



United Nations

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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 INTO ALLEGED FORGERY AND
MISUSE OF UNITED NATIONS DOCUMENTS, INFORMATION,
COMMUNICATION AND TECHNOLOGY RESOURCES BY A
STAFF MEMBER AT [REDACTED]**

REDACTED REPORT

ID Case No. 0005-08

22 JULY 2008

STRICTLY CONFIDENTIAL

This Investigation Report of the Investigations Division of the United Nations Office of Internal Oversight Services is provided upon your request pursuant to paragraph 1(c) of General Assembly resolution A/RES/59/272. The report has been redacted in part pursuant to paragraph 2 of this resolution to protect confidentiality and sensitive information. OIOS's transmission of this Report does not constitute its publication. OIOS does not bear any responsibility for any further dissemination of the Report.

TABLE OF CONTENTS

I.	INTRODUCTION	1
II.	APPLICABLE LEGAL NORMS	1
III.	IMPLICATED STAFF MEMBER.....	2
IV.	METHODOLOGY	2
V.	BACKGROUND	3
VI.	INVESTIGATIVE DETAILS.....	3
A.	MISUSE OF UN DOCUMENTS AND FORGERY OF [REDACTED] SIGNATURE	3
1.	MISUSE OF UNITED NATIONS DOCUMENTS	3
a)	Fraudulent business proposal	3
b)	Fraudulent [REDACTED]	7
2.	MISUSE OF [REDACTED] NAME AND FORGERY OF [REDACTED]	8
3.	INTERVIEW WITH [REDACTED]	9
a)	Business proposal and issue related to the fraudulent [REDACTED]	9
b)	Misuse of [REDACTED] name and forgery of signature.....	10
B.	FRAUDULENT OBTAINING OF MONEYS.....	10
1.	INTERVIEWS WITH WITNESSES	10
2.	INTERVIEW WITH [REDACTED]	13
C.	MISUSE OF UNITED NATIONS INFORMATION, COMMUNICATION AND TECHNOLOGY RESOURCES	15
1.	REVIEW OF [REDACTED]	15
2.	INTERVIEW WITH [REDACTED]	16
VI.	FINDINGS.....	16
VII.	CONCLUSIONS	17
VIII.	RECOMMENDATIONS.....	18

I. INTRODUCTION

1. On [REDACTED] the Investigations Division of the Office of Internal Oversight Services (ID/OIOS), received a report of alleged misconduct by [REDACTED]. [REDACTED] assigned as [REDACTED] at the [REDACTED].
2. In particular, the report alleged that [REDACTED] misused [REDACTED] and forged the signature of [REDACTED] in order to obtain [REDACTED] from [REDACTED], under the pretext of arranging [REDACTED] for a [REDACTED] for [REDACTED] at a non-existent [REDACTED]. Allegedly, [REDACTED] convinced [REDACTED] that this [REDACTED] opportunity would purportedly result in [REDACTED].
3. While investigating this report, ID/OIOS uncovered additional information suggesting that [REDACTED] misused the knowledge [REDACTED] gained from [REDACTED] official function to obtain money from [REDACTED] and [REDACTED] accredited to the [REDACTED] under the pretext of [REDACTED] to non-existent [REDACTED].
4. Further, ID/OIOS also obtained information that [REDACTED] misused the UN's information, communication and technology resources, to view and distribute [REDACTED] [REDACTED] of [REDACTED] nature.
5. The ensuing investigation set out to establish whether [REDACTED]:
 - a. misused UN documents and the name of [REDACTED], including forging this [REDACTED] signature for private gain;
 - b. misused the knowledge [REDACTED] gained from [REDACTED] official function to fraudulently elicit money from [REDACTED] and [REDACTED] accredited to [REDACTED] and
 - c. misused UN information, communication and technology resources to view and distribute [REDACTED] [REDACTED] [REDACTED].
6. The investigation found sufficient evidence to conclude that [REDACTED] engaged in conduct unbecoming of an international civil servant and failed to demonstrate the highest standard of integrity expected of international civil servants, as detailed below.

II. APPLICABLE LEGAL NORMS

7. Staff Regulations of the United Nations

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."

Regulation 1.2(g)

"Staff members shall not use their office or knowledge gained from their official functions for private gain, financial or otherwise, or for the private gain of any third party, including family, friends and those they favour. Nor shall staff members use their office for personal reasons to prejudice the positions of those they do not favour."

Regulation 1.2(q)

"Staff members shall use the property and assets of the Organization only for official purposes and shall exercise reasonable care when utilizing such property and assets."

8. ST/SGB/2004/15 - Use of information and communication technology resources and data

Section 1 – Definitions

(e) *Personal use: use of ICT resources by an authorized user for other than official purposes and within the scope of his or her authorization*

Section 4 - Limited personal use

4.1 *Authorized users shall be permitted limited personal use of ICT resources, provided such use:*

Is consistent with the highest standard of conduct for international civil servants (among the uses which would clearly not meet this standard are use of ICT resources for purposes of obtaining or distributing [REDACTED], engaging in [REDACTED] or downloading [REDACTED] to which a staff member is not legally entitled to have access)

III.

IMPLICATED STAFF MEMBER

9. [REDACTED], a national of [REDACTED], joined the United Nations on [REDACTED] holds a fixed-term [REDACTED] at the [REDACTED] level, as [REDACTED] [REDACTED] at [REDACTED] Before this appointment, [REDACTED] held [REDACTED]

IV.

METHODOLOGY

10. ID/OIOS investigation included the collection and analysis of documents, as well as numerous interviews with [REDACTED] and [REDACTED] accredited to [REDACTED] [REDACTED] Investigators also interviewed [REDACTED] who volunteered to co-operate with the investigators.

11. Further, pursuant to the provisions of ST/SGB/2004/15, the ID/OIOS examined the UN issued [REDACTED] and relevant [REDACTED] of [REDACTED]

[REDACTED]

12. On [REDACTED], ID/OIOS also interviewed [REDACTED] and afforded [REDACTED] the opportunity to comment on the evidence contained in this report. Subsequently, on [REDACTED], [REDACTED] was given the opportunity to read, review and make additions to [REDACTED] record of conversation. [REDACTED] then initialed the record for accuracy.

