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Human resources management

Practice of the Secretary-General in disciplinary matters and cases of possible criminal behaviour, from 1 January to 31 December 2023

Report of the Secretary-General

Summary

The present report is submitted in response to the request of the General Assembly in paragraph 16 of its resolution [59/287](#) that Member States be informed on an annual basis of all actions taken in cases of established misconduct and/or criminal behaviour and the disciplinary action and, where appropriate, legal action taken in accordance with the established procedures and regulations. The report covers the period from 1 January to 31 December 2023.

The General Assembly is invited to take note of the report.



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I. Introduction

1. The present report is submitted in response to the request of the General Assembly in paragraph 16 of its resolution [59/287](#) that Member States be informed on an annual basis of all actions taken in cases of established misconduct and/or criminal behaviour in accordance with the established procedures and regulations. The report, which covers the period from 1 January to 31 December 2023, should be read in conjunction with the compendium of disciplinary measures imposed in cases of established misconduct and the administrative framework with respect to disciplinary matters.¹ The compendium consists of an overview of the administrative and legislative framework for handling disciplinary matters; a visualization of the investigation and disciplinary processes; a visualization of how misconduct is determined and how the proportionality of sanctions is assessed; and information on actual, anonymized cases of established misconduct disposed of during the period from 1 July 2009 to 31 December 2023.

2. The cases of established misconduct that were concluded in 2023 can be found at reference numbers 696–776 at the tab of the compendium for the period 2009–2023. For ease of reference, the compendium provides a separate tab for 2023, which captures the 82 cases for the present reporting period. A summary of the 82 cases is provided in annex I to the present report.²

3. The overview of the disciplinary framework contained in the compendium includes a summary of the administrative instruction on unsatisfactory conduct, investigations and the disciplinary process ([ST/AI/2017/1](#)). It also addresses how misconduct may be interrelated with performance management.

II. Comprehensive measures for the zero-tolerance approach to all cases of misconduct

4. In paragraph 66 of its resolution [77/278](#), the General Assembly requested the Secretary-General to submit information on the comprehensive measures aimed at ensuring his zero-tolerance approach to all cases of misconduct. The present section was prepared in response to that request.

5. The Organization takes a holistic approach to handling disciplinary matters to ensure trust and accountability. Its focus has been on three crucial areas: eliminating barriers to the reporting of misconduct; maintaining independence of oversight and investigations; and ensuring staff members' accountability for misconduct.

A. Eliminating barriers to the reporting of misconduct

6. All staff members are obliged to report possible misconduct under staff rule 1.2 (c) and the administrative instruction on the unsatisfactory conduct, investigations and the disciplinary process.³ Failure to report possible misconduct constitutes unsatisfactory conduct, which may amount to misconduct depending on the gravity of such failure. Disciplinary measures have been imposed on staff members who have failed to report serious misconduct (see, e.g., reference Nos. 354, 355 and 609–611).

¹ “Compendium of disciplinary measures: practice of the Secretary-General in disciplinary matters and cases of criminal behaviour from 1 July 2009 to 31 December 2023”, available at <https://hr.un.org/page/compendium-disciplinary-measures>.

² Two cases are related to each other and are therefore captured in one entry (reference No. 769).

³ [ST/AI/2017/1](#).

7. Manifold efforts are being made to eliminate barriers to reporting misconduct, the paramount goal being to foster a culture where staff are empowered to speak up and report wrongdoing without fear of retaliation.

Protection against retaliation

8. The policy on protection against retaliation for reporting misconduct and for cooperating with duly authorized audits or investigations⁴ has been brought to the attention of staff through various means, including the Ethics Office's annual communications strategy and outreach activities. In 2023, the Ethics Office conducted virtual presentations and in-person visits to entities in various locations, including special political missions, peacekeeping operations, field offices and headquarter duty stations. Town hall meetings and targeted workshops were conducted on the topic of protection against retaliation. The Ethics Office conducted 108 ethics outreach sessions, including 34 induction briefings tailored to newly appointed staff at the level of Assistant Secretary-General and above, in line with the recommendations of the Advisory Committee on Administrative and Budgetary Questions contained in its report on human resources management,⁵ which was endorsed by the General Assembly in its resolution 66/234. Those sessions also catered to senior mission staff and resident coordinators, reinforcing ethical standards at various levels of responsibility and highlighting the importance of the policy on protection against retaliation.

9. Specifically, the Ethics Office made in-person visits to the United Nations Organization Stabilization Mission in the Democratic Republic of the Congo, the United Nations Assistance Mission in Somalia, the United Nations Support Office in Somalia, the Economic Commission for Africa, the Economic Commission for Europe and the United Nations Office at Geneva. Those visits facilitated direct engagement in and support for upholding ethical practices in diverse operational contexts. The policy on protection against retaliation was discussed in town hall meetings, workshops and one-on-one consultations with staff. Moreover, the Ethics Office disseminated articles on ethics-related topics, including on protection against retaliation and the application of the related policy, on iSeek and in the monthly magazine *UN Today*.

Facilitating and supporting the reporting of misconduct

10. Since 2017, all reports of possible misconduct have been submitted to the Office of Internal Oversight Services (OIOS). This ensures that all reported matters are assessed by a neutral and independent reviewer. Anonymous reports are allowed, and a website and hotline have been provided. OIOS has delivered presentations, both virtually and in person, on its role, mandate and investigative practices to a large number of stakeholders, including personnel working in mission settings. During those briefings, the obligation of staff members to report misconduct and to cooperate with duly authorized investigations has been emphasized. OIOS is currently reviewing the online form for reporting misconduct with a view to streamlining it and making it more user-friendly.

Assurance of accountability

11. For transparency and to provide guidance, the compendium of disciplinary measures, which contains information on cases of actual misconduct and their disciplinary consequences, is publicly available and regularly updated. Information concerning the legislative framework governing the conduct of staff members, the definition of misconduct, the disciplinary process and disciplinary and other measures, is detailed in the compendium. Owing to confidentiality and privacy concerns,

⁴ ST/SGB/2017/2/Rev.1.

⁵ See A/66/511 and A/66/511/Corr.1, para. 25.

functional titles and other particulars are provided only when they play a role in the outcome. The compendium assists staff in strengthening their understanding of the accountability system and building their trust in the Organization's commitment to achieving accountability for misconduct.

B. Maintaining independence of oversight and investigations

Operational independence

12. OIOS has operational independence in the conduct of its investigative functions. Consequently, OIOS has the authority to initiate and carry out any investigations into violations of United Nations standards of conduct that it considers necessary to fulfil its responsibilities, and it does so without taking direction from any official or entity. Similarly, OIOS has the authority to decide whether information it has received warrants any action, and which matters it will consider or if a matter would be better handled by a responsible official.

13. Upon receipt of a report of possible misconduct, OIOS applies intake criteria to determine whether the matter warrants investigation by it or whether some other action may be appropriate. This includes consideration of whether the matter reported could amount to misconduct, whether the report is sufficiently detailed, whether it is likely that the matter could be pursued as a disciplinary case and whether an informal resolution process would be more appropriate.⁶ OIOS generally retains for investigation serious and complex matters, such as sexual exploitation and abuse, sexual harassment and high-value fraud, and matters implicating senior officials. Where OIOS decides not to investigate, a matter may nevertheless be referred to a responsible official⁷ for appropriate action. Such action may include investigation by another investigation body, e.g. a fact-finding panel, or some form of administrative and/or managerial action.

Investigative process

14. OIOS investigations are administrative fact-finding exercises in which evidence is collected relating to reported violations of United Nations standards of conduct, regardless of whether that evidence supports or refutes the allegation. OIOS conducts its investigations in a transparent, professional and impartial manner. OIOS is required to safeguard the reports it receives from unauthorized disclosure and to preserve the confidentiality of the information it obtains in the delivery of its oversight functions. Furthermore, OIOS has broad discretion to determine when access to information would be inappropriate. The exercise of this discretion is central to OIOS obligations to protect individual rights, safeguard against retaliation and protect the credibility of the Organization and its staff.

15. Recognizing the value of high-quality and fair investigations in all cases of misconduct, the Office of Human Resources, in conjunction with OIOS, continues to train lay investigators whose names are placed on a roster upon successful completion of such training. This roster is used by responsible officials to form fact-finding panels for the purpose of addressing matters that are referred to them by OIOS and that are determined to warrant an investigation. In 2023, the Office of Human Resources held two training sessions. Trained and rostered investigators have access to the investigators' toolkit, which equips them with useful resources and practical guidance.

⁶ [ST/AI/2017/1](#), sect. 5.5

⁷ As defined in [ST/AI/2017/1](#), sect. 2.1 (a).

Engagement and empowerment of entities

16. Responsible officials play important roles in the accountability framework.⁸ Senior officials who are heads of entity and act as responsible officials may participate in an induction programme aimed at emphasizing the importance of upholding the standards of conduct and of ensuring accountability. Support is given to each entity through designated conduct and discipline focal points and conduct and discipline teams, who are trained and equipped with knowledge and resources through the Administrative Law Division platform ALD Connect. The Office of Human Resources continues to further enhance the ALD Connect network to share best practices and exchange information on lessons learned.

