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**OFFICE OF INTERNAL OVERSIGHT SERVICES
INVESTIGATIONS DIVISION**

*This Report is protected by paragraph 18 of
ST/SGB/273 of 7 September 1994*

INVESTIGATION REPORT ON ALLEGED MISCONDUCT BY

REDACTED REPORT

ID Case No. 0515-06

12 NOVEMBER 2007

STRICTLY CONFIDENTIAL

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I. EXECUTIVE SUMMARY

1. On [REDACTED] [REDACTED] was sent [REDACTED], the [REDACTED] [REDACTED] of the [REDACTED] at [REDACTED]), warning [REDACTED] that there was a plot against [REDACTED] within [REDACTED] (hereinafter [REDACTED] to [REDACTED]). On [REDACTED], it was confirmed that a [REDACTED] was unaccounted for in the [REDACTED].
2. [REDACTED] on [REDACTED] [REDACTED] were notified that a [REDACTED] had been found along [REDACTED]. The [REDACTED] seized the [REDACTED], and established that it was registered to [REDACTED] and [REDACTED]. The [REDACTED] was notified of this incident. After examining the [REDACTED] confirmed that it was the property of the [REDACTED] and unaccounted for in the [REDACTED]. [REDACTED] was suspected to be involved in these acts.
3. After extensive investigation, ID/OIOS concluded that [REDACTED]: a) was possibly the [REDACTED] of the [REDACTED]; b) was possibly involved in the [REDACTED] of a [REDACTED]; c) violated the [REDACTED] by leaving [REDACTED] in an [REDACTED] and d) by refusing to hand over [REDACTED] to [REDACTED] whilst on [REDACTED] was insubordinate. In regard to the latter: [REDACTED] has been suspended [REDACTED] since [REDACTED] after refusing to produce [REDACTED] while on [REDACTED].

II. APPLICABLE LAW

4. The Laws of [REDACTED] Chapter 63, Penal Code

Article 223

"Any person without lawful excuse utters, or directly or indirectly causes any person to receive, a threat, whether in writing or not, to kill any person is guilty of a felony and is liable to imprisonment for life";

Article 275

"Any person who steals anything capable of being stolen is guilty of the felony termed theft and is liable, unless owing to the circumstances of the theft or the nature of the thing stolen some other punishment provided, to imprisonment for three years."

5. The Laws of [REDACTED] Chapter 114, The [REDACTED] Act (1963), as amended

Section 4(2)(b)

"If any person fails to comply with any condition subject to which a firearm certificate is held by him, he shall, subject to this Act, be guilty of an offence."

6. Staff Regulation 1.2(b)

"Staff members shall uphold the highest standards of efficiency, competence and integrity. The concept of integrity includes, but is not limited to, probity, impartiality, fairness, honesty and truthfulness in all matters affecting their work and status."

7. Staff Rule 101.2

(b) "Staff members shall follow the directions and instructions properly issued by the Secretary-General and their supervisors."

(c) "Staff members must comply with local laws...."

III. METHODOLOGY

8. ID/OIOS conducted over [REDACTED] interviews of [REDACTED] and [REDACTED] [REDACTED] and examined documents pertinent to this investigation. ID/OIOS also completed on-site inspections and a physical examination of the [REDACTED] seized by the [REDACTED]. All information gained was then assessed in accordance with the relevant legal norms.

IV. BACKGROUND

[REDACTED]