V. BACKGROUND

Property Management and Inventory Control Unit

13. The [REDACTED] is headed by [REDACTED]. The [REDACTED] employs [REDACTED] [REDACTED] which includes [REDACTED]. The [REDACTED] main tasks are to [REDACTED] appropriate and functional [REDACTED] to the [REDACTED], set the policy for [REDACTED] and coordinate the management of the [REDACTED].

14. The [REDACTED] is also responsible for [REDACTED] through the [REDACTED] programme.

15. One of [REDACTED] main responsibilities in the [REDACTED], as tasked by [REDACTED] supervisor, is to create [REDACTED] for the [REDACTED] who complete the [REDACTED].

VI. INVESTIGATIVE DETAILS

16. This report is divided into three sections; each corresponding allegation is dealt with separately as follows:

- A. Misuse of the UN documents and forgery of a [REDACTED]'s signature for private gain;
- B. Fraudulent obtaining of moneys from [REDACTED] and from [REDACTED] accredited to [REDACTED] and [REDACTED];
- C. Misuse of the UN information, communication and technology resources, including distribution of [REDACTED].

A. Misuse of UN documents and forgery of UN staff's signature

1. Misuse of United Nations documents

a) Fraudulent business proposal

17. ID/OIOS interviewed [REDACTED] whose name appeared on the fraudulent [REDACTED].

18. [REDACTED] informed ID/OIOS that on [REDACTED] [REDACTED] called and asked [REDACTED] if [REDACTED] was [REDACTED], in charge of the [REDACTED]. [REDACTED] explained that [REDACTED] was [REDACTED] but not from the [REDACTED]. [REDACTED] then informed [REDACTED] that [REDACTED] had received a letter from [REDACTED], which was [REDACTED].

signed by [REDACTED]. The letter contained the [REDACTED] and was offering [REDACTED] a job in the [REDACTED].

19. To clarify this information, ID/OIOS subsequently contacted [REDACTED], who although not a [REDACTED], agreed to cooperate with the ID/OIOS investigators. In [REDACTED] interview, [REDACTED] told ID/OIOS that [REDACTED] knew [REDACTED] from [REDACTED] in [REDACTED] expressed interest in [REDACTED] and started to date [REDACTED] sometime in [REDACTED].

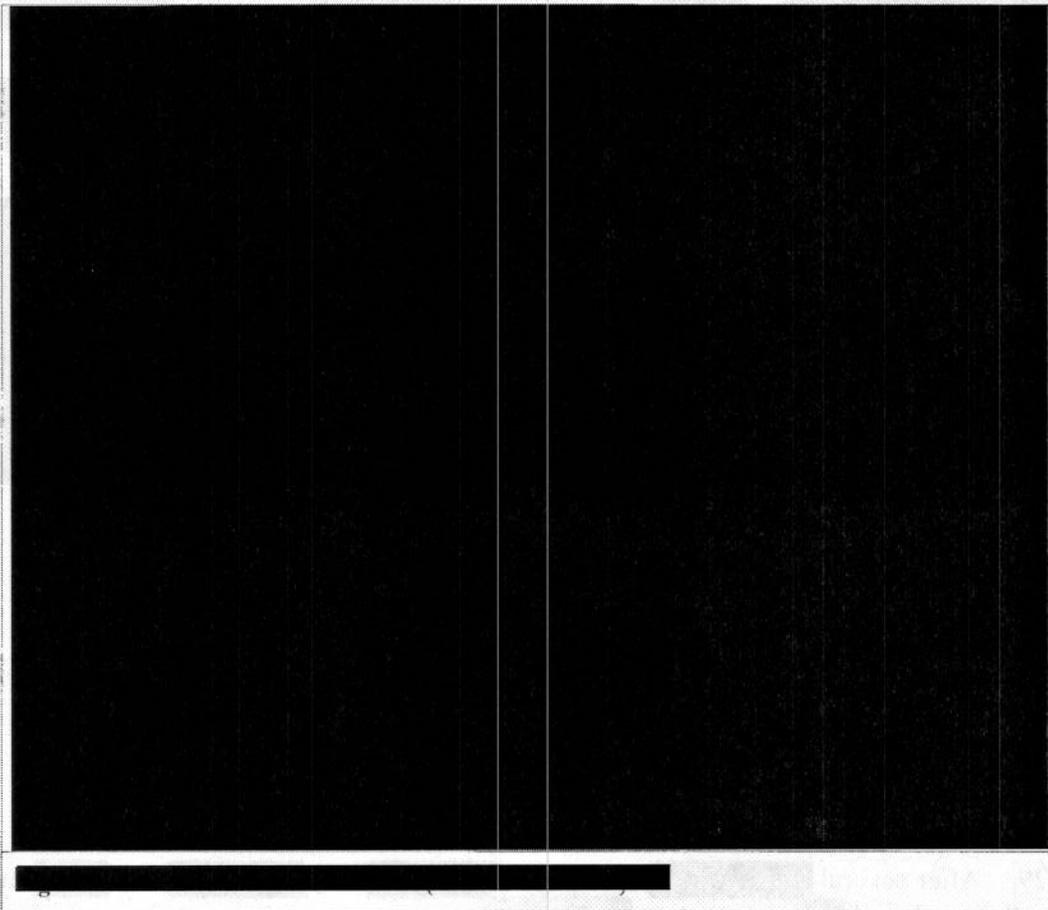
20. [REDACTED] explained that on [REDACTED] [REDACTED] proposed a business venture, involving a [REDACTED] at the [REDACTED] specifically told [REDACTED] that [REDACTED] a [REDACTED], would be choosing one individual [REDACTED] to coordinate the [REDACTED] assured [REDACTED] that [REDACTED] name would be placed at the top of the list, and if [REDACTED] by the [REDACTED] to coordinate one of these [REDACTED] would be paid a minimum [REDACTED].

