she left her daughter with Delilah. She tries to not speak about this. Ms Jolie wants to protect Mr. Michaelson who has been so kind and helpful to her and her daughter, Betty.

Elvira Presley, witness and Country Representative of KIDAID

Ms Presley is a 42 year old Swedish national. She is the KIDAID Country Representative and has worked

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with the organisation since its creation in 1990. She recruited and trained both Mr. Michaelson and Mr. Glitter.

Ms Presley trained as a lawyer in Paris before joining the KIDAID and also has PhD in gender studies. While working for KIDAID she has worked in a number of countries, including Kenya, Tanzania, Zambia and Zimbabwe before moving to Namibia. As she studied at the Sorbonne prior to joining KIDAID she considers herself to be well educated and experienced. She likes to wear the local dress and head covering. She considers herself to be a radical feminist, open-minded and non-judgmental.

Ms Presley's account in the interview:

She knows Mr. Michaelson well as a colleague. She does not believe that Mr. Michaelson and Mr. Glitter could have done what is alleged particularly as they both passed her strict selection process. She personally vouches for the character of Mr. Michaelson and Mr. Glitter.

In her view, Mr. Glitter is a being targeted because of his disfigured face. She thinks Mr. Michaelson may be targeted for these allegations as he is a westerner, perceived to be wealthy and critical of the local authorities.

Ms Presley is stunned at the allegations. She doesn't know if Mr. Michaelson is actually visiting sex workers but even if the investigators do believe the allegations, that it is no one else's business if Mr. Michaelson wants to pay adult sex workers. She only reported the matter because OCHA were making such a fuss and the police had become involved. Ms Presley thinks Mr. Michaelson is a bit of a "rough diamond", not very cultured on the outside but with a good heart.

She thinks that Mr. Michaelson is too close to Mr. Glitter and that is a problem for their working relationship. However she thinks if Mr. Michaelson is gay, then homosexuality is no big deal and staff can do whatever they want on their own time.

Demeanour during the interview

Once Ms Presley is over the initial irritation (see text below) she is completely calm and polite throughout the interview. She never raises her voice or becomes excited. She is totally cooperative. She is somewhat patronising in manner as she "knows that she is right" and the investigators are wasting everyone's time.

Additional role play requirements at the beginning of the interview

At the beginning of the interview she should make it clear that she has already been interviewed once and that she is very busy. She is willing to cooperate but is frustrated that the investigators did not ask all their questions earlier and have not informed her every evening of all their findings and whom they spoke to.

She demands to know why the interview is starting so late (the interviewers are one hour late to the interview). She explains that she is very busy and does not have much time. She reported the allegation because it was her duty to do so but she thought the investigators would close the investigation immediately as the allegations are obviously false and a set up to discredit KIDAID. She asks the investigators "Whose side are you on anyway?"

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She also asks the interviewers for a full list of the people they intend to interview today, the full investigation plan and the details of the information they received from the local police.