17. All Secretariat entities have access to the misconduct/sexual exploitation and abuse risk management toolkit,⁹ which provides guidance and tools for managing the risks of misconduct and is aimed at strengthening prevention, accountability and support to victims. The toolkit is a critical instrument for enabling each entity to assess the risks associated with receiving reports of misconduct and take measures to raise awareness among United Nations personnel. The toolkit has recently been revised to reflect an integrated approach to risk management and improve the use of data analytics for decision-making. In addition, core predeployment training materials include a component addressing misconduct that is periodically reviewed and updated for use by troop- and police-contributing countries prior to the deployment of personnel to peace operations.

C. Ensuring staff members' accountability for misconduct

18. Information on the overall accountability components of the United Nations and progress made in each area, including in the area of conduct and discipline, is contained in separate reports.¹⁰ The present report addresses the mechanisms in place to handle disciplinary matters.

Accountability for misconduct

19. Misconduct that is established through disciplinary processes normally results in the imposition of disciplinary measures. The Organization maintains a robust disciplinary process that optimizes the effectiveness and fairness of the accountability action, including by applying disciplinary sanctions in a consistent and transparent manner.¹¹

20. Disciplinary measures imposed are recorded in the Organization's personnel records, including Umoja. Separation from service for misconduct renders the separated staff member ineligible for re-employment on a fixed-term appointment or for engagement as a consultant or an individual contractor.¹² In filling out their personal history profile, applicants for employment at the United Nations are required, if they are internal candidates, to disclose any disciplinary measures imposed on them or, if they are external candidates, to disclose any workplace investigation or similar administrative process of which they have been a subject.

⁸ See the visualization of the investigation and disciplinary processes contained in the compendium of disciplinary measures.

⁹ Available at https://conduct.unmissions.org/sites/default/files/risk_management_toolkit_aug_2024-public.pdf.

¹⁰ The thirteenth progress report on accountability (A/78/678) is the most recent such report.

¹¹ The compendium of disciplinary measures includes information on how misconduct is determined and on how the proportionality of specific measures is assessed.

¹² See ST/AI/2013/1, para. 3.9 (d), and ST/AI/2013/4, para. 3.7 (c).

Misrepresentations in this regard may lead to the imposition of serious sanctions, including dismissal and separation from service.

21. All investigation reports, including those prepared by OIOS, are provided to the relevant heads of entity, who may review the findings and make use of them in managing staff behaviour and ensuring a civil and functional workplace.¹³ In this regard, the Secretary-General's bulletin addressing discrimination, harassment, including sexual harassment, and abuse of authority explicitly provides that performance appraisals, including through 360-degree reviews, may record instances of non-adherence by staff members to the principles of the bulletin.¹⁴

Financial recovery

22. Staff rule 10.1 (b) provides for the imposition of the administrative measure of financial recovery in cases of established misconduct that is determined to be wilful, reckless or grossly negligent. All quantifiable loss to the Organization is specified for recovery in appropriate cases. The status of recovery is discussed below under each category of misconduct.

23. Full recovery from a separating or former staff member often depends on the sufficiency of final entitlements. Cases that entail significant financial implications for the Organization are prioritized. In line with the normal practice, when a disciplinary process is initiated, each relevant entity is notified of the pending process and requested to provide an update on the status of the staff member's employment. This facilitates the timely withholding of final entitlements, as appropriate, in cases where the staff member may resign in the middle of the disciplinary process. In certain cases, the transmission of the necessary documentation to the United Nations Joint Staff Pension Fund may be withheld to delay the payment of a withdrawal settlement or pension entitlements.

ClearCheck

24. The Secretariat and other organizations of the United Nations system, including most of the members of the United Nations System Chief Executives Board for Coordination (CEB), enter the names and other identifying information of individuals involved in established cases of sexual harassment and sexual exploitation and abuse in the ClearCheck database, which is accessible by participating United Nations entities for screening candidates for recruitment.

25. As at 30 September 2024, there were 38 United Nations entities participating in ClearCheck, 30 of which are CEB members and 8 of which are not. The Office of Human Resources continues to engage with the International Monetary Fund, the only non-participating CEB member, as well as other non-participating organizations of the United Nations system to encourage them to participate in ClearCheck. The Office of Human Resources also closely monitors the utilization of ClearCheck by the participating United Nations entities and has periodically reached out to them to ensure that data are being entered properly and that screenings are being conducted consistently.

26. With reference to General Assembly resolutions [77/278](#) and [78/253](#), the Office of Human Resources has been working on the expansion of ClearCheck to include

¹³ Performance management is a separate mechanism serving different purposes than accountability for misconduct. As such, there is no reliable data linking disciplinary cases with staff members' performance ratings for the purpose of analysing trends and statistics. For more details, see section F of the overview of the administrative framework with respect to disciplinary matters in the compendium of disciplinary measures.

¹⁴ [ST/SGB/2019/8](#), sect. 3.6.

individuals who were or would have been separated from service for misconduct other than sexual harassment and sexual exploitation and abuse. As a result, the ClearCheck database has been expanded to include two additional categories of misconduct: racism and racial discrimination; and misconduct other than sexual harassment, sexual exploitation and abuse, racism and racial discrimination. The expansion was rolled out in October 2024 for the Secretariat. In 2025, once the enhancement has proved effective, the Office of Human Resources will invite all entities to participate.

Post-separation sanction

27. The separation of a staff member prior to a disciplinary process does not result in impunity. If it is in the interest of the Organization, cases are pursued even after staff members have separated from service. Such post-separation cases may involve circumstances where the disciplinary process was in progress at the time of separation or where the conduct at issue consists of serious misconduct or may end in financial recovery. In such cases, former staff members are invited to participate in a post-separation disciplinary process, the outcome of which could include any sanction that would have been imposed had the staff members continued in service. This ensures that, regardless of the staff member's separation, accountability is established.

Notes placed in official status files

28. In cases where a staff member separated from service prior to the completion of the disciplinary process and no post-separation sanction was pursued, a note documenting the fact that a matter was pending at the time of separation may be placed in the former staff member's official status file.¹⁵ This is done to document the matter and ensure accountability should the former staff member rejoin the Organization.

29. A staff member who has resigned and has not responded to, has declined or has not acceded to a request to cooperate with an investigation and/or post-separation disciplinary process is not eligible for re-employment.¹⁶ This prevents the staff member from avoiding accountability through resignation. In such a case, the note placed in the former staff member's official status file reflects the staff member's ineligibility for re-employment.¹⁷ In 2023, 27 cases were closed with a note placed in the official status file, 5 of which referred to the individual's ineligibility for re-employment.

D. Mechanisms to ensure criminal accountability

30. The Organization refers credible allegations of criminal conduct by United Nations officials or experts on mission to Member States. More detailed information about actions taken by the Organization to remind Member States of the possibility of pursuing criminal accountability of the United Nations officials and experts on mission are reported separately.¹⁸

¹⁵ [ST/AI/2017/1](#), sects. 9.7 and 9.8.

¹⁶ [ST/AI/2013/1](#), sect. 3.9 (d).

¹⁷ [ST/AI/2017/1](#), sect. 9.9.

¹⁸ See, e.g., [A/79/189](#).

III. Cases of established misconduct that were disposed of during the period from 1 January to 31 December 2023¹⁹

A. Discrimination, harassment, including sexual harassment, and abuse of authority

31. For 2023, the compendium contains nine cases of discrimination, harassment, including sexual harassment, and abuse of authority (reference Nos. 696–704) (see table 1).

Table 1

Disposition of cases of discrimination, harassment, including sexual harassment, and abuse of authority

<i>Closing disposition</i>	<i>2019</i>	<i>2020</i>	<i>2021</i>	<i>2022</i>	<i>2023</i>	<i>Total</i>
Dismissal	1	–	–	1	–	2
Separation from service	11	4	6	10	6	37
Other disciplinary measure	11	6	4	2	3	26
Total	23	10	10	13	9	65

32. In 2023, six of the nine cases (reference Nos. 699–704) concerned sexual harassment, four resulted in termination of the employment of the implicated staff and two resulted in demotion by one grade with deferment for three years of consideration for eligibility for promotion.

33. In the six sexual harassment cases, the following mitigating and aggravating factors had an impact on the imposed sanction:

(a) Mitigating factors: the staff member's long service, including in hardship duty stations; partial admission or early admission of the conduct; remorse and apology; and the difficult situation in the duty station owing to the coronavirus disease (COVID-19) pandemic;

(b) Aggravating factors: supervisory role of the subject staff member; reputational harm to the Organization; existence of multiple victims; impact on the victim; compound misconduct; and repetition of the conduct.

34. In the three non-sexual harassment cases, the following mitigating and aggravating factors had an impact on the imposed sanction:

(a) Mitigating factors: the staff members' long service, including in hardship duty stations; the reported existence of a toxic work environment at the time of the conduct; and the difficult situation in the duty station owing to the COVID-19 pandemic;

(b) Aggravating factors: the seniority of the subject staff member; the compound nature of the misconduct; misconduct involving activities carried out in concert with other staff members; attempts to conceal the misconduct; reputational risk to the Organization; and repeated misconduct despite prior warnings.

35. In 2023, two thirds of the cases in this category involved staff members who were not in field missions. Moreover, two thirds of the cases involved Professional-level staff and senior managers at the D-1 level or above (see table 2).

¹⁹ Information contained in the summaries is correct as at the date of submission of the present report.