21. [REDACTED] further explained to [REDACTED] that in order to guarantee [REDACTED] participation in this event, a fee of [REDACTED] and an application fee of [REDACTED] was to be paid by [REDACTED]. [REDACTED] also sought and obtained a copy of [REDACTED]. [REDACTED] confirmed that [REDACTED] had paid [REDACTED] by the [REDACTED].

22. [REDACTED] further told ID/OIOS that on [REDACTED] [REDACTED] provided [REDACTED] in the presence of [REDACTED], with a [REDACTED] indicating that [REDACTED] "has been accepted as a serious candidate for the [REDACTED]". The [REDACTED] was placed in [REDACTED], imprinted with the [REDACTED]. [REDACTED] provided a copy of the [REDACTED] and [REDACTED] to the ID/OIOS investigators.

23. This [REDACTED] is allegedly signed by [REDACTED] depicted in [REDACTED].

[REDACTED]



24. [REDACTED] also stated that [REDACTED] would follow-up, by sending [REDACTED] various [REDACTED] updating [REDACTED] on the progress of the [REDACTED]. In one of these messages, [REDACTED] wrote, [REDACTED] called me today and you have a big chance. Pray.” [REDACTED] also stated the United Nations would be sponsoring a [REDACTED] on the [REDACTED] of each month to provide more information for chosen participants [REDACTED].

25. [REDACTED] indicated that [REDACTED] became suspicious after showing the [REDACTED] to a friend who advised [REDACTED] to verify the information. On [REDACTED], against the instructions of [REDACTED] [REDACTED] at [REDACTED] to inquire about the [REDACTED] [REDACTED] that it appeared to [REDACTED] from the discussion with [REDACTED]. [REDACTED] that [REDACTED] knew nothing about the [REDACTED] [REDACTED] informed [REDACTED] that [REDACTED] had not collected moneys for a [REDACTED] and asked [REDACTED] to [REDACTED] the [REDACTED] to [REDACTED]. But, according to [REDACTED], because [REDACTED] felt uncomfortable, [REDACTED] did not [REDACTED] it [REDACTED].



26. [REDACTED] further stated that on [REDACTED], after speaking with [REDACTED], [REDACTED] at [REDACTED] and left a short [REDACTED] requesting [REDACTED] to [REDACTED]. [REDACTED] is [REDACTED].

27. An excerpt from [REDACTED] for [REDACTED], confirms [REDACTED] from [REDACTED] to [REDACTED], as shown below:

[REDACTED]

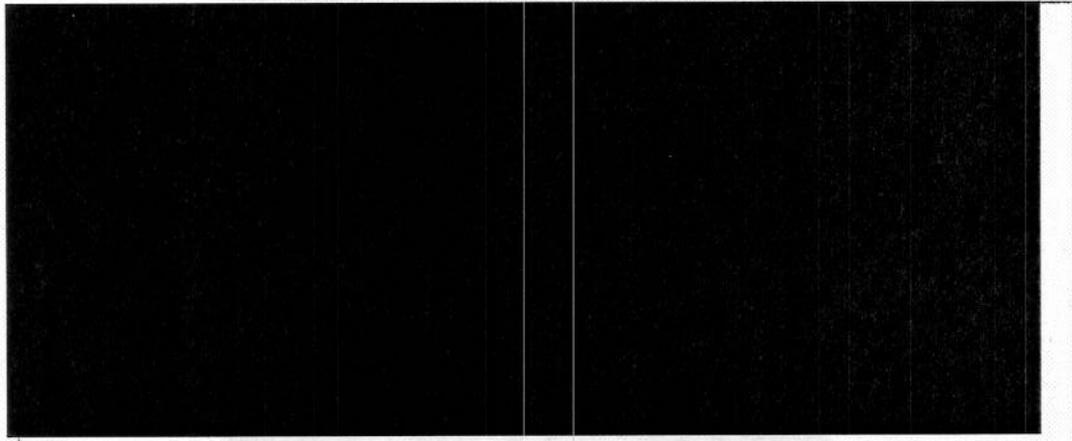
28. [REDACTED] replied in a [REDACTED] "What is the problem [REDACTED] I am [REDACTED] and so busy. Tell me what's the thing that making you so nervous. I will call you when I'm done I will not escape but can I know what is all of this about, what's making you angry. Calm down [REDACTED] calm down, don't talk to me as if I am a child ok respect me to respect you [sic]."

29. After several [REDACTED] exchanges, [REDACTED] told [REDACTED] that [REDACTED] could call the police if [REDACTED] did not return [REDACTED].

30. The following day, [REDACTED], [REDACTED] and [REDACTED] met [REDACTED] to recover the [REDACTED]. During that meeting, [REDACTED] made further attempts to convince [REDACTED] that the [REDACTED] was genuine, and indicated that it was scheduled for [REDACTED]. However, [REDACTED] was not convinced with [REDACTED] explanations.

31. [REDACTED] requested that [REDACTED] return all original documentation regarding the [REDACTED]. [REDACTED] also wrote [REDACTED] a personal cheque in the amount of [REDACTED] and instructed [REDACTED] not to deposit it until [REDACTED].

