



Conduct and Discipline Annual Report

1 January- 31 December 2025

UNEP Report on Conduct and Discipline
1 January - 31 December 2025

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I. Introduction

1. Since 2020 UNEP has reported on conduct and discipline issues and provided information on the number of reports of unsatisfactory conduct involving UNEP personnel, its implementing partners, and vendors. UNEP has also reported on the results/outcome of these reports. The current report covers the period from 1 January to 31 December 2025.
2. The purpose of the annual Conduct and Discipline report is to provide:
 - information on the UN policy and legal framework on conduct and discipline;
 - an overview of the process which needs to be followed when reports of possible unsatisfactory conduct/prohibited conduct on possible unsatisfactory conduct are raised;
 - information on the actions taken by UNEP to prevent and address unsatisfactory conduct and to improve the work culture;
 - statistics on the completion of mandatory trainings on Conduct and Discipline concerning reports of unsatisfactory conduct against staff members and other personnel or entities, including implementing partners and vendors; and,
 - information on informal reports addressed by the Conduct and Discipline Focal Points.

II. Glossary of terms

Terms	Meaning
Unsatisfactory conduct	Any conduct that is in violation of the obligations of staff members of the United Nations.
Prohibited conduct	Four conducts covered by ST/AI/2019/81 i.e., harassment, including sexual harassment, discrimination, and abuse of authority.
Responsible official	In the case of UNEP, the Executive Director
Affected individual	Person in the workplace or in connection with work towards whom unsatisfactory conduct is directed.
Offender/alleged offender	Person who engages in unsatisfactory/prohibited conduct.
Preliminary assessment	The process of review and analysis by the responsible official or OIOS of information about unsatisfactory conduct to determine whether there are sufficient grounds to initiate an investigation.
Investigation	Process of gathering information to establish facts to allow for a determination as to whether a staff member engaged in suspected unsatisfactory conduct.
Disciplinary process	The process of review of the investigation report by the Assistant Secretary General, Office of Human Resources (ASG/OHR) to determine whether a disciplinary process should be initiated.
Conduct and Discipline Focal Point	Staff member designated by the Responsible official to provide advice and support on matters related to conduct and discipline.
Managerial action	Actions taken by management that are non-disciplinary in nature aimed at improving the work environment e.g., oral and written caution, warning or advisory communication, coaching, referral of staff member to the staff counsellor.
Administrative action	Actions taken by the responsible official that are non-disciplinary in nature e.g., oral or written reprimand, reassignment/or change of duties.

¹ [Addressing discrimination, including sexual harassment and abuse of authority \(ST/SGB/2019/8\).](#)

III. Policy and legal framework on Conduct and Discipline

3. The main UN and UNEP policies that are applicable to Conduct and Discipline are as follows:
 - UN Staff Regulations and UN Staff Rules (ST/SGB/2018/1 rev. 1).
 - Unsatisfactory conduct, investigation and the disciplinary process (ST/AI/2017/1).
 - Protection against retaliation for reporting misconduct and for cooperating with duly authorized audits or investigations (ST/SGB/2017/2/Rev.1).
 - Addressing discrimination, including sexual harassment and abuse of authority (ST/SGB/2019/8).
 - Special Measures for the protection from sexual exploitation and sexual abuse (ST/SGB/2003/13).
 - Outside activities (ST/AI/2000/13).
 - Outside activities (ST/IC/2006/13).
 - Anti-Fraud and Anti-Corruption Framework of the United Nations Secretariat (ST/IC/2016/25).
 - UNEP Statement on the protection from sexual exploitation and abuse and response to sexual harassment for UNEP Personnel” and the “Statement on the protection from sexual exploitation and abuse for Implementing Partners”
 - UNEP Anti-Fraud and Anti-Corruption Guidelines (“AFAC Guidelines”)