Table 2
Subject staff member's location and level in cases of discrimination, harassment, including sexual harassment, and abuse of authority

<i>Location and level</i>	<i>2019</i>	<i>2020</i>	<i>2021</i>	<i>2022</i>	<i>2023</i>	<i>Total</i>
Mission						
D-1 and above	–	2	–	–	–	2
Professional	3	–	1	–	3	7
Field Service	–	2	1	2	1	6
National Professional Officer	1	–	1	–	–	2
General Service	1	–	1	–	2	4
Subtotal	5	4	4	2	6	21
Non-mission						
D-1 and above	3	1	1	5	2	12
Professional	13	5	2	6	1	27
Field Service	1	–	–	–	–	1
General Service	1	–	3	–	–	4
Subtotal	18	6	6	11	3	44
Total	23	10	10	13	9	65

36. In 2023, there were no cases relating to racism or racial discrimination that resulted in a disciplinary sanction.

B. Sexual exploitation and sexual abuse

37. For 2023, the compendium contains three cases of sexual exploitation and sexual abuse and related conduct (reference Nos. 763–765).

38. Sexual exploitation and sexual abuse is serious misconduct as specified in staff regulation 10.1 (b). When established, it resulted in termination of employment given that the zero-tolerance policy of the Secretary-General calls for severe sanctions in these cases (see table 3). One case (reference No. 765) involved a former staff member and concluded with the post-separation sanction of separation from service.

Table 3
Disposition of cases of sexual exploitation and sexual abuse and related conduct

<i>Closing disposition</i>	<i>2019</i>	<i>2020</i>	<i>2021</i>	<i>2022</i>	<i>2023</i>	<i>Total</i>
Dismissal	2	2	1	2	1	8
Separation from service	2	3	3	4	2	14
Total	4	5	4	6	3	22

39. The mitigating factors were: the staff member's long service in a hardship duty station; and the passage of a significant amount of time since the occurrence of the misconduct. The aggravating factors were: the existence of multiple victims; the nature/severity of the impact on the victims; the compound nature of the misconduct; and the repetition of the conduct.

40. In 2023, established cases of sexual exploitation and sexual abuse occurred exclusively in field missions, which is consistent with what has been observed since 2019. This informs the Organization's continued efforts to prevent and address this serious misconduct with a particular focus on field missions.

C. Fraud, misrepresentation and false certification

41. For 2023, the compendium contains 36 cases of fraud, misrepresentation and false certification (reference Nos. 710–745).

42. Of the 36 cases, 21 (approximately 58 per cent) involved the submission of false medical insurance claims (reference Nos. 725–745); 5 cases involved misconduct resulting in the undue payment of entitlements, e.g. education grant, dependency allowance and non-family duty service allowance (reference Nos. 710–714); 2 cases concerned staff members presenting false information in job applications submitted to the United Nations (reference Nos. 719 and 720); and 8 cases involved other fraudulent behaviour, such as falsification of United Nations documents (reference Nos. 715–718 and 721–724).

43. The cases in this category generally reflect a serious lapse of integrity or gross dishonesty by the staff members concerned, resulting in termination of employment (see table 4). In 2023, 32 cases resulted in separation from service. Termination indemnity was provided in eight of those cases.

Table 4

Disposition of cases of fraud, misrepresentation and false certification

<i>Closing disposition</i>	<i>2019</i>	<i>2020</i>	<i>2021</i>	<i>2022</i>	<i>2023</i>	<i>Total</i>
Dismissal	–	–	–	1	–	1
Separation from service	12	7	36	26	32	113
Other disciplinary measure	8	2	9	5	4	28
Total	20	9	45	32	36	142

44. In 2023, the following mitigating and aggravating factors were taken into account in deciding on sanctions for cases in this category:

(a) Mitigating factors: early admission of the conduct; a sincere apology or remorse; the staff member's long service, including in hardship duty stations; the impact of the COVID-19 pandemic on the staff member's ability to remedy their misconduct; the staff member's voluntary return of money improperly received; and a lack of financial gain;

(b) Aggravating factors: the staff member's position of trust; the organized manner in which the misconduct was carried out; prior or repeated misconduct; the amount of financial loss to the Organization; attempts to conceal the misconduct; compound misconduct; and reputational harm to the Organization.

45. Where there was a possibility of financial recovery, five cases were pursued after the separation of the staff member (reference Nos. 710, 715, 717, 726 and 742). In four cases, the post-separation sanction was at least separation from service (reference Nos. 710, 717, 726 and 742).

46. In 2023, 72 per cent of the cases arose in field missions, with approximately 85 per cent of those cases involving General Service staff members (see table 5).

Table 5
Subject staff member's location and level in cases of fraud, misrepresentation and false certification

<i>Location and level</i>	<i>2019</i>	<i>2020</i>	<i>2021</i>	<i>2022</i>	<i>2023</i>	<i>Total</i>
Mission						
Professional	2	3	2	5	1	13
Field Service	3	1	1	3	2	10
National Professional Officer	2	–	–	2	1	5
General Service	7	4	40	14	22	87
Subtotal	14	8	43	24	26	115
Non-mission						
Professional	1	1	–	2	2	6
National Professional Officer	–	–	–	–	2	2
General Service	5	–	2	6	6	19
Subtotal	6	1	2	8	10	27
Total	20	9	45	32	36	142

47. In 16 cases, financial loss was quantified and specified for recovery (reference Nos. 710, 712–714, 726, 728, 732, 733, 735, 737–739 and 741–744). In total, \$514,379.47 were specified for recovery. Of that amount, \$226,706.34 (44 per cent), had been recovered as at 30 September 2024.

D. Unauthorized outside activities and conflict of interest

48. For 2023, the compendium contains 11 cases of unauthorized outside activities and conflict of interest (reference Nos. 746–756).

49. In 2023, most cases in this category involved conflict of interest in the context of unauthorized outside activities, recruitment or procurement, or other conduct that adversely reflected on a staff member's integrity. All the cases resulted in termination of employment (see table 6).

Table 6
Disposition of cases of unauthorized outside activities and conflict of interest

<i>Closing disposition</i>	<i>2019</i>	<i>2020</i>	<i>2021</i>	<i>2022</i>	<i>2023</i>	<i>Total</i>
Separation from service	–	3	3	2	8	16
Other disciplinary measure	5	2	1	3	3	14
Total	5	5	4	5	11	30

50. The following mitigating and aggravating factors were taken into account in the cases in this category:

(a) Mitigating factors: the staff member's long service; the difficulty of the functions of the subject staff members; the impact of the COVID-19 pandemic; the illness or disability of the staff member; the passage of a significant amount of time

since the occurrence of the misconduct; early admission of the conduct; sincere remorse; and the time taken to resolve the matter;

(b) Aggravating factors: the seniority of the staff member; attempts to conceal the misconduct; repeated/compound misconduct; reputational harm or financial damage to the Organization; the organized manner in which the misconduct was carried out; the manipulative or deceptive nature of the conduct; the previous disciplinary record of the subject staff member; and disregard of instructions.

51. In 2023, slightly more cases arose in non-mission locations than in missions (see table 7).

Table 7

Subject staff member's location and level in cases of unauthorized outside activities and conflict of interest

<i>Location and level</i>	<i>2019</i>	<i>2020</i>	<i>2021</i>	<i>2022</i>	<i>2023</i>	<i>Total</i>
Mission						
D-1 and above	–	–	–	1	–	1
Professional	–	1	2	–	2	5
Field Service	1	–	1	1	1	4
National Professional Officer	–	1	–	–	–	1
General Service	1	1	–	–	1	3
Subtotal	2	3	3	2	4	14
Non-mission						
D-1 and above	–	–	1	–	2	3
Professional	2	1	–	1	3	7
General Service	1	1	–	2	2	6
Subtotal	3	2	1	3	7	16
Total	5	5	4	5	11	30

52. In one case (reference No. 753), a financial loss of \$60,000.00 was specified for recovery. No recovery had been made as at 30 September 2024.

E. Procurement irregularities

53. For 2023, the compendium contains five cases of procurement irregularities, two of which were related and are therefore captured under a single reference number (reference Nos. 766–769).

54. A serious lapse of integrity, represented by falsifying records, warranted separation from service (see table 8).

Table 8
Disposition of cases of procurement irregularities

<i>Closing disposition</i>	<i>2019</i>	<i>2020</i>	<i>2021</i>	<i>2022</i>	<i>2023</i>	<i>Total</i>
Dismissal	–	–	–	–	2	2
Separation from service	1	–	1	2	2	6
Other disciplinary measure	4	1	–	1	1	7
Total	5	1	1	3	5	15

55. The following mitigating and aggravating factors were taken into account in the cases in this category:

(a) Mitigating factors: long service with the Organization; level of the staff member with no procurement responsibilities; impact of the conduct on the Organization's operations; and the staff member's efforts to mitigate the financial loss;

(b) Aggravating factors: the seniority of the staff member; the staff member's position of trust; prior disciplinary record of the subject staff member; financial loss to the Organization; repeated/compound misconduct; reputational harm to the Organization; and attempt to conceal the misconduct.

56. In four cases, financial loss was specified for recovery. Of the \$223,170.00 that was identified for recovery, \$192,570.00 (86 per cent) had been recovered as at 30 September 2024.