[REDACTED]



[REDACTED]

32. [REDACTED] advised ID/OIOS that on [REDACTED] when [REDACTED] tried to cash this cheque [REDACTED] was informed by the bank teller that there were insufficient funds in [REDACTED] bank account. When [REDACTED] queried [REDACTED] about the cheque, [REDACTED] replied, "I told you to deposit the cheque, not cash it!"¹⁷

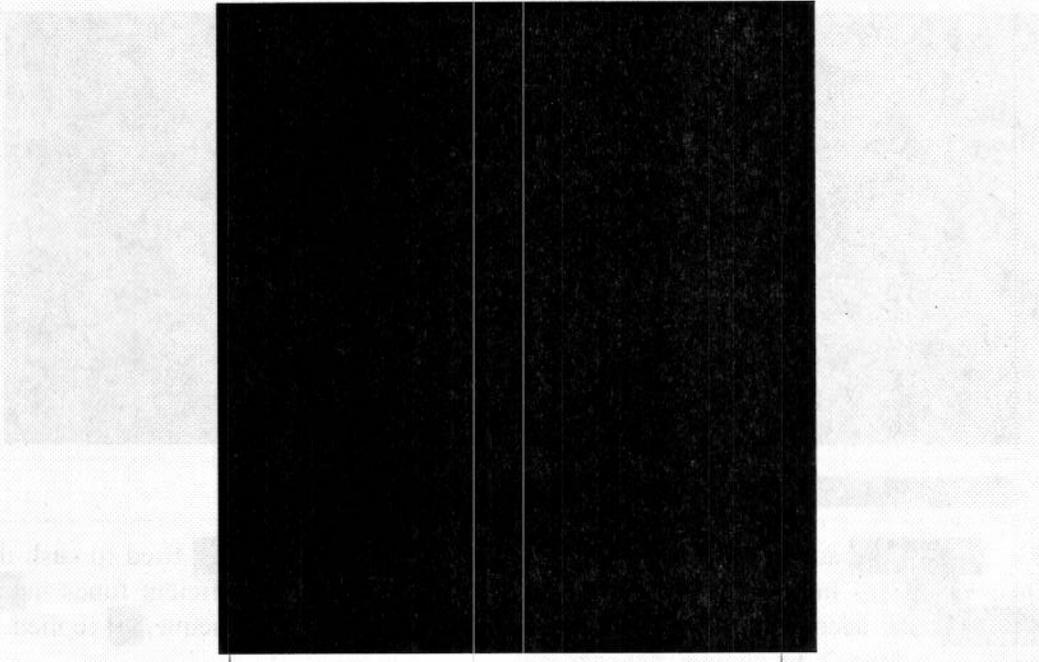
33. [REDACTED] eventually returned all the money to [REDACTED] in [REDACTED]. The [REDACTED], on [REDACTED] \$ and the [REDACTED] on or about [REDACTED]

b) Fraudulent [REDACTED]

34. Having received a copy of the [REDACTED] from [REDACTED] the investigators made inquiries to verify its authenticity and the circumstances related to its creation. In this context, [REDACTED] confirmed during [REDACTED] interview that [REDACTED] tasked [REDACTED] to arrange the [REDACTED] for all [REDACTED], which includes creating [REDACTED] for participants upon their completion of the [REDACTED]

35. [REDACTED] further indicated the [REDACTED] used to create these [REDACTED] is stored on the [REDACTED] and advised that [REDACTED] is the only [REDACTED] who [REDACTED] tasked to create and [REDACTED] them. [REDACTED] provided ID/OIOS with the template used to create these [REDACTED] and with a completed [REDACTED] the latter is shown in [REDACTED]

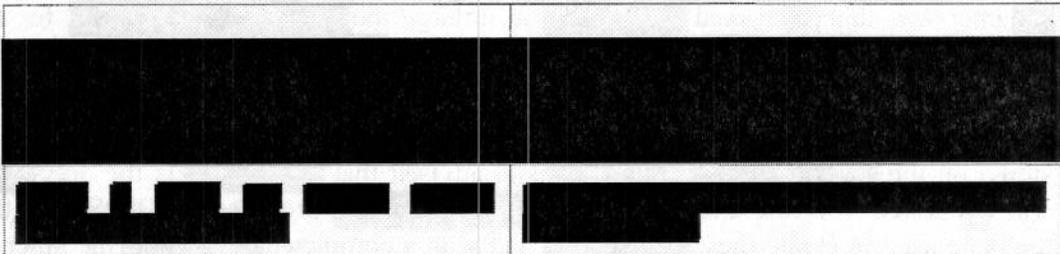




2. Misuse of [REDACTED] and forgery of [REDACTED] signature

36. When the ID/OIOS investigators presented [REDACTED] with a photocopy of the forged [REDACTED], [REDACTED] stated [REDACTED] had never seen it before and categorically denied that [REDACTED] signature was on the document [REDACTED]

37. The ID/OIOS investigators compared the signature of [REDACTED] with that shown on the [REDACTED] and noted they are not similar [REDACTED]



38. Although [REDACTED], during [REDACTED] interview with ID/OIOS, gave conflicting statements as to how and why the money was exchanged, [REDACTED] admitted in [REDACTED] correspondence to ID/OIOS the following regarding the fraudulent [REDACTED]

At this point, I had begged [REDACTED] to help me with this situation that I got myself into. I explained to [REDACTED] that I did need some time to pay [REDACTED] back the money, but in the meantime I need to show [REDACTED] something



concerning this [REDACTED] We went to [REDACTED] and bought [REDACTED] and [REDACTED] did the [REDACTED] and I gave it to my [REDACTED]. Everything was going great at this point, until come [REDACTED] my [REDACTED] decided to call [REDACTED] about this [REDACTED], not knowing that there was no such thing, and I had used [REDACTED] money for a personal situation that I needed to clear up.[sic]

3. Interview with [REDACTED]

39. The ID/OIOS investigators interviewed [REDACTED] and invited [REDACTED] to comment on the evidence obtained regarding the fraudulent [REDACTED] the misuse of [REDACTED] name and [REDACTED] forged signature. [REDACTED]

a) Business proposal and issue related to the fraudulent [REDACTED]

40. During [REDACTED] interview [REDACTED] admitted that [REDACTED] knew [REDACTED] and was dating [REDACTED]. [REDACTED] explained that in [REDACTED] [REDACTED] had entrusted [REDACTED] with [REDACTED] to deposit into [REDACTED] bank account. But rather than depositing the money, [REDACTED] spent it. When [REDACTED] found that the money was not deposited, [REDACTED] told [REDACTED] that [REDACTED] gave [REDACTED] the [REDACTED] to pay for a [REDACTED], like a [REDACTED] for [REDACTED]. To support [REDACTED] cover-up story, [REDACTED] asked [REDACTED] to assist [REDACTED] further admitted that [REDACTED] and [REDACTED] concocted the story about a [REDACTED], and said [REDACTED] did so because they knew [REDACTED] was interested in [REDACTED] and would be keen to participate. [REDACTED]