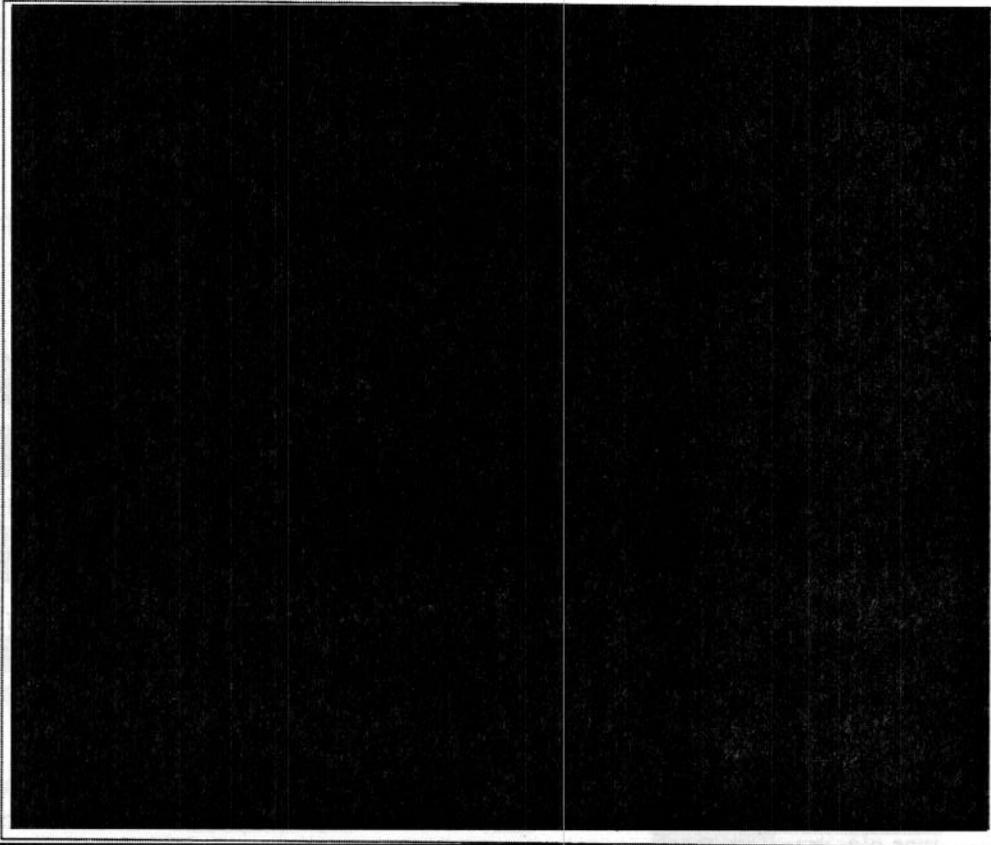
9. [REDACTED] has been the [REDACTED] since [REDACTED]. In [REDACTED] upon the [REDACTED] of the former [REDACTED] was appointed as the [REDACTED] and was confirmed as [REDACTED] in [REDACTED].

10. The author of the [REDACTED] stated that [REDACTED] was a [REDACTED] of the Organization and the contents of both documents alluded to an intimate knowledge of [REDACTED] procedures.

V. INVESTIGATIVE DETAILS

A. THE ALLEGED PLOT [REDACTED]

11. On [REDACTED] [REDACTED] as forwarded from the [REDACTED] of [REDACTED] to [REDACTED] and copied to others as reflected below:



12. Inquiries with [REDACTED], the [REDACTED] used to send the [REDACTED] revealed that it was impossible to obtain any information concerning the sender of the [REDACTED]

B. THE EVIDENCE OF A PLOT [REDACTED]

13. Upon notification of the [REDACTED] appropriate steps to ensure the safety of [REDACTED]. On [REDACTED] [REDACTED] ordered an inventory of the [REDACTED], which was completed the same [REDACTED] [REDACTED] who reported that all [REDACTED] were accounted for. Additionally, the [REDACTED] dispatched [REDACTED] investigators to inquire into the source and validity of the alleged threat and to re-assess the current level of close personal protection being provided to [REDACTED].

14. On [REDACTED] was notified that a [REDACTED] was missing from the [REDACTED]

15. The [REDACTED] informed the [REDACTED] that [REDACTED] had found a [REDACTED] along [REDACTED] [REDACTED] established that the [REDACTED]

[REDACTED]

_____ was _____ and notified _____ the _____ that a _____ had been found. _____ acknowledged that a _____ with the _____ found was unaccounted for in the _____

C. _____

16. Significantly, during this same period _____ was involved in an incident concerning _____

Loss of _____

17. In a statement made to _____ claimed that during the _____ on _____ pulled _____ and attempted to repair it. While doing so, _____ approached _____ and _____ of them pointed a _____ at _____ said _____ surreptitiously withdrew _____ which was _____ with _____ threw it into a nearby _____ and escaped from _____ contacted the _____ and with the assistance of about _____ found _____ then got into _____ and _____

18. _____ amount of the events varied in significant detail between _____ contact with the _____ and subsequent contact with the ID/OIOS investigators _____

- _____ that _____ was traveling along _____, but _____ indicate that _____ call to the _____ for assistance was closer to _____
- _____ called the person _____ was going to see from _____, but no such call was listed in _____
- When asked to demonstrate how _____ and threw _____, _____ did so with great difficulty.
- When _____ was asked by the _____ at the scene why _____ was found _____ from _____ claimed that _____ was walking back from a _____ after _____ However, _____ later informed ID/OIOS that _____ was attacked shortly after _____ stopped _____ on the _____
- _____ immediate return to the exact location where _____ was just held at _____ in pitch darkness is not logical or rational.