57. No discernible trend was found as to the location or level of the implicated staff members (see table 9).

Table 9
Subject staff member's location and level in cases of procurement irregularities

<i>Location and level</i>	<i>2019</i>	<i>2020</i>	<i>2021</i>	<i>2022</i>	<i>2023</i>	<i>Total</i>
Mission						
Professional	1	–	–	–	1	2
Field Service	1	–	–	–	1	2
National Professional Officer	–	–	1	–	–	1
General Service	–	–	–	2	–	2
Subtotal	2	–	1	2	2	7
Non-mission						
Professional	3	–	–	–	1	4
National Professional Officer	–	1	–	–	–	1
General Service	–	–	–	1	2	3
Subtotal	3	1	–	1	3	8
Total	5	1	1	3	5	15

F. Theft and misappropriation

58. For 2023, the compendium contains five cases of theft and misappropriation (reference Nos. 705–709).

59. The cases in this category of misconduct have consistently resulted in termination of employment (see table 10). Most of the cases arose in field missions (see table 11).

Table 10
Disposition of cases of theft and misappropriation

<i>Closing disposition</i>	<i>2019</i>	<i>2020</i>	<i>2021</i>	<i>2022</i>	<i>2023</i>	<i>Total</i>
Dismissal	–	–	–	1	–	1
Separation from service	16	3	4	1	5	29
Total	16	3	4	2	5	30

Table 11
Subject staff member's location and level in cases of theft and misappropriation

<i>Location and level</i>	<i>2019</i>	<i>2020</i>	<i>2021</i>	<i>2022</i>	<i>2023</i>	<i>Total</i>
Mission						
General Service	14	2	4	1	5	26
Subtotal	14	2	4	1	5	26
Non-mission						
Professional	1	–	–	–	–	1
General Service	1	1	–	1	–	3
Subtotal	2	1	–	1	–	4
Total	16	3	4	2	5	30

60. The mitigating factors included: the staff member's long service, including in hardship duty stations; and early admission of the conduct. The aggravating factors included: repeated misconduct; heightened duty of care arising from the staff member's position; and disregard for operational needs in emergency situations.

G. Verbal abuse and physical assault

61. For 2023, the compendium contains six cases of verbal abuse and physical assault (reference Nos. 757–762).

62. Misconduct under this category often represents a fundamental breach of the Charter of the United Nations. In 2023, five cases resulted in separation from service (reference Nos. 758–762) (see table 12), two of which in the form of post-separation sanction of separation from service (reference Nos. 758 and 760).

Table 12
Disposition of cases of verbal abuse and physical assault

<i>Closing disposition</i>	<i>2019</i>	<i>2020</i>	<i>2021</i>	<i>2022</i>	<i>2023</i>	<i>Total</i>
Dismissal	–	1	–	–	–	1
Separation from service	1	3	1	3	5	13
Other disciplinary measure	2	2	1	1	1	7
Total	3	6	2	4	6	21

63. The mitigating factors included: the fact that action was taken rashly, in the heat of the moment; an apology was made to the victim; and the long time spent in service in a mission setting. The aggravating factors included: the repeated/compound nature of the misconduct; the existence of multiple victims; reputational harm to the Organization; the disturbance of official functions; the heightened duty of care associated with the staff member's position; injury to the victim; and wilful disregard of instructions.

64. In 2023, all the cases in this category involved staff members in field missions (see table 13).

Table 13
Subject staff member's location and level in cases of verbal abuse and physical assault

<i>Location and level</i>	<i>2019</i>	<i>2020</i>	<i>2021</i>	<i>2022</i>	<i>2023</i>	<i>Total</i>
Mission						
D-1 and above	–	–	–	1	2	3
Professional	1	2	–	–	–	3
Field Service	1	–	1	1	2	5
General Service	–	1	1	1	2	5
Subtotal	2	3	2	3	6	16
Non-mission						
Professional	–	2	–	1	–	3
General Service	1	1	–	–	–	2
Subtotal	1	3	–	1	–	5
Total	3	6	2	4	6	21

65. In one case, which also involved another type of misconduct, a financial loss of \$9,417.00 was quantified and fully recovered (reference No. 762).

H. Misuse of property

66. For 2023, the compendium contains two cases of misuse of property (reference Nos. 770 and 771), both arising in a mission setting and resulting in separation from service.

67. The mitigating factors included: the staff member's long service with the Organization; and early admission of the conduct. The aggravating factors included: the staff member's position of trust; the compound nature of the misconduct; and the reputational harm and operational damage to the Organization.

68. In one case, a financial loss of \$226.17 was quantified and fully recovered (reference No. 771).

I. Inappropriate or disruptive behaviour

69. For 2023, the compendium contains four cases of inappropriate or disruptive behaviour (reference Nos. 772–775).

70. The sanctions, which varied according to the particular facts of each case, included separation from service. The mitigating factors included: the long service of the staff member, including in hardship locations; the early admission of the conduct; and efforts to mitigate the consequences of the behaviour. The aggravating factors included: the repeated or compound nature of the misconduct; disregard of instructions; and disruption caused to the Organization's operations.

J. Failure to comply with financial disclosure obligations

71. For 2023, the compendium contains one case of failure to comply with financial disclosure obligations, resulting in the post-separation sanction of written censure (reference No. 776).

IV. Data on case processing and disposal, including appeals

A. Cases completed during the reporting period

72. All cases referred to the Office of Human Resources for appropriate action go through a rigorous review; only those cases that are supported by sufficient evidence and a need for staff discipline are pursued through a disciplinary process. When the review reveals that there is insufficient evidence or little need for disciplinary action, the case is not pursued as a disciplinary matter. In this context, a matter concerning a former staff member that does not warrant pursuing post-separation results in a note being placed in the official status file stating that the matter had not been resolved at the time of separation and that the Office of Human Resources should be contacted if the former staff member rejoins the United Nations System.

73. In cases that are pursued post-separation, the former staff member's comments are sought and reviewed thoroughly to determine the facts of the case and whether disciplinary action is warranted. When the former staff member provides a satisfactory explanation for the conduct in their comments, the case is closed with or without administrative and/or managerial measures being taken. If no explanation is provided or if the explanation is deemed unsatisfactory following a careful proportionality assessment, disciplinary sanction is imposed.

74. Table 14 contains information on the number and disposition of cases completed during the reporting period and the past four years, including those that did not result in the imposition of a disciplinary measure.

Table 14
Disposition of cases for the current and past four years

<i>Closing disposition</i>	2019	2020	2021	2022	2023
Disciplinary measures	78	46	84	72	82
Dismissal	3	3	2	6	3
Separation from service, with notice or compensation in lieu of notice and with or without termination indemnity	44	25	61	50	63
Other disciplinary measures	31	18	21	16	16
Closed with administrative/managerial measures	7	13	16	3	9
Closed with no measure	8	1	3	2	5
Not pursued as a disciplinary matter	19	12	14	15	11
Closed with a note placed in the official status file: separation of the staff member prior to or after referral of the case to the Office of Human Resources prior to the completion of a disciplinary process	29	23	35	21	27
Other	3	6	4	10	1
Total dispositions	144	101	156	123	135^a
Other cases closed ^b	2	4	9	3	3
Total cases closed	146	105	165	126	138

^a Although there were 135 dispositions, 3 dispositions closed six cases: two sanctions of separation from service and one sanction of censure with loss of steps and deferment for promotion closed a total of six cases. In total, 138 cases were closed during 2023.

^b Some dispositions closed more than one case.

75. In total, 11 of the 138 cases closed during 2023 (8 per cent) were not pursued as disciplinary matters. This is in line with the proportion recorded during the previous four years of between 9 and 13 per cent (see figure I).

Figure I
Percentage of cases not pursued as a disciplinary matter



76. In 2023, five of the cases pursued as disciplinary matters were closed with no action, while nine were closed with administrative or managerial action. The reasons for such closures varied but were generally attributable to the fact that relevant information came to light during the disciplinary process, which affected the overall assessment of the evidence and the need for discipline.

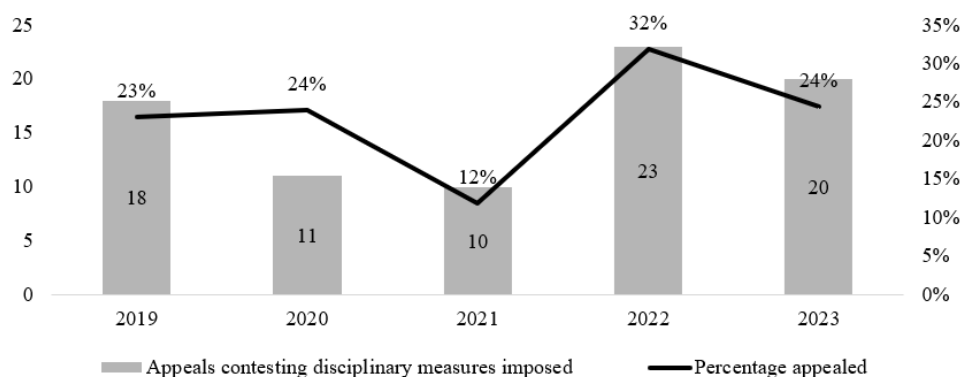
77. Where a case closes with no action, staff members who were alleged to have engaged in discrimination, harassment, including sexual harassment, or abuse of authority may be provided, upon request, with a statement on the outcome of the

matter for disclosure to third parties, subject to staff regulation 1.2 (i).²⁰ Few requests for such statements have been received given the very small number of such cases closed each year and the fact that the disciplinary process is confidential. In addition, a staff member who knowingly submitted a false complaint of discrimination, harassment, including sexual harassment, or abuse of authority against another staff member is referred to OIOS for possible unsatisfactory conduct.²¹ This provides a remedy to wrongful accusations and further protects the integrity of the process.

