INVESTIGATION REPORT

**Date investigation commenced: 9-Mar-20**

**Date investigation completed: 10-Mar-20**

**Ship: Silver Wind**

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| **Reason for investigation:** | Alleged breach of code of conduct |
| **Alleged section of code of conduct breached (if appropriate)** | 3p – behaviour which seriously detracts from the safe, hygienic and efficient working of the ship or the service standards of the hotel operation. |
| **Allegation (if appropriate)** | It is alleged that Mr. Joe Bloggs, Bartender, urinated in the Deck 6 Bar Pantry hand-wash sink at approximately 23:30 on 9 March 2020 |

* CCTV Evidence attached Yes  No  N/A
* Witness Statements attached Yes  No  N/A
* Crew member statement attached Yes  No  N/A
* Images attached Yes  No  N/A
* Security Report attached Yes  No  N/A
* Further evidence attached Yes  No  N/A  If yes, please detail:

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| **Actions taken to investigate this case** | **Findings** |
| Witness Statement taken from Head Bartender Ms. Jane Doe | Ms. Doe advising witnessing the alleged act  This witness statement supports the allegation |
| Witness Statement from Bar Waiter Mr. Dave Jones | Mr. Jones’ statement confirms that Mr. Bloggs was at the hand-wash sink at approx. 23:30 on 9 March and that Ms. Doe walked in and reacted in a shocked Manner. |
| Crew Member statement from Mr. Joe Bloggs | Mr. Bloggs admitted to the act of urination in the hand wash sink. Mr. Bloggs does not give a valid reason for the serious breach of the code of conduct |
| CCTV footage was obtained from the entrance to the pantry | CCTV footage shows that Mr. Bloggs entered the deck 6 Bar pantry at approx. 23:28 from the theatre entrance. CCTV footage does not show Mr. Bloggs exiting the pantry; there is no camera on the stairway exit. |

**Conclusion**

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| Mr. Bloggs admitted to the act of serious misconduct  Witness statements also supported the allegation  No valid reason was given for such actions  Due to the serious breach of the code of conduct, a hearing was arranged at 12 noon on 10 March 2020, to be chaired by Captain Cosimo Pontillo |

**Outcome**

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| Mr. Bloggs was dismissed for cause by Captain Cosimo Pontillo on 10 March 2020 |

**HR Manager Name: Jenny Rees**

**HR Manager Signature:**