



PEACE CORPS Fiji

TO: Richard Kresslein, Volunteer, PC Fiji

FROM: Dennis McMahon, Country Director, PC Fiji

CC: Warren Passin, DPT, PC Fiji
Josefa Ceinaturaga, PM, PC Fiji

DATE: May 4, 2017

RE: Letter of Reprimand and Corrective Action Plan

The purpose of this memorandum is to reprimand you and to set forth a Corrective Action Plan (CAP) to address serious concerns and violations of local and agency-level Peace Corps policy in connection with your service. In order to continue service as a Peace Corps Volunteer (PCV), you must agree to and comply with the requirements set forth in the CAP. The objective of the CAP is for you to continue to serve effectively and successfully as a PCV and uphold Peace Corps' Core Expectations for Volunteers and the policies that Peace Corps Fiji has set in place for service at this post.

Background

Specifically, it has come to my attention, that you have engaged in activities involving the creation of promotional videos for luxury resorts in Fiji and have presented them on the web to promote your services as a videographer and photographer. While it is understood that you did not receive formal payments for these products, you have confirmed that there was some non-monetary compensation from the resorts in terms of complementary rooms, meals and drinks. Additionally you presented photographs connected to your Peace Corps service on a web-based platform where the images were available for purchase.

Your actions violated the following Peace Corps policies:

The Peace Corps Fiji Volunteer Handbook states that

- "Volunteers cannot engage in any business or activity for profit or personal financial gain or undertake any gainful employment";
- "Volunteers may not accept payment for their services except from the Peace Corps or engage in any activity for personal financial gain within the host country"; and that "[v]iolations of these provisions may be

grounds for Administrative Separation from Peace Corps." This prohibition is consistent with Peace Corps Agency policy MS 204, Section 3.8, which even more specifically points out that "[t]his prohibition includes a ban on . . . receiving payment for . . . photographs relating to the V/T's assignment during the period of V/T services."

In addition, your conduct was inconsistent with the Peace Corps Core Expectations for Volunteers. In particular, it demonstrated disregard for the following Core Expectations:

- Recognize that you are responsible 24 hours a day, 7 days a week for your personal conduct and professional performance.
- Work within the rules and regulations of the Peace Corps and the local and national laws of the country where you serve.

You received training on these policies during PST and have been provided written copies of the volunteer handbook and have agreed to complying with the provisions.

Moreover, it is important to note that regardless of the actual amount of financial gain received from these undertakings, the mere perception of a volunteer engaging in activities that promote personal gain during service, has the potential to seriously undermine the image of the agency and our good standing with the host government, the public and other agencies.

Reprimand and Corrective Action Plan (CAP)

This memo serves as a reprimand and will be maintained in your Volunteer Record that will remain in your record through the remainder of service in Fiji.

In order to mitigate and correct the potential harm to Peace Corps and its reputation and standing in Fiji, you are hereby required to comply with the following provisions:

- (1) The web site featuring promotional videos of resorts will be taken "off line" and not continued until after COS.
- (2) The purchasing function of the web site featuring photographs will be deactivated for the remainder of service.
- (3) A full disclosure of the "non-monetary compensation" (i.e. complimentary rooms, meals etc) will be made to the Country Director. The cash equivalent of those benefits will be returned to the source, and proof of transaction will be submitted to Peace Corps by 5 June, 2017. (Note: In the event that the resort does not

accept the payment, then proof must be given of donation of the equivalent funds to a registered local charity).

(4) A letter to the three resorts requesting that the videos not be utilized and informing them of the conflict of interest that such activity represents and the potential harm to the integrity of the Peace Corps program. A copy of this letter and the acknowledgement of the resort management will be provided to Peace Corps by 5 June 2017.

In the event of any violations of the requirements set forth above or any Peace Corps policies, or if you exhibit any unsatisfactory conduct or performance or any conduct that diminishes your effectiveness as a Volunteer or the effectiveness of Peace Corps Fiji can result in further disciplinary action, up to and including administrative separation from Peace Corps service.

If you agree to comply with the provisions in this memo, please sign and return this page as confirmation.

I have read, understood, and agree to comply with the conditions outlined above.

Richard Kresslein
Richard Kresslein

5/6/2017
Date