May 21, 2003

Dear Mr. Chairman:

This is in response to your May 5 letter in which you express concern about the potential for crimes such as trafficking in persons to emerge in Iraq during the post-conflict period.

The Department regards trafficking of persons and related activities as serious human rights violations, and is dedicating significant time and resources to combating this crime.

We are also fully aware of past allegations that have been made against personnel employed by our contractor, CSC DynCorp International. It is unfortunate that the actions of a very small number of individuals years ago overshadowed the honorable work of so many others and raised concerns about the integrity of the system we use to contribute to international police sector assistance and development missions. The vast majority of the U.S. personnel deployed in such missions are performing with distinction, and at considerable risk to their own lives. They are helping to restore peace and the rule of law in societies torn apart by violence. The two police officers found to have acted inappropriately during the Kosovo mission were fired immediately.

We would also like to assure you that the Department of State does not distance itself from U.S. personnel hired by CSC DynCorp to serve in international peacekeeping or similar operations. The Bureau for International Narcotics and Law Enforcement Affairs maintains a close working relationship with CSC DynCorp to prevent problems before they occur. In the event that an individual engages in inappropriate behavior, our close contact with the contractor allows us to address any transgressions quickly.

The Honorable
Christopher H. Smith, Co-Chairman,
Commission on Security and Cooperation in Europe,
House of Representatives.
All CSC DynCorp International police and criminal justice candidates for overseas assignments undergo extensive professional and personal background screenings, to include psychological testing. In cases in which unsatisfactory information is found, the individual is no longer considered for a position.

A comprehensive needs assessment of the Iraqi criminal justice system is due to begin in a matter of days, and the assessment is expected to take up to three weeks. Once this is completed, a determination will be made about the number and type of U.S. and international criminal justice sector advisors, trainers and technical assistance personnel that are required. In anticipation of these needs, we have instructed CSC DynCorp to begin identifying U.S. candidates from a wide spectrum of criminal justice fields.

The Department of State’s Office to Monitor and Combat Trafficking in Persons participates in pre-deployment briefings for U.S. personnel. We believe that educating U.S. police officers and other criminal justice personnel assigned abroad about all aspects of the trafficking problem is a fundamental step in banishing ignorance, indifference or even apathy, and instilling the fullest possible recognition of the gravity of the problem. Our briefings raise awareness of the problem, which many of our police and criminal justice personnel may not have previously encountered in the course of their careers. The Bureau of Democracy, Human Rights and Labor also participates in these briefings and provides information on international human rights standards and norms, as well as the impact of trafficking in persons.

We continuously work with CSC DynCorp at the most senior levels to insure an understanding from the top down as to the seriousness of human trafficking. As has been the case for several years, U.S. personnel must read and sign a Letter of Agreement describing the “zero tolerance” policy regarding trafficking or related activity, and the consequences for non-compliance prior to deployment.

All personnel are also required to read and sign the CSC DynCorp Standards and Conditions of Employment which holds each employee subject to the standard operating procedures of DynCorp and the laws and regulations of the United States, the Department of Defense, and the host country and its political
subdivision. A copy of each agreement is enclosed for your information. Personnel in the field are supervised by Department of State officials, CSC DynCorp program managers, and a contingent command staff.

If allegations of misconduct against individuals are substantiated, in addition to immediate termination of their contracts, they will be ineligible for employment in future missions. Also, they must pay their own airfare home, will forfeit their mission completion bonus, and may be subject to prosecution either in the mission area or in the United States.

All U.S. federal agencies, including the Department of State, conduct separate and independent contracting procedures; however, the same U.S. laws and regulations control all such actions.

We hope this information is useful. Please let us know if we can be of further assistance.

Sincerely,

Richard L. Armitage

Enclosures:

As stated.
LETTER OF AGREEMENT

Subject: US International Police Monitor/Officer Standard of Conduct

I _______________, as an employee of DynCorp Aerospace Operations Ltd. (UK) and a representative of the United States Department of State, have read the following statement and certify to a complete understanding of the topic and any resultant ramifications associated with its violation.

The following activities are considered illegal by the international community and are immoral, unethical, and strictly prohibited:

1. Any unauthorized involvement in the trafficking of persons.
2. Unauthorized frequenting of locations known to be involved with prostitution or the trafficking of persons.
3. Any involvement with the soliciting of persons for the purpose of engaging in sexual acts.
4. Any participation in sexual activity in exchange for any monetary or other form of consideration.

As a US International Police Monitor/Officer, I have the responsibility to make notification of all activities related to the trafficking of persons, frequenting of known houses of prostitution, soliciting prostitutes to engage in immoral and illegal acts, or participating in sexual activity in exchange for any monetary or other form of consideration in accordance with UN policy and procedures. Any allegation of involvement or known participation in the above by a US International Police Monitor/Officer shall be reported immediately, both verbally and in writing to the US Contingent Commander.

I understand and accept that any violation of this letter of agreement is grounds for termination in accordance with the Termination Clause of the Foreign Service Agreement, including repatriation, forfeiture of accrued bonus and prosecution in accordance with applicable local, international and US law.

Name: ___________________________ Date: ___________________________
(Last, First, M.I.)

Signature: ___________________________

Witness: ___________________________
DAOL (UK) Ltd.

STANDARDS AND CONDITIONS OF EMPLOYMENT

For the protection of DAOL (UK) Ltd. (hereinafter called the "Company") and all employees, the following is a list of conditions under which disciplinary action toward, or discharge of, an employee may occur:

1. Insubordination: Failing to perform or unreasonably delaying the performance of instructions given by supervisor or person in authority. Disrespecting those in position of authority.

2. Misconduct: Fighting or inflicting bodily harm on another person; gambling; being under the influence of or possessing drugs; being under the influence or possessing alcoholic beverages on the job; committing immoral or illegal acts; committing violent acts or using language which adversely affects morale, production, or maintenance of discipline.

3. Theft: Possessing, taking, removing, destroying or tampering with Company or other employees' property without proper authority.

4. Fraud or Dishonesty: Misusing or abusing Company policy such as: excused absences, leaves of absence; falsifying time sheets; failing to give complete information for personnel and/or security records; making false statements, either oral or written, about the Company, other employees, supervisors, yourself, or work situations.

5. Absenteeism: Being habitually absent from work, failing to return to work promptly from leave of absence or vacation, failing to report absence with ½ hour of start of workday.

6. Tardiness: Failing to be present at the start of the workday without proper authorization.

7. Misuse of Time: Failing or being unable to perform work of an acceptable standard, neglecting job duties. Abusing personal telephone privileges, or being inattentive to job performance, unauthorized selling of articles or services, distributing or posting of literature, canvassing, polling, or petitioning.

8. Safety Violations: Failing to observe Company and general safety practices and regulations. Neglecting the safety of others or committing unsafe acts in the use and care of Company property.

9. Negligent Destruction of Property: Willfully or maliciously destroying Company or other employees' property. Damaging property by failing to use proper equipment and good judgement.

10. Option to Terminate: Employment may be terminated, with or without cause, at any time, upon reasonable notice after completion of an applicable probationary period, at the option of the Company or myself.

I HAVE READ AND UNDERSTAND

Employee Signature ___________________________ Date ___________________________ Witness ___________________________