

KIDAID case study

The complaint

You are working for KIDAID at their headquarters in New York. KIDAID is an implementing partner for the United Nations Organization for Coordination of Humanitarian Affairs (OCHA) in Namibia promoting sport for children in crisis as a way of carrying out child protection activities.

On 1 April 2005, officials of OCHA, Namibia, telephoned the KIDAID country representative, Elvira Presley, and told her that they had received information from the local police concerning a KIDAID international staff member, Jack Michaelson. According to the local police, Mr. Michaelson was reportedly seen on several occasions behaving in a drunken and disorderly manner in a nightclub in the red light district of Windhoek, in July and August 2004. As the deputy representative in Windhoek, Namibia, since March 2004, Mr. Michaelson handles all child protection issues for KIDAID in Namibia. OCHA officials have also reported to the country representative of KIDAID that Mr. Michaelson has been seen picking up prostitutes in a KIDAID car and taking them to his rented home. OCHA officials have said that the KIDAID vehicle used by Mr. Michaelson is not usually driven by him, but by another individual who has not been identified. This person usually picks up a local prostitute and brings her to Mr. Michaelson's house. After two hours, the same (unidentified) individual brings the prostitute back to a bar in the red light district of the city.

Ms. Presley immediately reported this information to KIDAID HQ. She is concerned about the implications of this information, not only in relation to Mr. Michaelson and his safety, but also for KIDAID's image in Namibia, particularly if the police were to alert the local press. She says that the local police are corrupt and the media will pay for scandalous stories about aid workers. She has asked KIDAID HQ in New York to conduct an investigation, as she claims that it would be difficult for her to investigate allegations related to a colleague in her office. She has also suggested that she could cut the deputy representative post on the pretext of budgetary constraints and then recreate a post of assistant representative in 6 months time.

You have been assigned to investigate this case. You will be going to Windhoek in seven days.

Investigation planning

There is insufficient information thus far to form a view on the allegations. It is important to remain objective and to avoid drawing conclusions at this early stage. There might be many explanations for the complaint, including police corruption. However, enough information is provided to warrant an investigation.

The information currently available would not usually warrant any action against Mr. Michaelson (suspension, etc.) at this time. The subject of complaint (SOC) should only be suspended if there is a danger that the staff member might tamper with evidence, intimidate witnesses or if there is a credible security threat, either against the subject of complaint or a witness/victim.

It is important to remember that, while it is a matter of organizational policy about when to inform the SOC, best practice is **NOT** to inform the subject until later in the investigation. Informing Mr. Michaelson at this early stage could jeopardize the investigation. Alternatively, if you discover there are no grounds to continue the investigation or that the allegations are totally unfounded before you interview the SOC, it could cause unnecessary stress to that staff member to learn they are being investigated.

Issues for investigation

- The allegations against Mr. Michaelson are a clear violation of the Secretary-General's Bulletin (SGB). If Mr. Michaelson is indeed "picking up prostitutes," he is violating section 3.1 and 3.2 (c) of the SGB. KIDAID is an implementing partner for OCHA, and therefore bound by the SGB.
- The possibility of another staff member from KIDAID or other organizations being involved should also be investigated.

Specific rules allegedly violated

- Possible exchange of money for sexual services (SGB section 3.2 (c))
- The prostitutes may be under 18 years (SGB section 3.2 (b))
- Depending on the staff rules of KIDA ID, possible misuse of vehicles and abuse of power by involving lower ranking staff members in the picking up and driving around of prostitutes

Issues not significant to the case

- Ms. Presley's unwillingness to conduct the investigation herself: since KIDAID is a small organization, it may be very difficult for her to conduct the investigation and remain neutral and/or transparent, which is why she has requested outside investigators. Moreover, she may not have the proper skills to be an investigator.
- Possible breaches of religious decrees: It is not for investigators to decide if religious decrees have been broken unless specific reference is made to these in your organization's code of conduct. This investigation will focus on whether the SGB or the organization's code for humanitarian workers and the laws of the country have been violated.