B. Appeals against disciplinary measures

78. A staff member may contest a decision to impose a disciplinary measure before the Dispute Tribunal. Since 2019, appeals have been made in respect of between 12 and 32 per cent of cases resulting in the imposition of disciplinary measures. In 2023, 20 of the 82 sanctions imposed were appealed, representing approximately 24 per cent of the total (see figure II).

Figure II
Appeals contesting disciplinary measures imposed between 1 January 2019 and 31 December 2023



79. Additional details on the 20 appeals are provided below (see table 15).

Table 15
Appeal status of the cases disposed of in 2023, by reference number in the compendium, as at 30 September 2024

Misconduct category	Appeal			Pending	
	Won	Lost	Settled	Dispute Tribunal	Appeals Tribunal
Discrimination, harassment, including sexual harassment, and abuse of authority	697 ^a and 698 ^a	–	701	700 and 702–704	696
Fraud, misrepresentation and false certification	727	711	–	714 and 730	–
Unauthorized outside activities and conflict of interest	754	–	–	749 and 751	–
Procurement irregularities	769	–	–	766	–
Verbal abuse and physical assault	762 ^a	–	759	761	–

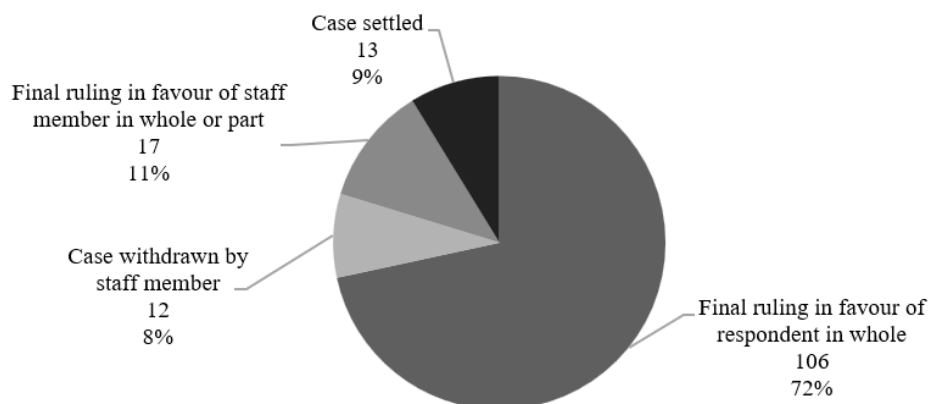
^a The deadline for appealing to Appeals Tribunal had not expired as at 30 September 2024.

²⁰ ST/SGB/2019/8, sect. 5.5 (j)).

²¹ Ibid., sect. 5.5 (k).

80. Figure III provides information about the final outcome of challenges to disciplinary measures imposed between 1 July 2009 and 31 December 2023 before the Dispute and Appeals Tribunals.

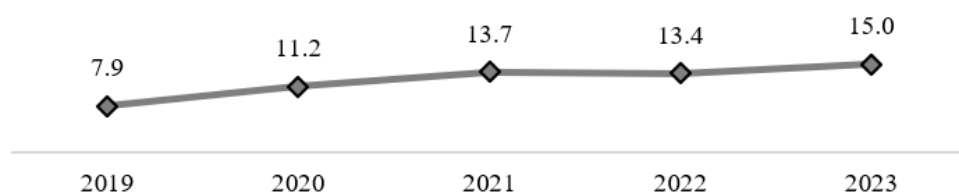
Figure III
Disposition of appeals contesting disciplinary measures imposed between 1 July 2009 and 31 December 2023, as at 30 September 2024



C. Case disposal time

81. The average disposal time of the 138 cases that were completed in 2023 was 15 months, which was a 1.6 month increase from the time taken in 2022 (13.4 months) (see figure IV). The increase was attributable to the completion of cases, some of which had been received as early as 2020, and were closed in 2023.

Figure IV
Average length of time to dispose of cases in the current and past four years (months)



82. The average number of cases received each year between 2009 and 2019 was approximately 135. However, the volume of cases received increased significantly in 2020 (to 184 cases – the largest number received since 2009) and 2021 (175 cases), all of which were completed except 5 as at 30 September 2024. That trend continued in 2023, when 180 cases were received. As at 31 October 2024, 203 cases had been received.

83. Furthermore, the manifold factors that affected the case disposal time in the past were also in effect in 2023.

Staff turnover

84. In 2023, the number of staff movements remained high. One Legal Officer left the team handling disciplinary referrals, bringing to 10 the number of Legal Officers who had departed the team during the four-year period from 2020 to 2023. Of the

15 Legal Officers who were working in the team at the end of 2023, 7 had joined the team that year. Staff turnover adversely affects the case disposal rate, as cases need to be reassigned to new Legal Officers who may not initially be fully familiar with how the Office of Human Resources processes disciplinary matters or the particulars of the cases. New Legal Officers need to be trained, which requires resources and time.

Competing priorities

85. The number of sanctions appealed remained relatively high in 2023. Although the number of appeals in 2023 was lower than in 2022 (20 compared with 23), it was still double the number in 2021 (10 appeals).

86. In addition, since 2022, there has been a large volume of litigation involving administrative decisions related to disciplinary cases, which were therefore handled by the team processing such cases.

87. This was attributable to the increasing number of cases opened to contest decisions to withhold final entitlements or delay the transmission of pension clearance documentation to the United Nations Joint Staff Pension Fund in connection with efforts to recover financial losses in cases involving allegations of false medical insurance claims pending investigation or a disciplinary process. Although these appeals are not captured in section IV.B. above, they added a significant burden to the workload, adversely affecting the processing rate of disciplinary cases.²² In 2022, the suspension of the contested decision was sought in 27 applications or motions for interim measures. In 2023, 11 applications were received and handled.

Complexity of the evidentiary review

88. A careful and thorough review of the evidence collected during an investigation is crucial to managing the risks associated with litigation. Most of the referred cases are complex. In 2023, 61 of the 180 cases received (approximately 34 per cent) were concerned with misrepresentation and false certifications; and 38 cases (21 per cent) were concerned with discrimination, harassment, including sexual harassment, and abuse of authority. Coupled with the smaller number of experienced Legal Officers available to handle complex and serious cases, the large proportion of complex cases received each year has also negatively affected the case processing rate in recent years.

D. Measures to improve case disposal time

89. In May 2023, 11 cases of varied complexity were identified and prioritized as part of a pilot project aimed at quantifying overall case processing capacity and identifying areas for improvement. The Legal Officers assigned to the pilot cases reported how many hours they worked on the cases and identified reasons for any delay.

90. The 11 cases were closed within an average of 7.4 months. In comparison, the average case disposal time, including for the pilot cases, was 15 months in 2023.

91. The average disposal time, by type of disposition, is set out below (see table 16).

²² For instance, one matter of withholding final entitlements can give rise to multiple cases of litigation, starting with a management evaluation request, which is often accompanied by a request for suspension of action pending the management evaluation, and filing an application with the Dispute Tribunal, which is in turn often accompanied by a motion for interim measures to suspend the contested decision pending the proceedings.

Table 16
Average disposal time of the pilot cases, by type of disposition

<i>Closing disposition</i>	<i>No. of cases</i>	<i>Average disposal time (months)</i>
Not pursued as a disciplinary matter	2	6.5
Separation from service	3	5.7
Other disciplinary measure	5	8.2
Note to file	1	10.4

92. In the eight cases resulting in disciplinary sanctions, it took an average of 2.9 months from case assignment to the issuance of formal allegations of misconduct to the staff member, and an average of 2.6 months from the receipt of the staff member's comments to the Office of Human Resources' submission of a recommendation on the final disposition. The total processing time for the eight cases was, on average, 7.26 months.

93. In cases where one or more extensions of the time to submit comments on allegations of misconduct were requested by the staff member and granted, the average case disposal time was 8.9 months. It took an average of 2 additional months to receive the comments compared to 0.9 months for cases without extensions.

94. Cases of prohibited conduct, i.e. discrimination, harassment, including sexual harassment, and abuse of authority, tended to take more time to process than other types of misconduct. Similarly, additional time was needed to receive comments from staff members in those cases (see table 17).

Table 17
Average disposal time, by type of pilot case resulting in sanctions

<i>Type of case resulting in sanctions</i>	<i>No. of cases</i>	<i>Average disposal time</i>	<i>Average time worked on a case</i>	<i>Average time taken to receive comments</i>
Prohibited conduct	3	9.5 months	21.7 days (151.8 hours)	2.0 months
Other types of misconduct	5	5.9 months	13.2 days (92.5 hours)	1.3 months

95. Appeals-related activities, including written submissions and hearings before the Dispute Tribunal, were reported as major reasons for delays. The Legal Officers who worked on the eight pilot cases resulting in sanctions reported that the number of days spent on appeals ranged from 6.5 days to 54 days, with a total of 236 days and an average of 29.5 days.

96. The substance of the investigation reports was another reason why more time was required to conclude the review process. Five Legal Officers reported issues that required additional information from investigators, managers or human resources partners. A total of 16 requests were made in those five cases. In one case, it took 77 days to receive responses to five requests for clarification, which resulted in the closure of the case. In another case that was closed with no action, it took 29 days to obtain all the necessary information.