IV. Summary of the process for addressing unsatisfactory conduct

4. All reports of unsatisfactory conduct/prohibited conduct are submitted to the Investigation Division of the Office of Internal Oversight Services (“OIOS/ID”) or to the Executive Director-UNEP (“ED”), with a copy to OIOS. Reports may also be submitted to the line manager or the Conduct and Discipline Focal Point (“CDFP”)² which are in turn transmitted to the UNEP-ED as the Responsible Official by the CDFP and/or to OIOS.
5. OIOS/ID retains the ultimate authority to review all reports of possible unsatisfactory conduct/prohibited conduct. Accordingly, OIOS/ID will review and determine whether to investigate the report or refer it to UNEP to take appropriate action.
6. On receipt of a referral from OIOS, UNEP shall conduct a preliminary assessment. Upon conclusion of the preliminary assessment, UNEP may take the following appropriate action(s):
 - Initiate an investigation of all or part of the matters raised in the information about unsatisfactory conduct;
 - Decide that an informal resolution process would be more appropriate in the circumstances;
 - If the ED decides not to initiate an investigation, the ED will either close the matter without further action or to take any of the following:
 - I. interim administrative measure;
 - II. managerial action;
 - III. any other appropriate action.

² The CDFPs were designated by the Executive Director in 2019 pursuant to Section 1.16 of ST/SGB/2019/8 to provide advice and support on matters relating to conduct and discipline. The CDFPs advise the ED regarding the ED’s obligations under the Secretary General Bulletin (Section 3.4).

a. Preliminary assessments and investigations by OIOS/ID

7. Upon receipt of a report of unsatisfactory conduct, OIOS/ID logs the reports and assigns it an OIOS/ID number. An initial assessment is conducted to determine whether the complaint should be investigated by OIOS/ID, or refer the matter to the UNEP-ED.
8. If OIOS decides to investigate the report of possible unsatisfactory conduct, the investigation is conducted in accordance with the OIOS Investigations Manual. Upon conclusion of the investigation, should the facts establish that the staff member engaged in unsatisfactory conduct, OIOS/ID will transmit an investigation report, accompanied with supporting documentation, to the ASG/OHR. Should OIOS/ID conclude that there is no factual basis that the staff member engaged in unsatisfactory conduct, a closure notice shall be provided to the UNEP-ED, and the staff member will be informed that the investigation has been closed.
9. Should OIOS/ID determine that the matter is better handled by UNEP-ED, OIOS/ID will refer the matter to the UNEP-ED, who will conduct a preliminary assessment to determine whether an investigation should be initiated.

b. Preliminary assessments and investigations by UNEP

10. Upon receipt of a referral from OIOS/ID, UNEP conducts a preliminary assessment to determine whether an investigation should be initiated.³ This assessment is not a formal investigation process and normally, the UNEP-ED will request staff members, from Corporate Services Division, Legal Unit, to conduct it. Following the preliminary assessment one of three recommendations will be made: (a) close the case; (b) take administrative or managerial action(s); or (c) initiate an investigation. The UNEP-ED makes the final decision on the next course of action.
11. If the UNDP-ED decides to initiate an investigation, the UNEP-ED will appoint a fact-finding panel. The fact-finding panel is composed of at least two individuals who have been trained and rostered by UN-OHR in conducting workplace investigations.
12. The Department of Management Strategy Policy and Compliance ("DMSPC") keeps the roster of the trained individuals. These individuals, consisting of both current and former staff members, may serve as fact-finding panel members for any UN entity in the UN Secretariat.
13. Upon conclusion of the fact-finding investigation, the panel will prepare a report for the UNEP-ED that captures the findings and attaches all supporting documentation.
14. After reviewing the report, the UNEP-ED will determine whether there is a factual basis that the staff member engaged in unsatisfactory conduct, and if so, if it amounts to misconduct. If there is insufficient evidence that a staff member engaged in unsatisfactory conduct, the UNEP-ED shall take no further action and inform the staff member accordingly. If there is sufficient evidence that a staff member engaged in unsatisfactory conduct, the UNEP-ED has two options:
15. If the unsatisfactory conduct does not amount to misconduct, the UNEP-ED may choose to either take no action and close the case, or institute managerial and/or administrative action(s); or,
16. If the unsatisfactory conduct could amount to misconduct, the UNEP-ED will refer the matter to the ASG/OHR, copying OIOS/ID.

c. The disciplinary process

17. Should the UNEP-ED or OIOS/ID refer the matter to the ASG/OHR, the ASG/OHR reviews the investigation report, and if the facts indicate that the staff member's conduct may rise to a misconduct, a disciplinary process will be initiated. The staff member will be provided with the formal allegations of misconduct, accompanied with the investigation report and supporting documentation. The staff member is entitled to seek legal advice and provide comments.
18. At the end of the disciplinary process, the ASG/OHR may decide to:

³ [Section 5.3 ST/AI/2017/1](#).