19. When ID/OIOS queried the approximate [REDACTED] discrepancy, [REDACTED]. [REDACTED] stated that [REDACTED] must have been mistaken with the time of the assault. When queried about other discrepancies, [REDACTED] stated that ID/OIOS was not conducting a proper investigation and that [REDACTED] was being blamed simply because [REDACTED] was [REDACTED] in the same area in which the [REDACTED] had been found.

20. [REDACTED] [REDACTED] [REDACTED] within [REDACTED] of the location the [REDACTED] was found. When [REDACTED] was queried about this coincidence, [REDACTED] responded that [REDACTED] had asked [REDACTED] the same question and had no answer.

Refusal by [REDACTED] to produce [REDACTED]

21. On [REDACTED] [REDACTED] investigators attended a meeting between [REDACTED]. [REDACTED] At this meeting [REDACTED] requested [REDACTED] who was in [REDACTED] to produce [REDACTED] for inspection. [REDACTED] refused to surrender [REDACTED] stating that [REDACTED] was carrying [REDACTED] and that [REDACTED] had no authority to see it.

22. After this meeting [REDACTED] prepared [REDACTED] covering issuance of [REDACTED] from the [REDACTED] and [REDACTED] concerning the [REDACTED]. On [REDACTED] [REDACTED] was placed on [REDACTED] as a result of the incident in [REDACTED] on [REDACTED].

[REDACTED] Evidence

23. ID/OIOS solicited the services of [REDACTED] expert. The [REDACTED] expert was provided [REDACTED] from the [REDACTED] accounts of [REDACTED] for comparison to the [REDACTED] to [REDACTED]. ID/OIOS also provided the expert with [REDACTED] which, a [REDACTED], was left in the office of [REDACTED]. This [REDACTED] is depicted in [REDACTED] below:

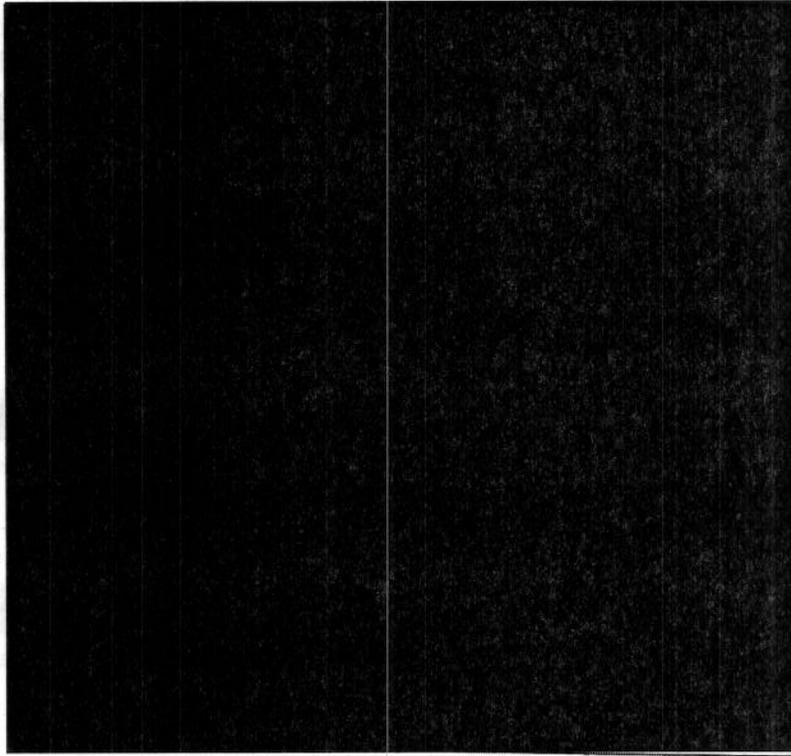
[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]



[REDACTED]