Documentation to gather before arrival in Windhoek

- SGB
- Code of conduct for KIDA ID employees (if it exists)
- Copy of relevant national laws translated to English (e.g., if indeed it is illegal to use drugs and visit prostitutes)
- Mr. Michaelson's resume/job duties/job evaluations
- KIDA ID staffing table
- KIDA ID project information
- Vehicle logbook
- Police reports
- Reports from OCHA, if available
- Visitor logbooks from guards at Mr. Michaelson's premises
- Leave and absence sheets for Mr. Michaelson
- Official telephone records

Requests to KIDAID country representative to facilitate planning

- A confidential, locked database and cabinet to which only the investigators have access
- Ms. Presley to maintain confidentiality concerning the case and that other staff members should only be told details on a "need-to-know basis"
- Arrangements made for confidential interview locations
- Names of the OCHA representatives who made the complaint (for interview purposes)
- General information on the country/city, such as national laws, e.g., whether prostitution is illegal in Namibia and, if so, the national authorities may need to be informed of the investigation

Practical considerations

- Estimate the length of time you need to be on site in Namibia and your budget.
- Prepare a list of possible interviewees and of the order in which they should be interviewed. It is important to keep this list flexible as certain witnesses may provide names of others who may have information to contribute to the investigation.
- Send your tentative schedule of interviews as early as possible so that the country representative can ensure that KIDAID staff are available for interviews and not on leave or on mission.
- Organize interpreters if needed.
- What equipment will you take with you?
 - Tape recorder and appropriate adaptors and tapes
 - Cameras (remember it is important to visit and document the locations of where the alleged abuse took place to assess if it is even possible)
- Investigation report materials; i.e., record of interview and confidentiality forms
- Laptop and mobile phone

General comments

- It is important to remember that you are not investigating an individual. You are investigating an allegation of an incident. Do not personalize or prejudge the findings.
- You should involve a second investigator to ensure transparency, confidentiality and efficiency. Consider composition of team, i.e., gender, ethnic background, etc.
- When conducting the interview, the order should be:
 - Complainant
 - Victim(s)
 - Witnesses
 - Subject of complaint

Arrival in Windhoek and Starting the Investigation

Upon your arrival in Windhoek, you request a security briefing with the KIDAID senior security advisor, Mr. Clarke Kent. You then meet with Ms. Presley, the representative, who provides you with some basic information about the KIDAID office in Windhoek, the KIDAID activities, the staffing structure and Mr. Michaelson's responsibilities. She tells you that KIDAID has only been working in Namibia for five years. Ms. Presley repeats the information she already reported to HQ.

You then meet with Ms. Presley's contact at OCHA, Mr. Simon BeLon. Mr. BeLon restates what he had told Ms. Presley. He explains also that the authorities want to keep the matter informal with KIDAID, as they do not want this situation to affect the image of KIDAID or to jeopardize on-going cooperative projects. Mr. BeLon thinks that KIDAID should deal with this problem discreetly and quickly. Thus far, nothing has been reported in the local press.

Mr. BeLon provides a detailed description of the car used by Mr. Michaelson: a KIDAID Toyota with the plate number CD007. He tells you that he has no information on the "unknown driver," nor does he have any concrete information about the dates or times the KIDAID car was reported in the red light district of Windhoek with Mr. Michaelson and the "unknown driver." He does not know the name of the bar where the prostitutes are picked up and dropped off and he wonders if some of the prostitutes are younger than 18 years old. The local police have also told OCHA that when the "unknown driver" takes the prostitutes to Mr. Michaelson's house, he parks the vehicle inside the compound in which Mr. Michaelson's house is located. The driver

reappears from inside the property two to three hours later when he takes the prostitutes back to the nightclub.

It is not yet clear to you whether the Namibian authorities are investigating the drunk and disorderly allegation alone or whether they are also interested in allegations that Mr. Michaelson is seeing prostitutes; prostitution will soon be legalized in Namibia. They claim that they do not have Mr. Michaelson under surveillance, as the case is not a priority for them.

As a first step, you decide to identify the “unknown driver.” You have asked Ms. Presley to provide you with the original logbook of vehicle CD007 and you intend to examine it tonight at your hotel. You now want to better plan the second day of this investigation.