- close the case;
- refer the case to the UNEP-ED for managerial and/or administrative action(s); and/or,
- recommend to the Under-Secretary-General for DMSPC (“USG/DMSPC”) to:
 - a. decide that the facts are established to the requisite standard of proof;
 - b. impose disciplinary measures⁴ if the facts have been established and the behavior amounts to misconduct;
 - c. take administrative or managerial action where necessary; and/or,
 - d. decide on recovery of financial loss to the Organization in full or part.

19. The final decision is communicated to the staff member by the ASG/OHR, copied to UNEP-ED.⁵

V. Actions taken to prevent and address unsatisfactory conduct in UNEP and improve the work culture

a. UNEP prevention and response to Sexual Exploitation and Abuse and Sexual Harassment

20. In 2025, UNEP has undertaken the following measures to prevent and respond to Sexual Harassment (“SH”) and sexual exploitation and abuse (“SEA”):

- UNEP consistently reminds staff members to complete the mandatory training on SH and SEA. Additionally, staff are frequently reminded of their individual obligation to report any incidents of SH/SEA.
- A UNEP-developed survey assessing knowledge and awareness of the SEA/SH framework was distributed to all United Nations Volunteers (UNVs) serving with UNEP, with the objective of identifying gaps, strengthening understanding of applicable policies, and informing targeted preventive measures.
- UNEP, in collaboration with the UNV Office, conducted a global training on protection from SEA/SH for all UNEP UNVs, aimed at reinforcing awareness of standards of conduct, reporting mechanisms, and protections against retaliation.
- Two substantive updates were provided to UNEP Senior Management on the implementation status of the PSEA Action Plan, including progress achieved, challenges identified, and next steps to strengthen prevention and response measures across operations.
- A UNEP global townhall on PSEA and SH was organized for UNEP staff and personnel, providing an opportunity to reinforce organizational commitments, clarify roles and responsibilities, and promote a culture of accountability and respect.
- An in-person divisional training on professional conduct and SEA was organized to further enhance awareness of ethical obligations and standards of behaviour applicable to UNEP staff and personnel, including standards of conduct applicable to UNEP meetings.
- UNEP circulated the annual survey shared by the Office of the Special Coordinator on SEA (OSCSEA) on SEA-related challenges that remain and progress in collective efforts to eliminate SEA (PSEA Survey) to its staff and personnel.
- UNEP provided its response to the Annual Survey on Reporting of Sexual Harassment of the UN Executive Group on the Prevention and Response to Sexual Harassment.

⁴ Staff rule 10.2 (a) of [ST/SGB/2023/1, Staff Regulations and Rules of the United Nations](#) provides that disciplinary measures may take one or more of the following forms (i.e., more than one measure may be imposed in each case): a) Written censure; b) Loss of one or more steps in grade; c) Deferment, for a specified period, of eligibility for salary increment; d) Suspension without pay for a specified period; e) Fine; f) Deferment, for a specified period, of eligibility for consideration for promotion; g) Demotion, with deferment, for a specified period, of eligibility for consideration for promotion; h) Separation from service, with notice or compensation in lieu of notice, and with or without termination indemnity; i) Dismissal.

⁵ **Annex 2** presents a detailed overview of the formal report of possible unsatisfactory conduct process.