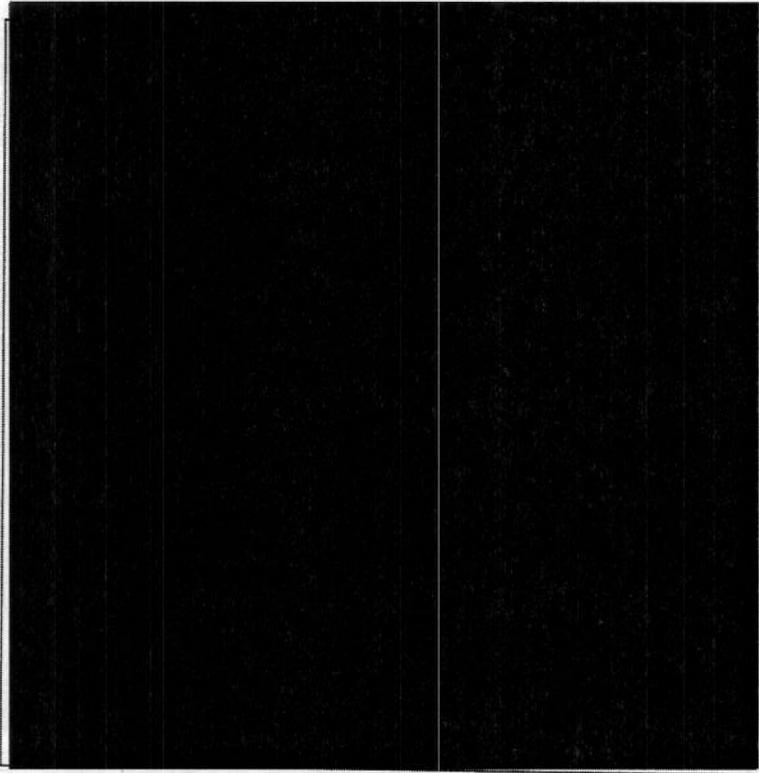
24. In [REDACTED] report to ID/OIOS [REDACTED] expert made the following conclusions [REDACTED]
To a reasonable degree of scientific certainty, it is my opinion that the [REDACTED] of the [REDACTED] . . . is the [REDACTED] of both [REDACTED]. These [REDACTED] indicate that the [REDACTED] name is [REDACTED]

25. When informed of the [REDACTED] expert's conclusions on comparing [REDACTED] own [REDACTED] with the [REDACTED] to [REDACTED] and the [REDACTED] denied that [REDACTED] had written either [REDACTED] to [REDACTED] or the [REDACTED] left in [REDACTED]

D. FINDINGS OF THE [REDACTED]

26. On [REDACTED], the [REDACTED] wrote to [REDACTED] concerning their investigation of the loss of the [REDACTED] from the [REDACTED] stated that they did not have "anything tangible to incriminate against your staff [REDACTED] [REDACTED] You are therefore requested to handle his case administratively."

[REDACTED]

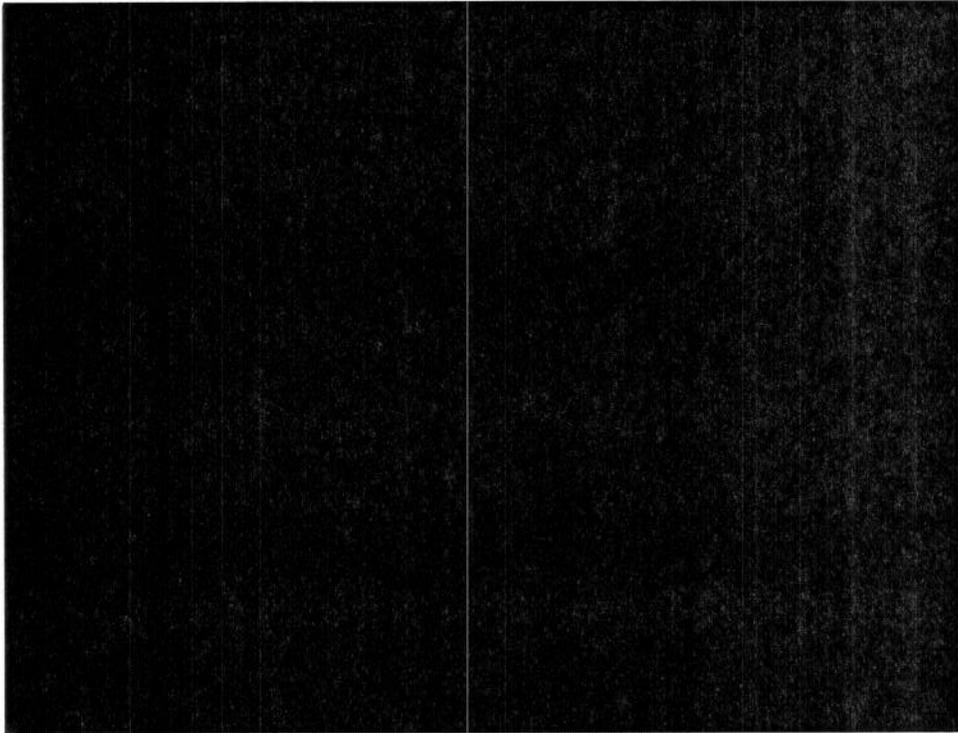


E. OTHER ISSUES IDENTIFIED DURING THE INVESTIGATION

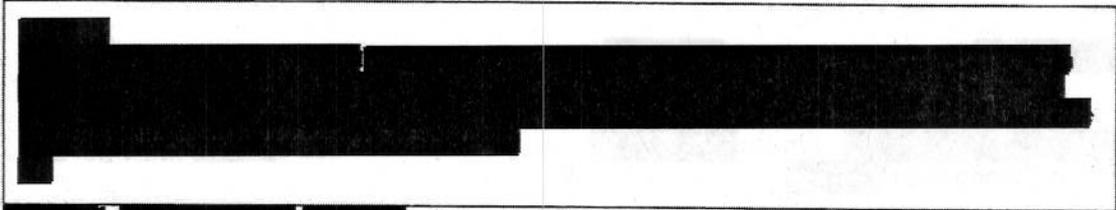
27. In addition to the above, during the course of the investigation other issues were noted.