Review of evidence gathered on the first day

The information that has been collected during your first day of investigations is still insufficient to draw a conclusion. It is important to remain objective and open-minded. There is no new information to suggest there is a risk of Mr. Michaelson tampering with the evidence and therefore no reason to suspend or cut his post.

Your co-investigator must still be named. Due to budgetary constraints, organizations often cannot afford to send more than one investigator on mission to conduct an investigation, but good practice requires a second investigator or at the very least an objective witness on the investigation team. Mr. Kent is a good candidate for the position of co-investigator. Security advisors are often former police officers and have good investigation and interviewing skills. Alternatively, you might consider asking the KIDAID legal officer to assist you, if one exists. Ask Ms. Presley to release whoever you select as co-investigator; being aware that this may cause workload difficulties for the office.

Security briefing with Mr. Kent

Security advisors often have good contacts in the duty station and good relationships with a variety of staff and partners. Mr. Kent may have provided you with a feel for the situation in the city. Security advisors frequently know if the local mafia are running the red light district or certain bars in the area. Moreover, Mr. Kent should have been able to provide you with information about the relationship between KIDAID and the local authorities/police, as well as whether the government might be targeting KIDAID or international NGO staff for any reason. Depending on how you assessed the situation once you met with him, you may have decided to divulge information concerning the investigation to Mr. Kent: he may be a great help even if he is not a co-investigator. He could also provide you with:

- information on security issues relating to the conduct of the investigation, e.g., security measures that should be in place for witnesses/subject
- situational as well as cultural information, e.g., whether “organized crime” is involved in prostitution or running the red light district
- communication information, including list of official/important contacts in Windhoek
- risks to KIDAID/affiliated organizations/individuals if media or the public becomes aware of the investigation
- if security clearances will be needed within or (if necessary) outside of Windhoek
- his views on the KIDAID drivers, e.g., their contacts

Naturally, he would be required to sign a confidentiality agreement.

Meeting with Ms. Presley

What would you say during your meeting with the Ms. Presley regarding your investigation plan? Are there some specific issues that you should discuss with her?

Information control and confidentiality

- Remind her of the importance of confidentiality and informing staff only on a “need-to-know” basis.
- Explain that, due to the confidentiality of the role of investigator, you will not be able to keep her briefed on the details of your findings, but your own supervisor will brief her.
- Explain that she should not speak to the media if they question her until you have come up with a media strategy together and had it approved by HQ.

Investigation procedure

- Review the summary investigation plan with Ms. Presley so that she is aware, in general terms, of what will be taking place while you are conducting the investigation.
- Offer to do an exit interview before you leave Windhoek to explain the next steps.
- Inform her that she should not suspend or cut Mr. Michaelson’s post at the moment, as not enough evidence has been collected to prove the allegation. Moreover, no mention of the investigation should be made to Mr. Michaelson, his driver or KIDAID staff at this stage.

Practical assistance/information

- Request her help in identifying secure locations to conduct interviews.
- Ask her to arrange the interviews and interpreters, if not already done.
- Request her cooperation in obtaining documentation and a locked cabinet to store documents pertaining to the case. It may be best not to have the cabinet in KIDAID’s office.
- Ask her about KIDAID policies, procedures and common practices relevant to the investigation, including how compensation for overtime work is managed.
- Ask if there are measures that should be taken to protect the subject of complaint (as victims are unknown at this point).
- Ask her about KIDAID’s office policies and common practices regarding vehicle use. Can staff use vehicles for personal matters?

It is not important to discuss why Ms. Presley was unwilling to conduct the investigation, but perhaps ask her why she thought an investigator from HQ would be more appropriate than someone working locally – this could trigger answers that may help the investigation and give an idea of the security situation.

Was it appropriate to collect the logbook of vehicle CD007 after your meeting at the OCHA?