- UNEP has continued to actively participate in the UN SEA Global Working Group organized by OSCSEA. The Working Group encourages coordination among UN entities to prevent and address SEA across the UN system.
- UNEP continues to reinforce reporting channels and prevention messaging through SEA/SH awareness posters displayed at UNEP Headquarters.
- UNEP's Deputy Executive Director is a member of the UN Executive Group on the Prevention and Response to Sexual Harassment, which meets at least biannually.
- UNEP contributed to the enhancement of UN-wide SH policy by providing information on UNEP SH policies to the UN System-wide Knowledge Hub on Addressing SH. This publicly accessible Hub serves as a long-term solution to enhance knowledge sharing on the UN's efforts to eliminate sexual harassment and strengthen transparency and accountability.
- UNEP country offices actively participated in PSEA Networks and continue to engage with Resident Coordinators on SEA-related issues.

b. Other actions taken in relation to conduct and discipline

21. In 2025, the ED appointed Regional Conduct and Discipline Focal Points. The Focal Points are responsible for raising awareness of cross-cutting issues relating to conduct and discipline and for supporting the promotion of organizational standards of behaviour. UNEP further established the Terms of Reference (ToR) for the Conduct and Discipline Focal Points, clearly defining their roles, responsibilities, and reporting lines.
22. Two training sessions for the newly appointed Conduct and Discipline Focal Points were held to prepare them for their functions. The sessions focused on strengthening understanding of applicable policies and procedures, enhancing coordination mechanisms, and clarifying their role in prevention, awareness-raising, and early identification of conduct-related risks.
23. Conduct and Discipline management tools, including the Misconduct Risk Register, are consistently updated.
24. UNEP actively followed up on reports of possible unsatisfactory/prohibited conduct with OIOS/ID and ASG/OHR to ensure that reports of possible unsatisfactory and/or prohibited conduct are addressed in a timely and efficient manner to prevent further issues in the workplace. UNEP continued to coordinate with OIOS/ID regarding pending cases, to identify administrative and/or other action that UNEP could take to enable timely update of the Case Management Tracking System ("CMTS").
25. UNEP continued to update its intranet page and its public website pages on "Integrity and Fraud and Corruption" and "Prevention and Response to Sexual Misconduct" with information on conduct and discipline issues.

c. Reports of unsatisfactory conduct from 1 January to 31 December 2025

26. UNEP maintains its record of allegations of unsatisfactory conduct in the CMTS database. The database is managed by the Conduct and Discipline Service/DMSPC who maintains oversight over reports of possible unsatisfactory conduct/prohibited conduct received across the UN Secretariat.
27. Table 1 below provides information on the types of reports of unsatisfactory conduct/prohibited conduct received during the period 1 January to 31 December 2025. A detailed list of all unsatisfactory reports is attached to this report as **Annex 1**. The detailed list does not reflect reports of fraud and corruption, which can be found in the Annual Fraud and Corruption Report.

Abuse of authority	8
Harassment	7
Sexual harassment	4
Discrimination	4

Other	3
Total Reports	15

Table 1: UNEP reports of unsatisfactory conduct in 2025

28. In 2025, 15 new reports of unsatisfactory conduct were received, and 15 reports were carried over from the previous reporting cycle making a total of 30 reports handled in 2025.⁶ It is to be noted that different offices in the UN system play different roles in reviewing and processing report of unsatisfactory conduct. Annex 2 provides the role of OIOS/ID, UNEP, and the ASG/OHR in processing these reports.
29. All reports received by UNEP in 2025, were initially transmitted to OIOS/ID as OIOS/ID retains overall oversight of all reports submitted to UNEP. 11 reports were submitted directly to OIOS/ID. Of the 15 UNEP-related reports received in 2025, 4 reports were closed, and 11 reports remain open. Of the open cases, one has been referred to the Office of Human Resources (OHR) for a decision on disciplinary measures and/or further administrative action. Seven cases are at the final stage of preliminary assessment by UNEP, and three are under investigation by OIOS.

d. Reports of unsatisfactory conduct carried over from 1 July 2022 to 31 December 2024

30. Of the 15 reports carried over from the previous reporting cycles into 2025, nine reports have been closed and six remain open. In these cases, UNEP took the following actions:
- Three cases were closed following review by a fact-finding panel;
 - One case was closed and resulted in increased sensitisation of sexual harassment on the UNON Campus;
 - Two cases were closed with a note placed in the official status file of the subject of the investigation;
 - One case was closed and resulted in the imposition of disciplinary measures;
 - Two cases were closed with no action;
 - Three cases are under review/assessment by the Office of Human Resources (OHR); and,
 - Three cases remain under preliminary assessment.
31. The statistics in this report should be read together with those in the annual Fraud and Corruption Report.