41. [REDACTED] clarified that [REDACTED] core job responsibility is to arrange the [REDACTED] s [REDACTED] explained that the [REDACTED] creates [REDACTED] for participants who have completed the [REDACTED] are prepared on a template, which is stored on the [REDACTED] only changes the [REDACTED] and [REDACTED] and then, prints the [REDACTED] on a special type of [REDACTED] r with a [REDACTED] that [REDACTED] keeps in [REDACTED]

42. [REDACTED] further admitted that in [REDACTED] [REDACTED] misused the [REDACTED] template for personal use when [REDACTED] created the fraudulent [REDACTED] with the [REDACTED] subsequently gave the [REDACTED] to [REDACTED]

43. ID/OIOS presented [REDACTED] with a photocopy of the fraudulent [REDACTED] and [REDACTED] confirmed that it was a copy of the fraudulent [REDACTED] had previously created

[REDACTED]

[REDACTED] insisted that the [REDACTED] "...was family related..." and that [REDACTED] had printed it for [REDACTED] future [REDACTED]

44. [REDACTED] explained that [REDACTED] accompanied [REDACTED] to a [REDACTED] where they purchased special [REDACTED] then loaded the [REDACTED] template on [REDACTED] and printed the [REDACTED] that they used the [REDACTED] purchased at [REDACTED] to make the [REDACTED] appear authentic.

45. [REDACTED] also admitted to ID/OIOS that [REDACTED] had written a personal cheque to [REDACTED] from [REDACTED] in the amount of [REDACTED] as a guarantee that [REDACTED] would recover the [REDACTED] [REDACTED] explained that [REDACTED] did it to calm [REDACTED] down and to provide [REDACTED] with enough time to repay [REDACTED] ID/OIOS presented [REDACTED] with a photocopy of the cheque [REDACTED] and [REDACTED] confirmed that it was a copy of the same cheque [REDACTED] provided to [REDACTED] with [REDACTED] signature. In this context, [REDACTED] further stated that if [REDACTED] deposited the cheque instead of attempting to cash it, [REDACTED] would have automatically covered the amount from [REDACTED]

b) Misuse of [REDACTED] name and forgery of signature

46. [REDACTED] also admitted that [REDACTED] misused [REDACTED] name on the fraudulent [REDACTED] without [REDACTED] knowledge and forged [REDACTED] signature to make the [REDACTED] appear credible to [REDACTED] that [REDACTED] has previously spoken highly of [REDACTED] to the [REDACTED] in [REDACTED] because [REDACTED] helped [REDACTED] get [REDACTED] at the [REDACTED] So, [REDACTED] knew of [REDACTED] and that [REDACTED] worked for the [REDACTED]

B. Fraudulent obtaining of moneys

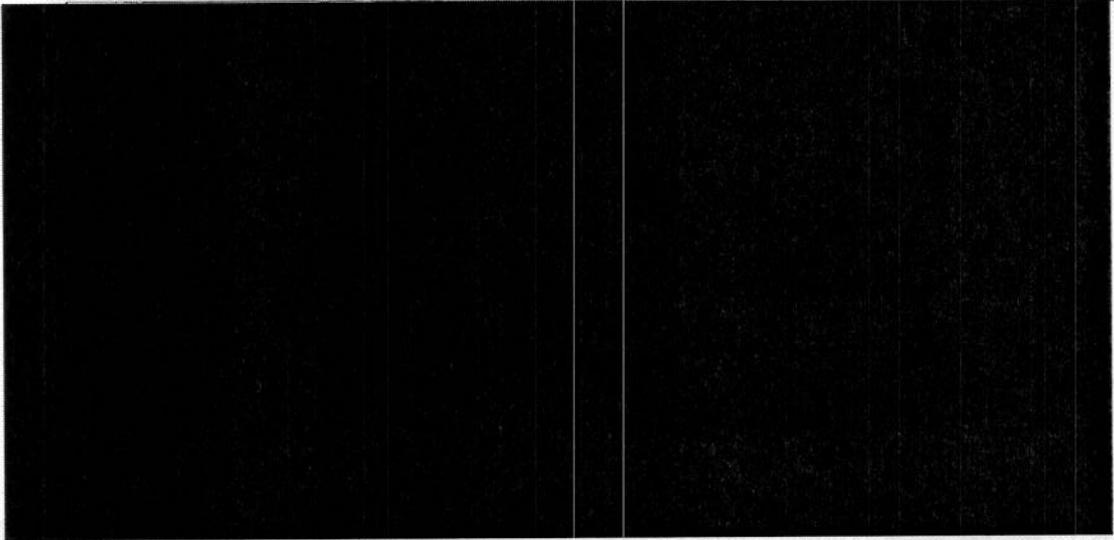
1. Interviews with witnesses

47. The ID/OIOS investigators recovered several [REDACTED] exchanges from [REDACTED] [REDACTED] account in which [REDACTED] asked [REDACTED] and [REDACTED] accredited to the [REDACTED] for charitable donations.