97. From the gap between the average disposal time in the pilot cases that were prioritized and the overall case disposal time in 2023, it is evident that the number of disciplinary cases referred to the Office of Human Resources for processing far exceeds the resources available to allow for setting realistic and achievable target

indicators for the handling of cases. Once there are enough trained human resources available to handle the increasing caseload, the data gathered during the pilot project may then be used to set target indicators.

98. In the meantime, the following initiatives have been taken to enhance the case processing rate:

(a) Reducing litigation: efforts are being made to reduce the number of disciplinary matters under litigation. For instance, interim measures that involve, for example, placing staff members on administrative leave without pay, which are usually subject to challenge, are only pursued in the most egregious cases. In addition, the possibility of imposing an “agreed sanction” is explored in suitable cases. This saves resources that might otherwise have been expended defending a contested decision within the internal justice system. Agreed sanctions also provide a level of certainty for the staff member in relation to the outcome of the process and may, in some cases, result in a slightly lighter sanction that nevertheless remains within the reasonable range acceptable to the Organization. In 2023, four cases were concluded with agreed sanctions (reference Nos. 705, 713, 729 and 750);

(b) Enhancing investigative capacities: investigators are given feedback on their products. The Office of Human Resources continues to consult and coordinate with the investigative entity to enhance the quality and usefulness of the investigation report.

V. Cases received by the Office of Human Resources in 2023

99. A total of 180 new cases were referred to the Office of Human Resources for possible disciplinary action in 2023, which is almost double the number of cases received in 2022. This trend is expected to continue. As at 30 September 2024, 165 new cases had been received in 2024 and, in October 2024, 38 additional cases were received, making the total number of received cases 203 as at 31 October 2024, which is unprecedentedly high (see figure V).

Figure V

Number of cases received during the current and past four years and in the nine months ending 30 September 2024

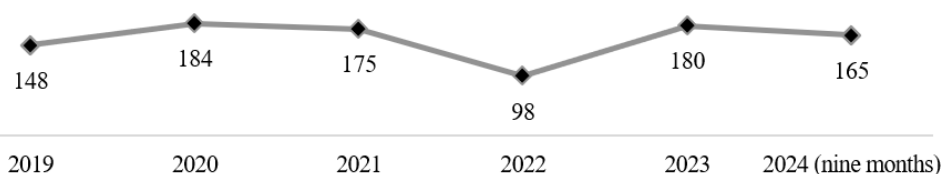


Table 18

Number of cases received during the current and past four years and the nine months ending 30 September 2024, by type of misconduct

Type of misconduct	2019	2020	2021	2022	2023	2024 (9 months)
Abuse of authority, harassment, including sexual harassment, and discrimination	35	37	32	18	38	47
Assault and abusive conduct	6	7	10	6	8	12
Conflict of interest	—	—	2	2	5	1

<i>Type of misconduct</i>	2019	2020	2021	2022	2023	2024 (9 months)
Failure to honour private obligations	1	–	1	1	1	1
Failure to report/cooperate	4	3	3	1	2	1
Failure to comply with financial disclosure obligations	–	1	1	5	2	4
Inappropriate or disruptive behaviour	8	11	5	4	2	8
Misrepresentation and false certification	36	79	66	28	61	57
Misuse of information and communications technology (ICT) resources/computer-related misconduct	4	7	1	9	3	–
Misuse of office/position/knowledge	–	–	–	–	–	1
Misuse of United Nations property	–	2	9	1	7	6
Procurement irregularities	4	5	7	3	5	–
Retaliation	3	–	–	1	2	–
Sexual exploitation and sexual abuse	6	11	10	2	7	9
Theft/taking without authorization	11	5	3	6	13	6
Unauthorized outside activities	18	8	14	8	19	12
Violation of local laws	3	–	3	2	–	–
Other	9	8	8	1	5	–
Total	148	184	175	98	180	165

100. The proportion of cases received concerning field missions increased from 51 per cent in 2022 to 62.8 per cent in 2023 (see figure VI). This rise is attributable to the larger number of cases involving staff from field missions in the categories of misrepresentation and false certification and theft/taking without authorization. This trend appears to be continuing in 2024. For the period from 1 January to 30 September 2024, 69.1 per cent of received cases involved staff members in field missions.

Figure VI

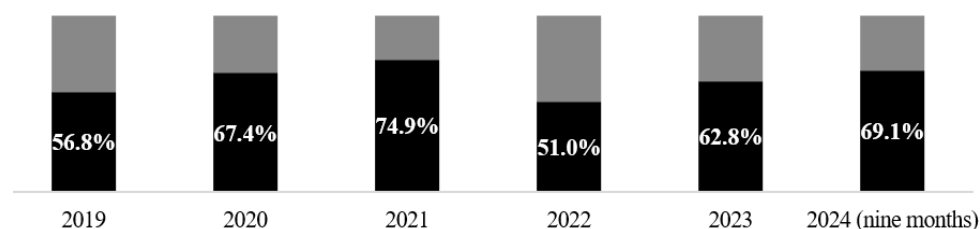
Proportion of cases received concerning staff in field missions

Table 19

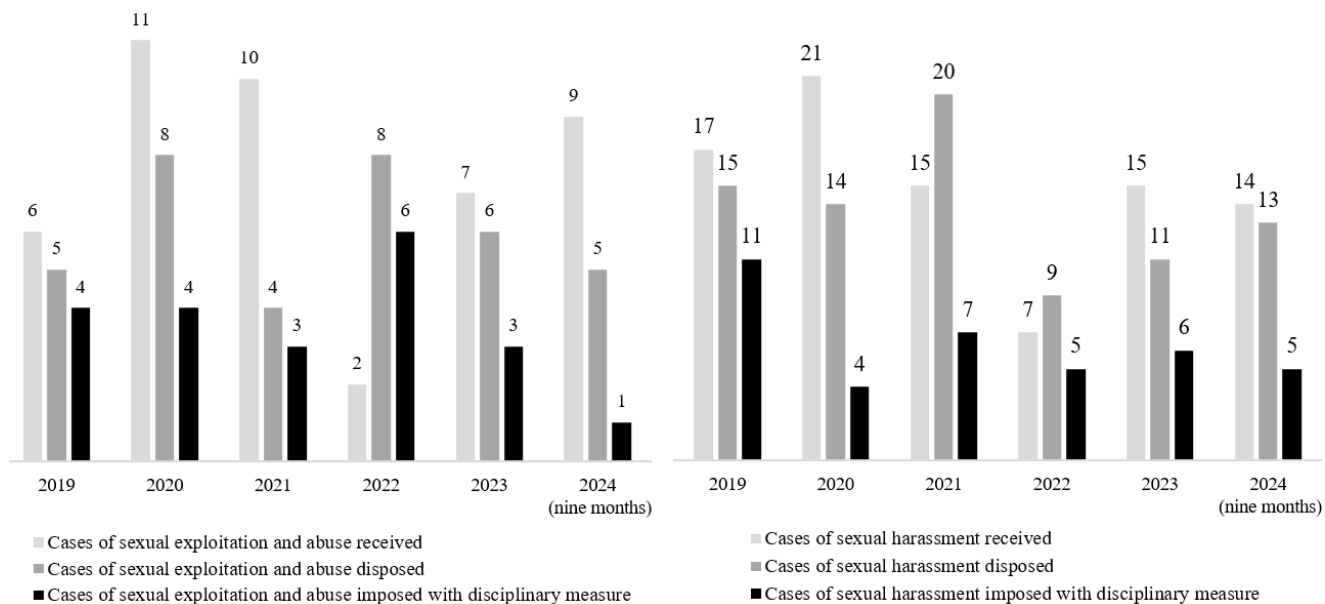
Cases received in 2023, by location and type of misconduct

<i>Type of misconduct</i>	<i>Mission</i>	<i>Non-mission</i>
Abuse of authority, harassment, including sexual harassment, and discrimination	17	21
Assault and abusive conduct	5	3
Conflict of interest	5	–
Failure to honour private obligations	–	1

<i>Type of misconduct</i>	<i>Mission</i>	<i>Non-mission</i>
Failure to report/cooperate	—	2
Failure to comply with financial disclosure obligations	1	1
Inappropriate or disruptive behaviour	1	1
Misrepresentation and false certification	46	15
Misuse of ICT resources/computer-related misconduct	—	3
Misuse of United Nations property	3	4
Procurement irregularities	5	—
Retaliation	—	2
Sexual exploitation and sexual abuse	5	2
Theft/taking without authorization	13	—
Unauthorized outside activities	10	9
Other	2	3
Total	113	67

101. In 2023, there was no significant change in the number of cases involving sexual exploitation and abuse. More cases involving sexual harassment were received and disposed of in 2023 than in 2022 (see figure VII). The 2024 data as at 30 September 2024 shows a similar trend.

Figure VII
Number of cases received and disposed of concerning sexual exploitation and abuse and sexual harassment



102. For the period from 1 January to 30 September 2024, 138 cases were disposed of (see table 20).

Table 20
Disposition of cases completed between 1 January and 30 September 2024

<i>Disposition</i>	<i>Number</i>
Dismissal	1
Separation from service, with notice or compensation in lieu of notice and with or without termination indemnity	32
Other disciplinary measures	22
Administrative measures	16
Closed with no measure	2
Not pursued as a disciplinary matter	9
Separation of the staff member prior to or after referral of the case to the Office of Human Resources prior to the completion of a disciplinary process	51
Other	—
Total	133^a

^a Although there were 133 dispositions, 5 dispositions closed 10 cases. In total, 138 cases were closed in the nine-month period.

