



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 11, 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.

Background Information

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 paid services as a videographer and photographer. You have confirmed that there was some non-monetary compensation from the resorts in exchange for the videos you have produced for them in the form of complementary rooms, meals and drinks. These items constitute personal financial gains to you in violation of Peace Corps policies. Additionally, you presented photographs connected to your Peace Corps service on a web-based platform attributable to you where these images were available for purchase. These items if purchased would result in personal financial gain to you, and again such personal financial gain would be in violation of Peace Corps policies.

Your activities have 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 "violations of these provisions may be grounds for Administrative Separation from Peace Corps."

Note that these prohibitions are consistent with Peace Corps Agency policy MS 204 which addresses standards of volunteer conduct. Most specifically Section 3.8, 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 comply 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 and could generate any 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 host country agencies or local organizations and communities.

Reprimand and Corrective Action Plan (CAP)

This memo serves as a reprimand and will be maintained in your Volunteer Record.

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) Cease all activities during service that have resulted in or could result in personal financial gain to you, whether such activities have been identified by post staff, and refrain from engaging in any such activity while you are a Peace Corps Volunteer.
- (2) The web site featuring promotional videos of resorts will be taken off line and such videos will not be available or accessible for sale by you or anyone else on your behalf while you are serving as a Peace Corps Volunteer.
- (3) The photographs will not be available or accessible for sale by you or anyone else on your behalf while you are serving as a Peace Corps Volunteer.
- (4) A complete written itemized list of the “non-monetary compensation” (i.e. complementary rooms, meals, drinks, etc.) you have received to date must be made to me as your Country Director by May 28, 2017. You will pay the cash equivalent of those benefits you were provided to the respective sources of those benefits, and proof of those payments will be submitted to the country director at Peace Corps by 5 June, 2017. (Note: In the event that the resort does not accept the payment, then proof must be given to me of your donation in an equivalent amount to a registered local charity).
- (5) A letter from you to the three resorts requesting that your videos not be utilized and informing them that this was in contravention of Peace Corps policies and therefore such activity could potentially harm your effectiveness as a Volunteer and the effectiveness and integrity of the Peace Corps program in Fiji. You will provide a draft of this letter to me for my review. A copy of your signed letter and the acknowledgement of receipt of the letter by the resort management must be provided to the country director at Peace Corps by 5 June 2017.

In the event of any violations of the requirements set forth above or of any other Peace Corps policy, including those in the Peace Corps Manual, or if you exhibit any unsatisfactory conduct or performance or any conduct that further diminishes your effectiveness as a Volunteer or the effectiveness of Peace Corps Fiji, you may be subject to further disciplinary action, up to and including administrative separation from Peace Corps service as outlined in MS 284.4.1.2.

You agree to comply with the provisions in this memo by signing as provided below and returning the signature page as confirmation.

I have read, understood, and agree to comply with the requirements outlined in this reprimand and corrective action plan.

Richard Kresslein

Date