- It is **not** good practice to ask for the logbook of CD007 and not the logbooks of the other vehicles, as this may raise suspicions about the driver in question when it is important the investigation remain as confidential as possible; if only logbook of CD007 is collected, the driver of this vehicle or Mr. Michaelson may become aware of this request and tamper with evidence.
- It would be better to ask for the logbooks of all vehicles, for a given timeframe, **before** your arrival to Windhoek. In this case, the logbooks should be obtained from March to September 2004 to cover the period when Mr. Michaelson was allegedly acting inappropriately.
- You should ask Ms. Presley to approach the administration coordinator to provide the logbooks for the investigation. Ms. Presley’s permission, however, is not necessary. Review the logbooks with your co-investigator and be in a secure environment to ensure

confidentiality. Do not take the original logbooks offsite. If you want to examine them outside the office, then it would be preferable to copy the relevant pages and secure the originals.

Identify the information gaps between the report given to you by OCHA and Ms. Presley

The police's actions and statements do not correspond. The police say that they are not conducting surveillance and that the case is of a low priority; however, they know the license plate of the car, the location where the women are picked up and dropped off in the red light district, etc. Their inconsistencies should be kept in mind and discretion used when reading their reports and/or conducting interviews with them. Hopefully, Mr. Kent will have information on the allegations of corruption made against the police by Ms. Presley.

- Ms. Presley was not provided with as much detailed information by OCHA as you, such as the license plates of the car and that the prostitutes may be younger than 18 years old.
- The chain of reporting is somewhat surprising – that the local police would directly contact OCHA.
- Does Ms. Presley have any suggestion as to why this happened?

Are there any other documents that you need?

- Dossier on Mr. Michaelson and his home address
- The code of conduct for KIDAID workers, if it exists
- The police report
- Written and signed reports from OCHA witnesses
- Other relevant logbooks and documentation from KIDAID
- Information on KIDAID drivers and their schedules
- Extracts from relevant Namibian national laws
- KIDAID's standard operating procedures
- Duty roster for guards (guards may have been contracted through a separate company, so permission to interview them may have to be obtained from their manager, especially if that company has a confidentiality clause for clients)
- Permission to interview the guards from the guards' manager or owner of the security company. It is important to do so without disclosing information regarding the investigation, i.e., "I am doing some research on some possible irregularities at KIDAID."

Preparing for Interviews with Mr. Glitter and Security Guards

It is not appropriate to interview the five security guards and Mr. Glitter. A better approach would be to interview three guards and three drivers. Before the interviews, you should collect information on the shifts of the security guards to determine who will be able to provide the relevant information. For example, the security guard(s) who work(s) the weekend shifts will know who uses KIDAID vehicles during those times, who the driver of CD007 is and s/he may be able to confirm whether Mr. Michaelson brought prostitutes to the KIDAID office. Once you have ascertained who this guard is from the staffing schedule/roster you should select an additional two guards to interview as "cover."

You should then try to determine:

- if there is a designated driver of vehicle CD007 and if so, who
- if drivers work mostly for one staff member and if so, whether Mr. Michaelson has a driver
- if a driver registered vehicle CD007 for personal use during evenings from March 2004 to March 2005

Some of this information can be gathered through an interview with Ms. Presley and through close inspection of the vehicle logbooks. Analysis of logbooks should be completed to determine if they provide more information on the activities of drivers at KIDAID.

If you decide that Mr. Glitter is the unknown driver, it is possible that he is an accomplice – it is alleged that an unknown driver takes the prostitutes from the red light district to Mr. Michaelson’s apartment. Once this information is gathered, you will be more prepared for the interview and know Mr. Glitter’s role in the investigation (if he has one).

Factors for effective interviews with Security Guards and Mr. Glitter

Interviews should be well-prepared and questions thought out beforehand. All relevant information that can be reviewed before the interview should be analyzed. Also, the investigators should consider the length of the interview and remember to proceed at the speed of the witness. Specific measures and practical considerations:

- Confirm the availability of a secure and discreet location for the interview.
- Agree to a time for the interviews, taking into consideration work responsibilities: e.g., in order to avoid guards and drivers discussing the interviews beforehand, give little advanced notice, but balance this with practicalities and courtesy.
- Decide who will be lead interviewer and who will take notes. If you were not able to appoint a second investigator, then select a reliable support person who has signed a confidentiality agreement.
- Confirm the availability of interpreters, if this was identified as a need.
- Check that you have all equipment and materials, e.g., photograph of Mr. Michaelson for identification, connections for computer.
- Address any safety issues and any cultural, gender, religious or health factors that you identified as needing to be dealt with before each interview begins.
- Do not inform Ms. Presley of the details of the planned interviews. As the country representative she needs to know that you will be interviewing staff, but not specifically who or when.