VI. Informal reports of unsatisfactory conduct

32. The role of the CDFPs was strengthened during the reporting period with the appointment of Regional CDFPs. CDFPs provided guidance on the process of addressing unsatisfactory conduct both informally and formally.
33. The CDFPs have continued to provide advice to the ED on addressing informal reports of unsatisfactory conduct. This is the category of inappropriate behaviour where informal resolution may address the concerns raised. Such reports do not constitute a complaint but may evolve into a complaint should the informal measures not be successful in resolving the grievances.

VII. Completion of mandatory training on Conduct and Discipline

34. All staff members are required to take the following mandatory trainings on conduct and discipline:
- Ethics and Integrity at the United Nations;

⁶ This number does not include reports relating to fraud and corruption. The previous reporting cycle for the Annual Conduct and Discipline Report covered the period from 1 October 2021 to 31 December 2024.

- Preventing fraud and Corruption at the United Nations;
- Prevention of Sexual Exploitation and Abuse 2.0 (New); and,
- United to Respect: Preventing Sexual Harassment and Other Prohibited conduct (NEW).

35. As of 31 December 2025, the completion rate for these mandatory trainings are as follows:

Mandatory training	Completion rate
Ethics and Integrity at the United Nations	98 %
Preventing Fraud and Corruption at the United Nations	98 %
Prevention of Sexual Exploitation and Abuse 2.0 (New) ⁷	98 %
United to Respect: Preventing Sexual Harassment and Other Prohibited conduct (NEW)	98 %

36. UNEP continues to aim for 100% completion of these trainings (within six months of onboarding). In this context, broadcast emails have been sent to all staff, reminding them of their duty to complete their mandatory trainings, including the one on fraud and corruption. Managers have also been reminded that completion of mandatory trainings is part of the performance evaluation of staff members.
37. Other mandatory trainings that UNEP personnel are *de-facto* required to take include the Leadership Dialogues as part of UNEP's ongoing efforts to continuously improve its work culture.

Conclusion

38. As captured in this report, UNEP has undertaken several initiatives to improve its work culture and build the trust of UNEP personnel in the conduct and discipline mechanisms that are in place. Accordingly, UNEP is encouraged by the reporting statistics of unsatisfactory conduct in 2024. This is an indication that the majority of UNEP personnel understand their obligations, responsibilities, and the various reporting mechanisms and procedures. UNEP is, however, assessing the most effective means of publicly sharing the outcome of reported allegations to illustrate that accountability remains a key priority for UNEP management, while maintaining the confidential nature of the process.

⁷ A new mandatory course entitled "Prevention of Sexual Exploitation and Abuse by UN Personnel, Version 2.0" was introduced for all UN staff in the UN Secretariat effective 1 February 2023. The programme represents an update of the "Prevention of Sexual Exploitation and Abuse by UN Personnel" course, thereby replacing it and requiring all staff to complete the 2.0 update regardless of the completion status of the previous version. The programme contents inculcate the UN policies on standards of conduct concerning sexual exploitation and abuse, including what qualifies as prohibited behaviour and the consequences and impact of sexual misconduct on personnel, field operations, and host populations.