VI. Possible criminal behaviour

103. In its resolution [59/287](#), the General Assembly requested the Secretary-General to take action expeditiously in cases of proven misconduct and/or criminal behaviour and to inform Member States about the actions taken. During the reporting period, 10 cases involving credible allegations of criminal conduct by United Nations officials or experts on mission were referred to Member States.

104. Nine of the 10 cases were brought to the attention of the Office of Human Resources for appropriate action. Of the nine cases, two were closed in 2023, including one resulting in disciplinary action. The other seven cases had not been closed as at the end of the reporting period.

VII. Conclusion

105. The Secretary-General invites the General Assembly to take note of the present report.

Annex

Summary of cases in which disciplinary measures were imposed during the period from 1 January to 31 December 2023

<i>Reference No.</i>	<i>Description</i>	<i>Disposition</i>
Discrimination, harassment, including sexual harassment, and abuse of authority		
696	A staff member engaged in a pattern of harassment and abuse of authority of several subordinates. There were multiple aggravating factors and one mitigating factor.	Demotion with deferment for three years of eligibility for consideration for promotion, together with an administrative measure.
697	A staff member engaged in workplace harassment and abuse of authority of a junior staff member. The staff member also disclosed confidential information without authorization and engaged in unauthorized outside activities. There were aggravating factors.	Separation from service with compensation in lieu of notice and with termination indemnity.
698	A staff member, together with other staff members, engaged in abusive behaviour targeting a junior staff member. The staff member, together with other staff members, collaborated in disclosing without authorization sensitive information and used inappropriate language describing other staff members. There were mitigating and aggravating factors.	Separation from service with compensation in lieu of notice and without termination indemnity.
699	A staff member sexually harassed two staff members under the staff member's supervision. There were multiple aggravating factors and one mitigating factor.	Separation from service with compensation in lieu of notice and without termination indemnity. The name of the staff member was entered in ClearCheck.
700	A staff member sexually harassed two staff members. There was one mitigating factor.	Separation from service with compensation in lieu of notice and without termination indemnity. The name of the staff member was entered in ClearCheck.
701	A staff member engaged in multiple acts of harassment, including sexual harassment, and abuse of authority of a supervisee. There were aggravating factors and mitigating factors.	Separation from service with compensation in lieu of notice and without termination indemnity. The name of the staff member was entered in ClearCheck.
702	A staff member sexually harassed United Nations personnel.	Separation from service with compensation in lieu of notice and without termination indemnity. The name of the staff member was entered in ClearCheck.
703	A staff member sexually harassed a subordinate staff member by hugging and kissing the subordinate in the office. There were aggravating and mitigating factors.	Demotion with deferment for three years of eligibility for consideration for promotion.
704	A senior staff member made an inappropriate sexual comment to a subordinate, physically intimidated another subordinate and leered at other staff members. There were aggravating and mitigating factors.	Demotion with deferment for three years of eligibility for consideration for promotion, together with an administrative measure.

<i>Reference No.</i>	<i>Description</i>	<i>Disposition</i>
Theft and misappropriation		
705	A staff member used another staff member's private vehicle and identity cards in taking fuel from the United Nations mission without authorization from the other staff member. There was one aggravating and multiple mitigating factors.	Separation from service with compensation in lieu of notice and with termination indemnity.
706	A staff member attempted to remove tyres belonging to the Organization without authorization. There was one aggravating factor and one mitigating factor.	Separation from service with compensation in lieu of notice and without termination indemnity.
707	A staff member attempted to remove, from a United Nations compound, United Nations-owned equipment without authorization. There was one mitigating factor and multiple aggravating factors.	Separation from service with compensation in lieu of notice and without termination indemnity.
708	A staff member took a wallet belonging to another staff member.	Separation from service with compensation in lieu of notice and without termination indemnity.
709	A staff member took an air filter belonging to the Organization without authorization and attempted to remove it from United Nations premises. There was one mitigating factor.	Separation from service with compensation in lieu of notice and with termination indemnity.
Fraud, misrepresentation and false certification		
710	A staff member submitted false special education grant claims. There was one mitigating factor and one aggravating factor.	Post-separation sanction of "separation from service". Financial recovery of \$256,090.05 was specified.
711	A staff member received dependency allowance for a child when another staff member was receiving dependency allowance for the same child at the same time. There were multiple aggravating factors.	Separation from service with compensation in lieu of notice and with termination indemnity.
712	A staff member made false submissions to the Organization regarding dependency benefits and engaged in unauthorized outside activities. There was one mitigating factor and one aggravating factor.	Separation from service with compensation in lieu of notice and with termination indemnity. Financial recovery of \$2,442.57 was specified.
713	A staff member cohabited with the staff member's spouse in a non-family duty station for a period of time during which the staff member had received non-family service allowance.	Separation from service with compensation in lieu of notice and without termination indemnity. Financial recovery of \$49,556.89 was specified.
714	A staff member failed to disclose changes in their residential status and nationality and submitted false claims and received payments of entitlements that the staff member was no longer entitled to. There were aggravating and mitigating factors.	Separation from service with compensation in lieu of notice and without termination indemnity. Financial recovery of \$130,954.53 was specified.

<i>Reference No.</i>	<i>Description</i>	<i>Disposition</i>
715	A staff member instructed a subordinate to prepare a report containing false information about an incident involving a United Nations vehicle and signed the report for submission outside the United Nations. There were multiple mitigating factors and no aggravating factors.	Post-separation sanction of “demotion with deferment for one year of eligibility for consideration for promotion”.
716	In the context of an attempt to secure a loan, a staff member created and provided to a lender documentation which appeared to have been authorized and signed by a former supervisor, despite the fact that the documentation had not been authorized or signed by the purported person. There were mitigating factors.	Separation from service with compensation in lieu of notice and with termination indemnity.
717	A staff member falsified a letter of employment and submitted it in support of a loan application. There was one aggravating factor.	Post-separation sanction of “separation from service”.
718	A staff member altered an official document and used it in support of loan applications. There were aggravating and mitigating factors.	Separation from service with compensation in lieu of notice and without termination indemnity.
719	A staff member submitted false information in a job application relating to previous employment.	Separation from service with compensation in lieu of notice and without termination indemnity.
720	A staff member submitted false information in a job application relating to academic credentials. The staff member also provided the investigators with falsified documents. There were several aggravating factors.	Separation from service with compensation in lieu of notice and without termination indemnity.
721	A staff member improperly obtained answers submitted by another staff member for an assignment required to complete a training programme and submitted them as the staff member’s own work. There were multiple mitigating factors.	Written censure and a fine of one month’s net base salary.
722	A staff member allowed another staff member to complete mandatory training on the staff member’s behalf. There were mitigating factors.	Written censure.
723	A staff member failed to properly account for the sum of money paid to the staff member for disbursement to training participants and knowingly submitted false documentation to claim full reimbursement of the sum paid. There were aggravating and mitigating factors.	Separation from service with compensation in lieu of notice and without termination indemnity.
724	A staff member misled individuals to believe that the staff member could facilitate their visa applications in return for payment of money, and received money from those individuals. There were aggravating and mitigating factors.	Separation from service with compensation in lieu of notice and without termination indemnity and a fine equivalent to two months’ net base salary.
725	A staff member submitted false medical insurance claims. There was one mitigating factor.	Separation from service with compensation in lieu of notice and without termination indemnity.

<i>Reference No.</i>	<i>Description</i>	<i>Disposition</i>
726	A staff member submitted false medical insurance claims. There was one mitigating factor and one aggravating factor.	Post-separation sanction of “separation from service”. Financial recovery of \$5,833.45 was specified.
727	A staff member submitted false medical insurance claims. There was one mitigating factor.	Separation from service with compensation in lieu of notice and without termination indemnity.
728	A staff member submitted false medical insurance claims. There was one mitigating factor.	Separation from service with compensation in lieu of notice and without termination indemnity. Financial recovery of \$5,647.14 was specified.
729	A staff member submitted false medical insurance claims. There were several mitigating factors.	Demotion with deferment for one year of eligibility for consideration for promotion and a fine of one month’s net base salary.
730	A staff member submitted false medical insurance claims.	Separation from service with compensation in lieu of notice and without termination indemnity.
731	A staff member submitted false medical insurance claims. The staff member also prepared false documentation to facilitate requests to transport non-United Nations personnel on United Nations flights. There was one mitigating factor.	Separation from service with compensation in lieu of notice and without termination indemnity.
732	A staff member submitted false medical insurance claims. There was one mitigating factor.	Separation from service with compensation in lieu of notice and without termination indemnity. Financial recovery of \$1,475.00 was specified.
733	A staff member submitted false medical insurance claims. There was one mitigating factor and one aggravating factor.	Separation from service with compensation in lieu of notice and without termination indemnity. Financial recovery of \$6,209.00 was specified.
734	A staff member submitted a false medical insurance claim. There were multiple mitigating factors.	Separation from service with compensation in lieu of notice and with termination indemnity.
735	A staff member submitted false medical insurance claims. There was one mitigating factor.	Separation from service with compensation in lieu of notice and without termination indemnity. Financial recovery of \$1,944.00 was specified.
736	A staff member submitted a false medical insurance claim. There were multiple mitigating factors.	Separation from service with compensation in lieu of notice and without termination indemnity.
737	A staff member submitted false medical insurance claims. There was one mitigating factor.	Separation from service with compensation in lieu of notice and without termination indemnity. Financial recovery of \$1,146.00 was specified.
738	A staff member submitted a false medical insurance claim. The staff member failed to fully cooperate with the investigation. There was one mitigating factor.	Separation from service with compensation in lieu of notice and without termination indemnity. Financial recovery of \$1,550.50 was specified.
739	A staff member submitted false medical insurance claims. There was one mitigating factor.	Separation from service with compensation in lieu of notice and without termination indemnity. Financial recovery of \$1,378.00 was specified.
740	A staff member submitted a false medical insurance claim. There were mitigating factors.	Separation from service with compensation in lieu of notice and with termination indemnity.