Explain to witnesses when the interview commences

- The need for confidentiality and that information is given only on a need to know basis. Only KIDAID staff are required to sign a confidentiality statement; for other witnesses you must ask them to maintain confidentiality.
- The importance of the interview and investigation.
- The duty of staff to cooperate and tell the truth.
- Their obligation not to discuss anything about the case with others, including those who were interviewed.
- The purpose of note-taking.
- That it is acceptable to state when answer is unknown.
- Their right to ask for a break.
- The consequences of lack of cooperation, fraud, malicious reports or concealment of evidence.

What are the main differences between the interviews with the guards and Mr. Glitter?

Mr. Glitter	Security Guards
He can provide information on KIDAID policies and procedures, such as a code of conduct specific to drivers, routine procedures for vehicle	Guards can report on comings and goings of KIDAID staff, especially during the weekend evenings. They may maintain their own logbooks

use, etc.	where residents and guests sign in and out.
He may be involved in misconduct and/or breach of KIDAID's code of conduct through direct involvement in the allegation or by using KIDAID vehicles for private use.	They are most likely neither involved nor possible victims of the alleged misconduct.
He can provide information on relations within the office and his personal relationship with Mr. Michaelson. If he is a friend of Mr. Michaelson, he may give information about him that could be useful to the investigation.	They may have seen passengers in the car with Mr. Michaelson after hours. Also, they may be able to identify or give a description of the passengers
He may be afraid of reprisal or punishment from Mr. Michaelson or KIDAID.	They may be afraid of reprisal or punishment from Mr. Michaelson, KIDAID or the security company they work for.
He may be able to provide specific evidence on the allegation if he is involved in the alleged activities or a personal friend of Mr. Michaelson, e.g., he may be able to give specific dates and/or answer the following questions: does Mr. Michaelson go to the red light district and do prostitutes go to his home?	

Interview Planning – example for interview with Mr. Barry Glitter

Tomorrow, we will work in teams to conduct practice interviews and continue the investigation into this case. The following plan for interviewing Mr. Glitter will help you to formulate similar plans for interviewing other witnesses and the subject of the complaint.

Interview Objectives

- Establish whether Mr. Glitter is involved in the allegation or not;
- Determine whether he is the “unknown driver.”
- Clarify dates, times and places that are relevant.

To do so you will need to determine the following:

- Is Mr. Glitter aware of the code of conduct?
- Mr. Glitter's knowledge about the use of vehicle CD007 e.g., does he know the individual who usually drives vehicle CD007?
- Any further knowledge on the following activities:
 - use and frequency of vehicle use by Mr. Michaelson
 - identity of passengers
 - reason for pick up and drop off of girls, if relevant
- Mr. Glitter's relationship with Mr. Michaelson – is it purely professional or does he know what Mr. Michaelson does on weekends?
- Any other information that he can provide which supports or refutes the allegations.

Information on Hand

What information will you have at hand before interviewing Mr. Glitter?

- Vehicle logbook for CD007, Mr. Glitter's job description, standard operating procedures for drivers
- time sheets, leave and absence forms
- The driver assigned to work for Mr. Michaelson (if he has a driver)
- Mr. Glitter's performance evaluation sheets

- Language abilities (to determine need for interpreter)
- Any physical or mental impairment
- His nationality, religion and ethnicity (to assess any special requirements that should be met during the interview)

Special Measures

Are there special measures that you need to take in relation to this interview? None in particular. As mentioned earlier, protect Mr. Glitter from being singled out and ensure that his safety or position at KIDAID will not be jeopardized as a result of the interview.

Lines of Questioning, Main Themes, Logical Sequence

What lines of questioning do you intend to develop during this interview? Identify the main themes and organize them in a logical sequence.