Annex 1

Reports of unsatisfactory conduct from 1 January to 31 December 2025

Personnel	Conduct	Report Received	Details of report	Reporting Process	Status	Conclusion/Action taken/Sanction
Staff member	Harassment/ Abuse of authority/Unauthorized outside activities	Nov-24 to Feb- 2025	Several reports were received concerning the same staff member, including allegations that the individual engaged in harassment, abuse of authority and intimidation creating a hostile work environment; maintained an inappropriate relationship within the reporting line; engaged in prohibited conduct towards another staff member; undertook unauthorized outside activities, including publication and media engagement without prior approval and misrepresentation; and made inappropriate remarks.	Reported to OIOS/ID.	Closed	OIOS referred the matter to OHR. Matter closed by OHR as staff member separated from UNEP. The staff member is ineligible for re-employment.
Implementing Partner's staff	Sexual Harassment	02-Jan-25	The Implementing Partner's staff member engaged in sexual harassment via WhatsApp messages.	Reported to OIOS/ID. Referred to UNEP.	Pending	Preliminary assessment ongoing
Staff member	Sexual Harassment	10-Mar-25	The staff member engaged in unwelcome sexual conduct	Reported to OIOS/ID.	Pending	OIOS referred the matter to OHR. Pending with OHR.
Staff Member	Harassment / Abuse of authority / Discrimination	18-Mar-25	The staff members made inappropriate comments and contributed to the creation of a hostile working environment.	Reported to UNEP. Transmitted to OIOS/ID. Referred to UNEP.	Pending	Preliminary assessment ongoing
Staff Member	Abuse of authority/Harassment/ Discrimination	24-Apr-25	The staff members engaged in harassment, discrimination, and intimidation.	Reported to OIOS/ID. Referred to UNEP.	Closed	The allegations were not substantiated.
Personnel	Sexual Harassment	25-May-25	The UNEP consultant engaged in sexual harassment.	Reported to UNEP. Transmitted to OIOS/ID.	Pending	Ongoing OIOS/OID Investigation.
Staff Member	Abuse of authority/ Harassment	04-Jun-25	The staff member created a toxic work environment, including harassment, intimidation, and abuse of authority.	Reported to UNEP. Transmitted to OIOS/ID. Referred to UNEP.	Pending	Preliminary assessment ongoing
Staff member	Harassment/ discrimination	14-Jul-25	The staff members engaged in harassment and discrimination.	Reported to OIOS/ID.	Closed	OIOS concluded its investigation. Allegations not substantiated

Personnel	Conduct	Report Received	Details of report	Reporting Process	Status	Conclusion/Action taken/Sanction
Staff member	Unsatisfactory conduct	29-Sep-25	The staff member engaged in unauthorized interactions with observers at a UN meeting.	Reported to OIOS/ID.	Pending	Ongoing OIOS/OID Investigation.
Staff member	Financial irregularities/ racism/ abuse of authority.	07-Nov-25	The staff member engaged in budget irregularities, misuse of funds, irregular recruitment practices, mistreatment of UNEP personnel & racism/bias.	Reported to OIOS/ID. Referred to UNEP.	Pending	Preliminary assessment ongoing
Staff member	Abuse of Authority	14-Nov-25	The staff member engaged in abuse of authority.	Reported to OIOS/ID. Referred to UNEP.	Closed	The allegations were not substantiated.
Staff member	Sexual Harassment	30-Nov-25	The staff member engaged in the sexual harassment of interns.	Reported to UNEP. Transmitted to OIOS/ID	Pending	Ongoing OIOS/OID Investigation.
Staff Member	Abuse of authority/ Harassment	05-Dec-25	The staff member engaged in harassment, intimidation, and abuse of authority.	Reported to OIOS/ID. Referred to UNEP.	Pending	Preliminary assessment ongoing
Staff Member	Abuse of authority/Harassment/ Discrimination	22-Dec-25	The staff member engaged in discrimination, harassment and abuse of authority	Reported to OIOS/ID. Referred to UNEP.	Pending	Preliminary assessment ongoing
Staff member	Unsatisfactory conduct	24-Dec-25	The staff member breached UN standards of professionalism, integrity, and proper performance of duties.	Reported to OIOS/ID. Referred to UNEP.	Pending	Preliminary assessment ongoing

