ED

Overall ownership & accountability

Other United Nations bodies

EPUN

UNDT & UNAT

UNCITRAL

OMBUDS MAN

HSSE

Health and Safety

Concerns

As of January 2025

Additional Resources

PSFAH Focal Point

Well-being

Performance Management

Counselling & Coaching

Personnel & Staff Associations

Security Team

Integrity **Portal Hub**

Information & resources Access to reporting a case

Navigation & Support Human point of contact for advice & guidance

Information & resources Self-guided

Ethics Office Retaliation

IAIG Misconduct (incl.SEAH) Investigations

Workplace Conduct Harassment, Discrimination, Abuse of Authority

Advisory Group on Interdisciplinary Matters

Formal Justice System Processes

Intake

Receive report; Allocate Case Officer: Initial Response

Case Management

Preliminary review of prima facie case of retaliation

Referral to Ombudsman or other informal mechanisms

Interim measures if appropriate

Referral to IAIG for investigation if prima facie case is established

Case closure and information provided if no prima facie case is established

Outcome

Communicated to complainant once receive findings from investigation IAIG

Recourse

Secondary Review by Ethics Panel of the United Nations (EPUN)

Intake

Receive report; Receivability Assessment; Allocate Case Officer; Initial Response

Case Management

Investigation of allegations of misconduct

Referral to Workplace Conduct Referral to Management

Outcome

Communicated to complainant Communicated to subject (decision regarding substantiation)

Intake

Receive report; Allocate Case Officer: Initial Response

Case Management

Fact-finding

Application of WCT toolkit to address harassment, abuse of authority and discrimination

De-escalatory steps / informal resolution

Refer to IAIG for Investigation

Outcome

Communicated to complainant Communicated to subject (decision regarding substantiation)

Enhance consistency

Continuous Improvement

Identification of systemic issues

Legal

Supports ED in handling requests for management evaluation

Represents UNOPS before Arbitral Tribunals and UN Tribunals

Handles the disciplinary process

Case Management

Administrative Leave Placement

Receive IAIG investigation reports, decide on commencement of disciplinary process, issue misconduct and disciplinary recommendation to the FD

Outcome

(Misconduct) Final decision communicated to subject

(Management Evaluation) ED decision communicated to complainant

Possibly disciplinary process