1. Establishing rapport

- Clarify the purpose of the interview – you are investigating a complaint and think Mr. Glitter may be of assistance.
- Explain the ground rules – see list on interview transcript sheet (confidentiality, obligation to tell the truth etc).
- Engage with Mr. Glitter to gain his trust.

2. Free narrative

- Ask open questions, e.g., *“Tell me about your duties as a driver for KIDAID?”*
- Avoid interrupting or clarifying ambiguities at this stage.
- Prompt by using neutral phrases such as: *“and then what happened?”* or by repeating key phrases *“He asked you to pick up the women in the red light district?”*
- Offer prompts that relate to his account only – not to other witnesses’ evidence.
- Do not give positive or negative feedback. Beware of unintentionally communicating approval or disapproval through face expressions and voice inflections.
- Conduct the interview at Mr. Glitter’s pace.
- Have an “active listener” posture.

3. Questions

Clarify information Mr. Glitter has already given and help him to give relevant evidence if unable to do so during the free narrative. Follow this sequence of questioning when possible:

- Open-ended: *“How would you characterize your relationship with Mr. Michaelson?”*
- Specific: *“How often did Mr. Michaelson ask you to pick-up the women?”*
- Closed: *“Did you use the KIDAID vehicle CD007 to pick-up women for Mr. Michaelson or not?”*
- Leading (only as a last resort) *“Are these women entering Mr. Michaelson’s home?”*

4. Closure

- Check with second interviewer (recorder) if there are any outstanding matters.
- Summarize what Mr. Glitter has stated in his words.
- Ask if he has anything he would like to add and answer any questions he may have.
- Check if he requires any outside assistance.
- Thank him for his time.

What difficulties can you reasonably expect in this interview?

The main difficulty you will face is establishing Mr. Glitter’s trust. Without his trust, any account may be inaccurate or incomplete. A lack of trust may have several causes, including his seeing

you as a figure of authority and therefore telling you what he thinks you want to hear. Other barriers to a full disclosure of information may include:

- Loyalty to the subject of complaint or others implicated in the allegation
- His own involvement in the allegations
- Fear of reprisal including losing his job because of the information he provides

All of these factors may make him unwilling to cooperate. Therefore, it is important to explain to him the need for the truth during the investigation and to discuss any worries or fears he may have about sharing information.

Remind him of the requirement to keep the information discussed during the interview confidential. You can also assure him that he cannot be sanctioned for cooperating. But be careful he does not take this as an assurance that he is protected from an offence because he cooperated with the investigation.

Plan for Next Steps

Interviews

- ▶ Other drivers if they frequently drive Mr. Michaelson or vehicle CD007
- ▶ Ms. Presley
- ▶ Anyone employed by Mr. Michaelson, e.g., the housekeeper, gardener, etc.
- ▶ Staff members who work with Mr. Michaelson; interview several to avoid singling him out
- ▶ Staff in the bar Mr. Michaelson frequents (if it exists)
- ▶ Others identified during the investigation who may be able to provide relevant information
- ▶ Mr. Michaelson

Police Information

You should also go to the police and collect their testimony of events personally. This should not be a formal interview, as they are providing information on the evidence and information they have gathered.

Documentation/Computer Records

Late in the evening of your second day on the investigation mission, you decide to examine Mr. Glitter's computer. You then produce the following record:

KIDAID Headquarters

This document is protected by the provisions of the KIDAID administrative instructions of 9 October 2003, concerning the confidentiality of the proceedings related to a preliminary investigation conducted by the investigations office.

REPORT ON COMPUTER SEARCH

INVESTIGATION CASE NUMBER: INV/05/001

Date: 16 June 2005

Location of search: KIDAID Windhoek

Subject: Barry Glitter

Scope of the search: examination of the desktop computer located in Mr. Glitter's office; review of the KIDAID email boxes assigned to Mr. Glitter and of internet sites consulted using the "history" function.

Description of the findings:

The search started at 18.35 hours.