48. In [REDACTED] interview [REDACTED] told ID/OIOS that [REDACTED] asked [REDACTED] to help organize a [REDACTED] then sent [REDACTED] to several [REDACTED] (including [REDACTED]) inviting them to attend the [REDACTED]

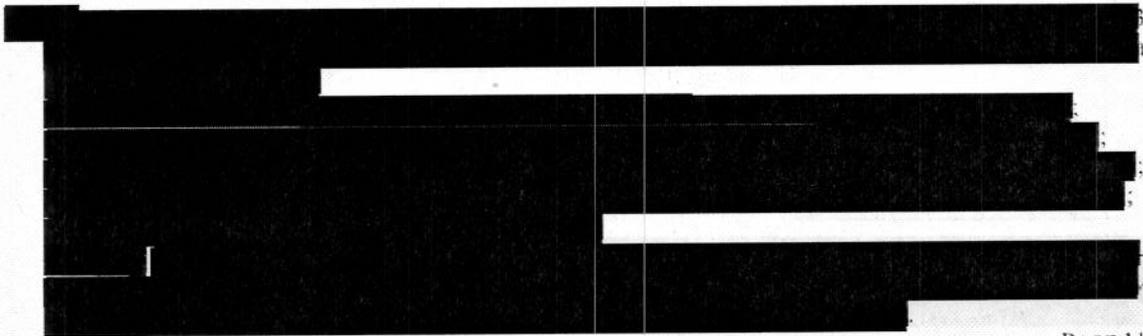
[REDACTED]

49. Following this, on [REDACTED] sent [REDACTED] to the persons shown on [REDACTED] distribution list and requests them to donate money for [REDACTED]



[REDACTED]

50. Subsequently, the investigators interviewed the majority of individuals to whom [REDACTED] sent this [REDACTED], a [REDACTED], and [REDACTED] in the [REDACTED] to the [REDACTED] in separate interviews told ID/OIOS that they contributed approximately [REDACTED] with the belief that their money would be donated to a reputable charity to help [REDACTED] below shows [REDACTED]'s response to [REDACTED]'s request for donations: [REDACTED]



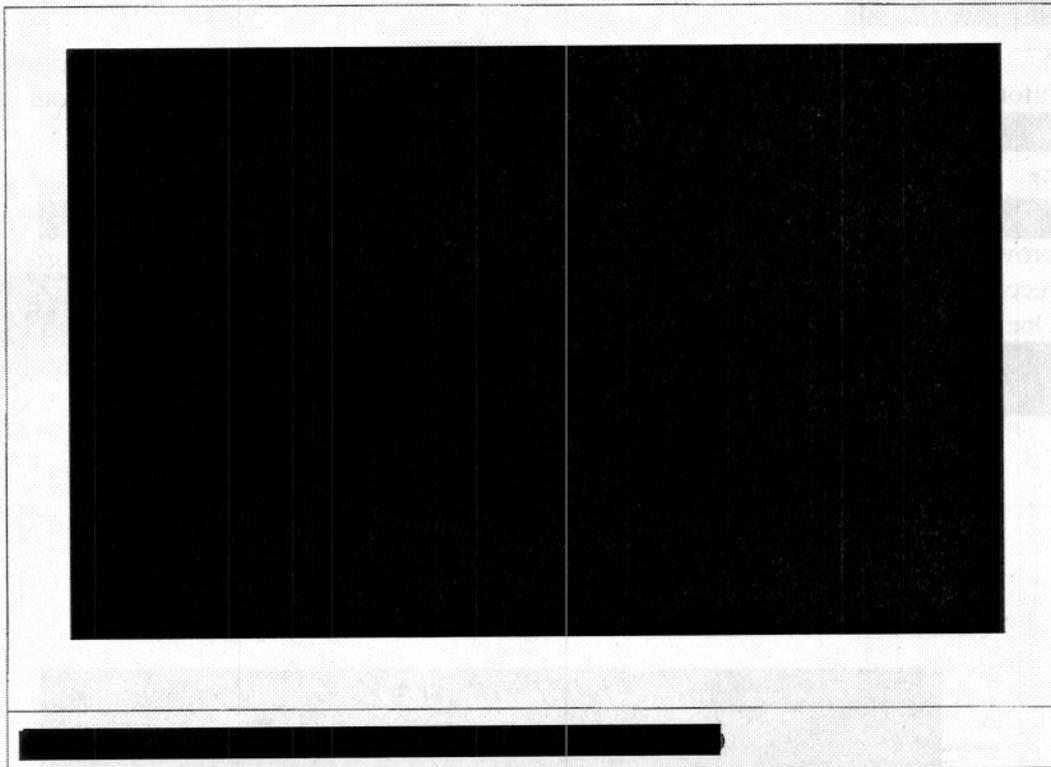


[REDACTED]

51. In [REDACTED] exchange with [REDACTED] explained that the name of one of the charity organizations is, [REDACTED] D/OIOS established that no such charity exists in [REDACTED]

52. The ID/OIOS investigators recovered another [REDACTED] sent by [REDACTED] on [REDACTED] to [REDACTED] a [REDACTED] In this [REDACTED] asked [REDACTED] to donate money to a [REDACTED] with a [REDACTED] suffering with [REDACTED] confirmed that [REDACTED] received this [REDACTED] however, [REDACTED] said [REDACTED] did not act on it because [REDACTED] told [REDACTED] about the problems that [REDACTED] encountered with [REDACTED] about the alleged forged [REDACTED] is depicted in [REDACTED]

[REDACTED]



53. Significantly, in this [REDACTED] to [REDACTED] indicated that [REDACTED] had already received donations from [REDACTED] other people.

2. Interview with [REDACTED]

54. When ID/OIOS queried [REDACTED] about [REDACTED] involvement with charitable organizations, [REDACTED] named [REDACTED] in [REDACTED], and [REDACTED] as [REDACTED] organizations that [REDACTED] was involved with [REDACTED].

55. Further, [REDACTED] admitted [REDACTED] collected money from [REDACTED] and [REDACTED] but said [REDACTED] did not provide them with receipts or have any records related to those donations. [REDACTED] also could not recall the names of the organizations to which [REDACTED] said [REDACTED] provided the money that [REDACTED] collected from [REDACTED] and [REDACTED]. But [REDACTED] promised [REDACTED] would provide those names the following day.