<i>Reference No.</i>	<i>Description</i>	<i>Disposition</i>
741	A staff member submitted false medical insurance claims. There were one mitigating factor and one aggravating factor.	Separation from service with compensation in lieu of notice and without termination indemnity. Financial recovery of \$5,485.55 was specified.
742	A staff member submitted false medical insurance claims. There were several mitigating factors.	Post-separation sanction of “separation from service”. Financial recovery of \$2,910.20 was specified.
743	A staff member knowingly gave the health insurance card of the staff member’s spouse to an individual for medical treatment of the individual, who was not enrolled in the United Nations medical insurance plan. There were multiple mitigating factors.	Separation from service with compensation in lieu of notice and with termination indemnity. Financial recovery of \$71.00 was specified.
744	A staff member knowingly gave the staff member’s health insurance card to other individuals who were not enrolled in the United Nations medical insurance plan for their medical treatment. There were mitigating factors.	Separation from service with compensation in lieu of notice and with termination indemnity. Financial recovery of \$41,685.59 was specified.
745	A staff member knowingly allowed an individual to submit a false medical insurance claim using the staff member’s health insurance account. There were mitigating factors.	Separation from service with compensation in lieu of notice and with termination indemnity.

Unauthorized outside activities and conflict of interest

746	A staff member engaged in unauthorized outside activities and acted under a possible conflict of interest. The staff member issued cheques during the activities without having sufficient funds.	Separation from service with compensation in lieu of notice and without termination indemnity.
747	A staff member engaged in unauthorized outside activities that constituted a conflict of interest. The staff member also provided false information regarding previous employment in a job application. There were aggravating factors.	Post-separation sanction of “separation from service”.
748	A staff member engaged in unauthorized outside activities which amounted to a pyramid scheme. There was one mitigating factor.	Separation from service with compensation in lieu of notice and without termination indemnity.
749	A staff member engaged in unauthorized outside activities. There was one mitigating factor.	Written censure and deferment for two years of eligibility for salary increment.
750	A staff member engaged in an unauthorized outside activity. There was one aggravating factor and several mitigating factors.	Written censure, loss of two steps in grade and deferment for two years of eligibility for consideration for promotion.
751	A staff member engaged in unauthorized outside activities, including public activities and public dissemination of United Nations-related content. The staff member knowingly disregarded advice and reminders of the obligation to obtain prior authorization. There were mitigating factors and aggravating factors.	Separation from service with compensation in lieu of notice and with termination indemnity.

<i>Reference No.</i>	<i>Description</i>	<i>Disposition</i>
752	A staff member engaged in unauthorized outside activities by publishing books, including using information gained through the staff member's service with the United Nations. There were aggravating factors and mitigating factors.	Written censure.
753	A very senior staff member engaged in unauthorized outside activities by accepting positions in several external entities. The staff member also co-authored a book using the Organization's funds. There were aggravating factors.	Post-separation sanction of "separation from service". Financial recovery of \$60,000.00 was specified.
754	A staff member made inappropriate comments in broadcast interviews and on social media. The staff member also engaged in a series of unauthorized outside activities that constituted a conflict of interest. The staff member also used United Nations information and communications technology resources in doing so. There were aggravating and mitigating factors.	Separation from service with compensation in lieu of notice and with termination indemnity.
755	A senior staff member acted under conflict of interest and inappropriately facilitated a family member's business, resulting in a service contract being awarded to the business. The staff member inappropriately requested the hiring of the staff member's former personal assistant as an individual contractor without disclosing a conflict of interest. There were aggravating and mitigating factors.	Separation from service with compensation in lieu of notice and with termination indemnity.
756	A staff member colluded with a staff member of a United Nations agency to facilitate the hiring of their respective spouses in their respective offices. The staff member unduly influenced the recruitment of the spouse of the other as a consultant, acting under a conflict of interest. There were aggravating factors.	Separation from service with compensation in lieu of notice and without termination indemnity.
Verbal abuse and physical assault		
757	A staff member engaged in intimidating behaviour towards an individual and failed to report a physical assault of such individual by another staff member. There were aggravating and mitigating factors.	Written censure.
758	A staff member physically and verbally abused a colleague. There was one mitigating factor.	Post-separation sanction of "separation from service".
759	A staff member physically and verbally assaulted two nationals of the host country while driving a United Nations vehicle. There were aggravating factors.	Separation from service with compensation in lieu of notice and without termination indemnity.
760	A senior staff member fatally shot an individual and failed to cooperate with the investigation. There was one mitigating factor.	Post-separation sanction of "separation from service".

<i>Reference No.</i>	<i>Description</i>	<i>Disposition</i>
761	A senior staff member physically assaulted a domestic partner, which resulted in the staff member's arrest by the local police. The staff member failed to immediately notify the Organization of the arrest. There was one mitigating factor and multiple aggravating factors.	Separation from service with compensation in lieu of notice and without termination indemnity.
762	A staff member allowed, without authorization, a guest to stay overnight in United Nations-provided accommodation and threatened to kill another staff member. There were multiple aggravating factors and one mitigating factor.	Separation from service with compensation in lieu of notice and without termination indemnity. Financial recovery of \$9,417.00 was specified.
Sexual exploitation and abuse		
763	A staff member engaged in the sexual abuse and exploitation of several nationals of the host country, including minors. The staff member threatened a former partner. There were multiple aggravating factors.	Dismissal. The name of the staff member was entered in ClearCheck.
764	A staff member had sexual intercourse with a minor. There were mitigating factors.	Separation from service with compensation in lieu of notice and with termination indemnity. The name of the staff member was entered in ClearCheck.
765	A staff member sexually abused a national of the host country.	Post-separation sanction of "separation from service". The name of the former staff member was entered in ClearCheck.
Procurement irregularities		
766	A staff member facilitated a procurement exercise without authorization, using funds that were allocated for other purposes. The staff member submitted false information to justify the misuse of funds. There were aggravating and mitigating factors.	Separation from service with compensation in lieu of notice and without termination indemnity. Financial recovery of \$86,000.00 was specified.
767	A staff member submitted false information to the Organization leading to improper payment. The staff member also submitted false information in job applications and engaged in unauthorized outside activities. The staff member misused United Nations properties and failed to cooperate with the investigation. There were several aggravating factors.	Post-separation sanction of "separation from service". Financial recovery of \$30,600.00 was specified.
768	A junior staff member disclosed confidential information regarding quotations and inappropriately facilitated the selection of a vendor in a procurement exercise. The staff member also provided false but immaterial information in job applications. There were aggravating and mitigating factors.	Written censure with loss of four steps in grade and deferment for one year of eligibility for consideration for promotion.

<i>Reference No.</i>	<i>Description</i>	<i>Disposition</i>
769	Two staff members submitted false documentation in support of multiple procurement requests for services/goods that were never provided. The staff members interfered with the investigation. There was one mitigating factor and multiple aggravating factors.	Dismissal. Financial recovery of \$106,570.00 (jointly and severally) was specified.
Misuse of or failure to exercise reasonable care in relation to United Nations property or assets		
770	A staff member drove a United Nations vehicle while under the influence of alcohol, causing injury to an individual and damage to the vehicle. The staff member also attempted to assault police officers and verbally abused the police officers and other staff members. There were aggravating and mitigating factors.	Separation from service with compensation in lieu of notice and without termination indemnity.
771	A staff member used United Nations equipment as collateral to obtain a private loan and falsely declared to the Organization that the equipment had been lost. There were one mitigating factor and multiple aggravating factors.	Separation from service with compensation in lieu of notice and without termination indemnity. Financial recovery of \$226.17 was specified.
Inappropriate or disruptive behaviour		
772	A staff member made a physically intimidating gesture towards another staff member. There was one mitigating factor.	Written censure with loss of one step in grade and an administrative measure requiring the staff member to undergo training and/or coaching to prevent recurrence of the misconduct.
773	A staff member engaged in disruptive and threatening behaviour towards other staff members on multiple occasions, disregarding instructions not to do so. There was one mitigating factor and multiple aggravating factors.	Separation from service with compensation in lieu of notice and without termination indemnity.
774	A staff member brought the staff member's spouse into a United Nations compound in violation of applicable rules, failed to follow security instructions and threatened another staff member. There was one mitigating factor.	Post-separation sanction of "demotion with deferment for two years of eligibility for consideration for promotion".
775	A staff member damaged property in possession of the staff member's spouse in the context of domestic disputes. There were mitigating factors.	Written censure and deferment for two years of eligibility for salary increment.
Failure to comply with financial disclosure obligations		
776	A very senior staff member failed to comply with financial disclosure obligations. There were aggravating factors.	Post-separation sanction of "written censure".