Report of unsatisfactory conduct carried over from the previous reporting cycle

1 July 2022 to 31 December 2024

Personnel	Conduct	Report Received	Details of report	Reporting Process	Status	Conclusion/Action taken/Sanction
Staff member	Sexual Harassment	04-Jul-22	The staff member made sexually inappropriate comments/jokes about another staff member causing humiliation.	Reported to UNEP. Transmitted to OIOS/ID.	Closed	OIOS referred the matter to OHR. Matter closed by OHR as staff member separated from UNEP. A note was placed in the former staff member's file.
Staff members	Sexual Harassment/ abuse of authority	11-Nov-22	Anonymous comments in an annual survey indicated that security officers abuse their authority with impunity, including sex used as a reward.	Reported to OIOS/ID. Referred to UNEP.	Closed	Matter reviewed and closed by UNON. UNON sent a broadcast to all UNON personnel and increased sensitization on sexual harassment on the campus, via videos and banners.
Staff member	Harassment	26-Feb-24	The staff member raised their voice and used an aggressive tone and language toward a group of UNEP staff and personnel at the office.	Reported to OIOS/ID.	Closed	OIOS referred the matter to OHR. Disciplinary measure of written censure and a loss of five steps in grade imposed.
Staff member	Unauthorized outside activities	28-May-24	The staff member engaged in unauthorized outside activities - managing a private business.	Reported to OIOS/ID.	Closed	Matter closed by OHR as staff member separated from UNEP before the conclusion of the investigation. The staff member is ineligible for re-employment due to other misconduct.
Staff member	Harassment/ Abuse of authority	09-Oct-24	The staff member engaged in acts of harassment and abuse of authority.	Reported to UNEP. Transmitted to OIOS/ID.	Closed	The staff member separated before the conclusion of the investigation and failed to cooperate. They are ineligible for re-employment.
Staff Member	Harassment/ Abuse of authority	04-Jun-24	Staff member refused to execute an agreed termination and threatened not to process the Complainant's pension.	Reported to OIOS/ID. Referred to UNEP.	Closed	Fact-finding panel concluded its investigations. Allegations not substantiated. Matter closed.
Staff Member	Harassment/ Abuse of authority/ Discrimination	12-Jul-24	Inappropriate comments, creation of hostile working environment.	Reported to UNEP. Transmitted to OIOS/ID. Referred to UNEP.	Closed	Fact-finding panel concluded its investigations. Allegations

Personnel	Conduct	Report Received	Details of report	Reporting Process	Status	Conclusion/Action taken/Sanction
						not substantiated. Matter closed.
Staff Member	Harassment / Abuse of authority	18-Dec-24	The staff member engaged in harassment, intimidation, and bullying.	Reported to UNEP. Transmitted to OIOS/ID. Referred to UNEP.	Closed	Fact-finding panel concluded its investigations. Allegations not substantiated. Matter closed.
Intern	Sexual Harassment	11-Jan-23	The intern uploaded private sexual content online without his ex-girlfriend's consent.	Reported to OIOS/ID.	Closed.	A note has been placed in the organization's records regarding the former intern.
Staff Member	Abuse of authority	15-May-24	The staff member influenced the staff selection process.	Reported to UNEP. Transmitted to OIOS/ID. Referred to UNEP.	Pending	Preliminary assessment ongoing
Staff member	Willful acts that could cause reputational damage to the UN	19-Aug-24	The staff member made discriminatory remarks and used inappropriate language.	Reported to OIOS/ID.	Pending	OIOS referred the matter to OHR. Pending with OHR.
Staff Member	Abuse of authority	17-Sep-24	The staff member influenced a selection process	Reported to OIOS/ID. Referred to UNEP.	Pending	Preliminary assessment ongoing
Staff Members	Abuse of authority	18-Dec-24	The staff members engaged in abuse of authority, favoritism, lack of impartiality, and misuse of funds.	Reported to OIOS/ID. Referred to UNEP.	Pending	Preliminary assessment ongoing
Staff member	Sexual Harassment	10-Mar-25	The staff member engaged in unwelcome sexual conduct	Reported to OIOS/ID.	Pending	OIOS Report sent to OHR. Pending with OHR.
Staff member	Sexual Harassment	18-Nov-25	The staff member engaged in unwelcome physical sexual conduct.	Reported to OIOS/ID.	Pending	OIOS Report sent to OHR. Pending with OHR.

Annex 2

The formal report of possible unsatisfactory conduct process