- "Trash" folder has been emptied of all items.
- Incoming emails sent by Mr. Michaelson have been deleted, with the exception of two emails dated 18 February 2005 and 25 March 2005.
- A copy was made of the following Word documents on the C drive: Vehicle rotation/referral for maintenance, January – April 2005.doc.
- The following internet sites were visited by Mr. Glitter two weeks ago: "hotbar.com", "Namibiangirls.com", and "xtremepleasure.com",

The search ended at 19.20 hours.

Name of investigator: *Your name*

Name of witness:

Signature(s): _____

The following two emails were seized in the desktop computer located in Mr. Glitter's office:

From: Jack Michaelson

To: Barry Glitter

Date: 18 February 2005 3:29:19 PM

Subject: This weekend

Dear Baez,

Sorry, I was so busy today that I had no time to go to your office. As briefly discussed yesterday, I would need your assistance to pick up some friends tomorrow at around 10.00 p.m. Ask Delilah. Call me on my mobile if you have any problem, do not use the radio. You will have to tell me whether you prefer to have US \$ or local currency this time. Many thanks again. J.

From: Jack Michaelson

To: Barry Glitter

Date: 25 March 2005 4:11:45 PM

Subject: Tonight

"For Your Eyes Only" ha ha

Hey Barry my friend,
Same as last Friday. I hope that you are free. You won't need to wait at my place; I will manage on my own. Thank you again for your assistance as usual. Cheers. J

Two Days Later – Update and Next Steps

Interview with the guards

You have continued the investigation for another two days and collected information from the guards at Mr. Michaelson's residence. They tell you that Mr. Garth Vador is usually the guard on duty in the evenings and weekends so he will have the most information to give you about Mr. Michaelson's guests at those times. However, two security guards confirm that Mr. Michaelson returned twice to the KIDAID office on Friday nights in March 2005 (18 March and 25 March), as he had allegedly forgotten something in his office. The guards stated that two girls (very young looking but age unknown) were sitting in the car and looked to them to be prostitutes. On these occasions, Mr. Glitter was driving.

Examination of the logbooks

When examining the vehicle logbooks, you have noticed that Mr. Michaelson's name does not appear in the logbooks regarding service provided by Mr. Glitter for any private assignment, including 18 February and 25 March 2005. Mr. Glitter has not made any entry for vehicle use after working hours. Mr. Glitter did not report vehicle use for any private services for other KIDAID staff after working hours or during weekends.

Police testimony

You have managed to contact the local police who had originally informed OCHA of the allegations. They confirmed that the club frequented by Mr. Michaelson is *The Pussy Cat Club* and that the owners are Mr. "Basher" Bush and Ms. Delilah. They told you that at this bar men come to pick up prostitutes. Police searches of *The Pussy Cat Club* conducted in April 2005 found illegal gambling, prostitution and children involved in selling alcohol. The police also informed you that this place is now closed as a result of a court order. The police stated that Mr. Michaelson is well known to them and they are worried about KIDAID's reputation in Namibia.

Final Interviews Scheduled

Tomorrow the investigation team will interview the following witnesses. Start planning now.

Ms. Magdalena Jolie, housekeeper

It has come to your attention that Ms Jolie is working as a private housekeeper for Mr. Michaelson at his rented house. You do not know the nature of her contract or the living arrangements but you believe that she might be able to provide information on the allegations of misconduct. You have heard some gossip in the office that Ms Jolie is a woman of "low character".

Mr. Barry Glitter, senior driver, assigned to the deputy representative, KIDAID

After reading the office vehicle logbooks, organigram and work schedule, you are aware that Mr. Glitter is the driver assigned to the subject of complaint and very likely the unknown driver.

Mr. Garth Vador, security guard

You have also discovered that Mr. Vador is the night guard at Mr. Michaelson's residence. Mr. Vador is usually on duty at the time the alleged prostitutes are brought to Mr. Michaelson's private home.

Mr. Jack Michaelson, subject of complaint and deputy representative, KIDAID

Mr. Michaelson will be the last interview for the day. Thus far, Mr. Michaelson is unaware that there is an investigation into allegations made against him, although he suspects something is going on.

Each interview team will interview 3 witnesses, including Mr. Jack Michaelson. Please be thinking about how you should plan for those interviews.