[REDACTED] improper storage of [REDACTED]

28. When interviewed by ID/OIO, [REDACTED] produced [REDACTED] for [REDACTED]. On the [REDACTED] is an endorsement that a [REDACTED] must never be left unattended in a [REDACTED].



29. During a review of [REDACTED] dated [REDACTED] was found, in which [REDACTED] responded to a query from a [REDACTED] about what to do with [REDACTED] while at the [REDACTED], contrary to conditions set forth in the [REDACTED], recommends this person to leave the "item" in the [REDACTED]) almost always does, as is demonstrated below:



[REDACTED] s access to the [REDACTED]

30. Review of the actual practices for the [REDACTED] and [REDACTED] from the [REDACTED] shows that procedures were frequently not followed. In this regard, [REDACTED] in [REDACTED] ([REDACTED] admitted that on [REDACTED], with the authorization of the [REDACTED] had opened [REDACTED] and issued [REDACTED]. Thus, [REDACTED], on [REDACTED], had access to the [REDACTED]

VI. FINDINGS

[REDACTED] and the [REDACTED] to [REDACTED]

31. The evidence adduced suggests that [REDACTED] was the [REDACTED] of the [REDACTED] warning to [REDACTED] and the anonymous [REDACTED] to [REDACTED]. The [REDACTED] expert, based on scientific grounds, reasonably concludes that [REDACTED] [REDACTED] both these communications. However, there is no other evidence to link [REDACTED] to either missive.

Theft of the [REDACTED]

32. The evidence adduced suggests that [REDACTED] may have been involved in the theft of the [REDACTED] from the [REDACTED].

- [REDACTED]'s actions on the [REDACTED] cannot be supported by fact or rational consideration.
- The [REDACTED] was found [REDACTED] from the place where [REDACTED] was found.
- [REDACTED] had access to the [REDACTED].

33. However, the evidence is insufficient to make a conclusive finding against [REDACTED] in this regard.

Improper storage of [REDACTED]

34. [REDACTED] in [REDACTED] admitted that [REDACTED] had stored [REDACTED] in [REDACTED], contrary to the [REDACTED].

Insubordination

35. [REDACTED] failed to produce [REDACTED] to the [REDACTED]. Not only was this insubordination, it was unreasonable behaviour by a [REDACTED] who has a special obligation to uphold the highest standards of conduct.

VII. CONCLUSIONS

36. The [REDACTED] expert concluded that [REDACTED] was the [REDACTED] of the [REDACTED] warning to [REDACTED] and the anonymous [REDACTED] to [REDACTED]. This would constitute a violation of Article 223 of the Penal Code of [REDACTED], as well as a breach of Staff Regulation 1.2(b) and Staff Rule 101.2(c). However the evidence is insufficient to make a conclusive finding against [REDACTED] in this regard.

37. In addition, it is possible that the [REDACTED] was involved in the theft of the [REDACTED] from the [REDACTED].

38. [REDACTED] failed to store [REDACTED] in an unattended [REDACTED] and apparently did [REDACTED]. This is prima facie evidence of a violation of Article 4(2)(b) of the Firearms Act [REDACTED]. Such conduct is not of the highest standards of integrity required of an international civil servant and is a violation of Staff Regulation 1.2(b).

39. Further [REDACTED] in by refusing to hand over [REDACTED] to [REDACTED] while on [REDACTED] is not of the highest standards of competence and integrity

[REDACTED]

required of an international civil servant, particularly for an armed [REDACTED] entrusted with the safety of the staff and premises of [REDACTED]. This is a violation of Staff Regulation 1.2(b) and Staff Rule 101.2(b).

VIII. Recommendations

40. Based on the findings and conclusions of this investigation, ID/OIOS makes the following recommendations:

Recommendation 1: It is recommended that the [REDACTED] take appropriate action in regard to the conduct of [REDACTED]

Recommendation 2: It is recommended that the [REDACTED] be informed of the findings of this report for further investigation. [REDACTED]