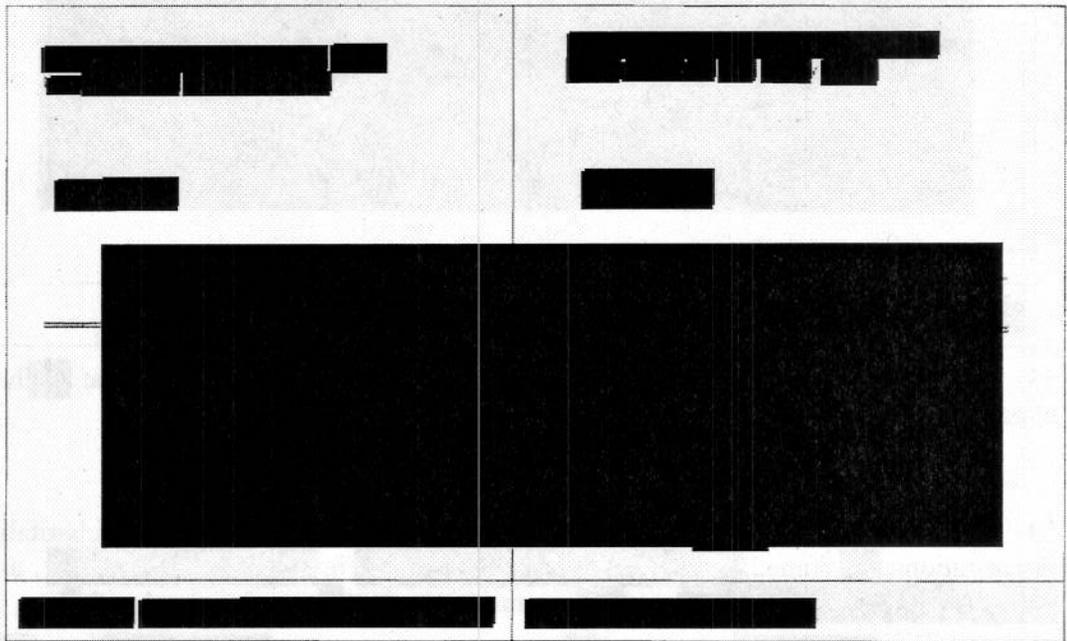
56. However, before [REDACTED] interview concluded, [REDACTED] changed [REDACTED] story with regard to the donations several times. Thus, [REDACTED] first stated the charity was located in [REDACTED] something," then, [REDACTED] said the money was not given to charity.

[REDACTED]

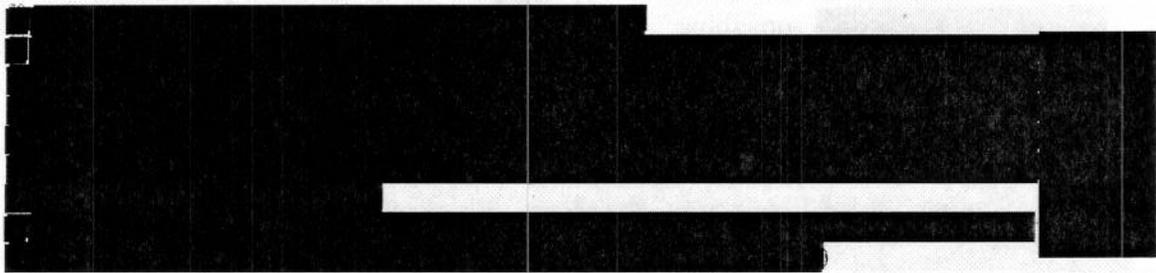
but to [REDACTED], who deposited it into a [REDACTED] at [REDACTED].

57. The ID/OIOS investigators gave [REDACTED] ample opportunities to provide information about the organization to which [REDACTED] donated the money and about the [REDACTED] to which [REDACTED] referred to in [REDACTED].

58. Even though [REDACTED] explained to ID/OIOS that [REDACTED] did not receive any [REDACTED], and the donations were given to [REDACTED], on [REDACTED] later provided ID/OIOS with photocopies of documents, which [REDACTED] claimed were the original receipts for the donations given to the [REDACTED]. One of these [REDACTED] is shown in [REDACTED]⁴¹ Subsequently, on [REDACTED] [REDACTED] hand delivered the original [REDACTED] to the ID/OIOS office. The alleged original [REDACTED] for the photocopied [REDACTED] depicted in [REDACTED].



59. Upon comparison of the [REDACTED] dated [REDACTED], it became apparent that the photocopy depicted in [REDACTED] not the same as the original shown in [REDACTED]. The most notable difference between these documents is clearly visible from the placement of the [REDACTED], as indicated by the arrows above. Comparison of the other [REDACTED], dated [REDACTED], showed similar discrepancies.



60. ID/OIOS contacted the [REDACTED] with an attempt to verify the authenticity of [REDACTED]. However, although initially the ID/OIOS investigators were promised they would receive an official response from [REDACTED]—despite several reminders by ID/OIOS—as of date [REDACTED] has not responded.

61. Furthermore, ID/OIOS investigators pointed out to [REDACTED] that in [REDACTED] to [REDACTED] referred to the name of the charity organization as [REDACTED]. [REDACTED] replied that [REDACTED] believed it was called [REDACTED] meaning, “it’s a pity, too bad” further explaining it was like, [REDACTED], the children are dying.⁴³ However, [REDACTED] could not provide further details to identify this charity organization. On [REDACTED] hand delivered the ID/OIOS a letter in which [REDACTED] wrote that it was a misunderstanding regarding the organization called [REDACTED].

62. ID/OIOS also presented [REDACTED] with [REDACTED] to [REDACTED] dated [REDACTED] in which [REDACTED] stated that [REDACTED] collected [REDACTED] from “friends who [REDACTED]. [REDACTED] stated [REDACTED] never collected any money in connection to this [REDACTED]—rather, [REDACTED] wrote this to [REDACTED] as a means to “encourage [REDACTED] to donate”.

63. When ID/OIOS asked [REDACTED] for more information about the [REDACTED] with a [REDACTED] that suffers with [REDACTED] (referred to in [REDACTED] to [REDACTED]. [REDACTED] stated [REDACTED] could not recall their names, and provided ID/OIOS with conflicting information about their whereabouts.⁴⁴ [REDACTED] failed to provide ID/OIOS with any information regarding this [REDACTED].

C. Misuse of United Nations information, communication and technology resources

1. Review of [REDACTED]

64. ID/OIOS examined [REDACTED] and the [REDACTED] from [REDACTED].

65. In this process, ID/OIOS found that the [REDACTED] of [REDACTED] contained [REDACTED] with attachments of [REDACTED], of which some are [REDACTED] in nature.⁴⁷ Further forensic examination revealed that [REDACTED] forwarded some of these [REDACTED] to othe [REDACTED].

[REDACTED]

2. Interview with [REDACTED]

66. [REDACTED] admitted to ID/OIOS investigators that [REDACTED] had sent the [REDACTED] with [REDACTED] to other [REDACTED] explained that [REDACTED] felt these [REDACTED] were not "that bad," and indicated that when an individual tries to access forbidden [REDACTED] from their [REDACTED], the [REDACTED] automatically blocks them from accessing [REDACTED]. However, when [REDACTED] opened these [REDACTED] that were attached to these [REDACTED] they were not blocked from [REDACTED]. Hence, [REDACTED] thought [REDACTED] was permitted to view and send them. [REDACTED]

VI. FINDINGS

67. Based on the review of all available documentation and interviews with numerous witnesses, the ID/OIOS finds that [REDACTED]

- a. misused a [REDACTED] (used for [REDACTED] attendance with the [REDACTED] entrusted to [REDACTED] by the [REDACTED] admitted to ID/OIOS that [REDACTED] deliberately misused this [REDACTED] to create a fraudulent [REDACTED]
- b. misused the name of a [REDACTED] and forged [REDACTED] signature shown on the fraudulent [REDACTED] to make [REDACTED] appear credible. [REDACTED] admitted to ID/OIOS that [REDACTED] misused the name of [REDACTED] and also that [REDACTED] forged [REDACTED]
- c. presented the fraudulent [REDACTED] to [REDACTED] with the intention to convince [REDACTED] that [REDACTED] would be placed on a [REDACTED] for a [REDACTED] at a [REDACTED]
- d. misled [REDACTED] to believe that [REDACTED] paid [REDACTED] to [REDACTED] to be considered for a [REDACTED] at a [REDACTED]. [REDACTED] admitted to ID/OIOS that [REDACTED] had tricked [REDACTED] and that [REDACTED] misused [REDACTED] name in this context;
- e. presented [REDACTED] with a personal bank cheque in the amount of [REDACTED] as a guarantee that [REDACTED] would recover [REDACTED] money; although [REDACTED] had insufficient funds in [REDACTED] account;
- f. actively sought donations from [REDACTED] and [REDACTED] accredited to the [REDACTED] for non-existent charities. Consequently, [REDACTED] deceived at least [REDACTED] individuals who each donated [REDACTED]. [REDACTED] admitted that [REDACTED] had collected the money and donated it anonymously; however, [REDACTED] failed to produce any documentation to prove that [REDACTED] donated the money to the parties listed in [REDACTED]
- g. misused the knowledge gained from performing [REDACTED] duties in the [REDACTED] to create a fraudulent document that [REDACTED] used to deceive a [REDACTED]

- h. misused personal information, including [REDACTED] of the [REDACTED] and [REDACTED] accredited to the [REDACTED] to seek donations for non-existent charities; and
- i. utilized [REDACTED] and [REDACTED] to store and disseminate [REDACTED], some of those of [REDACTED].

VII. CONCLUSIONS

68. The private life of an international civil servant is their own concern and the Organization should not intrude upon it. However, there can be situations in which the behaviour of staff members can reflect negatively on the Organization.

69. As demonstrated by the evidence in this case, [REDACTED] conduct, regardless of [REDACTED] defence that [REDACTED] had created and used the fraudulent [REDACTED] violation of [REDACTED] obligations as an international civil servant.

70. Consequently, ID/OIOS concludes that [REDACTED] has violated Staff Regulation 1.2(b) by failing to uphold the highest standards of efficiency, competence and integrity when [REDACTED] intentionally:

- a. created a fraudulent [REDACTED] with the [REDACTED] by using a [REDACTED] that was entrusted to [REDACTED] by the [REDACTED];
- b. presented a fraudulent document to a [REDACTED] with the intent to deceive [REDACTED];
- c. misused the name of a [REDACTED] and forged [REDACTED] signature on the fraudulent [REDACTED] to make this [REDACTED] credible;
- d. misled a [REDACTED] to believe that a [REDACTED] in order to place [REDACTED] name on a list for [REDACTED] in a [REDACTED];
- e. actively sought donations from [REDACTED] and [REDACTED] accredited to the [REDACTED] for non-existent charities.

71. [REDACTED] has also violated Staff Regulation 1.2 (g) by:

- a. using knowledge gained from [REDACTED] official function (creation of the [REDACTED] for [REDACTED] in the [REDACTED]) to create a fraudulent [REDACTED] with the intent to deceive a [REDACTED] for [REDACTED] and a [REDACTED] private gain; and
- b. misusing personal information (which included [REDACTED] of the [REDACTED] and [REDACTED] accredited to the [REDACTED] to seek donations for non-existent [REDACTED]).

72. [REDACTED] has further violated Staff Regulation 1.2 (q) by:

- a. using [REDACTED], i.e. an [REDACTED] that was entrusted to [REDACTED] by the [REDACTED] to create a fraudulent document with the intent to trick a [REDACTED]; and

- b. improperly utilizing [REDACTED] [REDACTED] [REDACTED] [REDACTED] [REDACTED] [REDACTED] to store and disseminate [REDACTED] [REDACTED] [REDACTED], some of them of [REDACTED] [REDACTED] in contravention of section 4.1(a) of ST/SGB/2004/15.

VIII.**RECOMMENDATIONS**

73. In view of the preceding findings, ID/OIOS makes the following recommendation:

Recommendation 1. It is recommended that the [REDACTED] [REDACTED] take appropriate action against [REDACTED] [REDACTED] [REDACTED] [REDACTED] [REDACTED] [REDACTED]