

12 December 2019

English only

Commission on Narcotic Drugs
Reconvened sixty-second session
Vienna, 12 and 13 December 2019
Agenda item 8 (d)
Strategic management, budgetary and administrative questions: Staff composition of the United Nations Office on Drugs and Crime and other related matters

Commission on Crime Prevention and Criminal Justice
Reconvened twenty-eighth session
Vienna, 12 and 13 December 2019
Agenda item 4 (d)
Strategic management, budgetary and administrative questions: Staff composition of the United Nations Office on Drugs and Crime and other related matters

Overview of current practices and the implementation of existing policies to prevent and respond to prohibited conduct at UNOV and UNODC (2019)*

* Conference room paper submitted by the Human Resources Management Service of UNOV/UNODC and is reproduced in the form in which it was received by the Secretariat.



Overview of current practices and the implementation of existing policies to prevent and respond to prohibited conduct at UNOV and UNODC (2019)

PREVENTIVE MEASURES AND ACTIONS



UNOV/UNODC Guide for Managers – Prevention of, and Response to, Sexual Harassment in the Workplace



24 hours speak up UN Secretariat helpline with UNOV/UNODC representation & OIOS hotline



Campaign on 100% compliance rate for the online mandatory training *Prevention of Sexual Harassment and Abuse by UN Personnel*



- DG/ED’s communications
- HR Broadcasts & info stands
- Gender Champion Pledge
- Safe Space Survey
- Briefing to interns & OSLA visit
- Code of conduct




Civility initiative pilot training workshops



Screening database




UNOV/UNODC Reinforcement campaign UN Women on sexual harassment



OIOS training on investigations into prohibited conduct

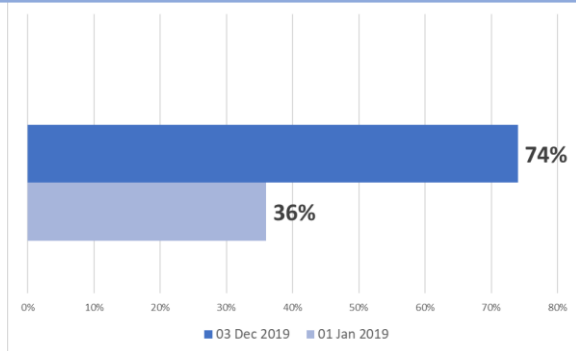
Interactive training sessions for 400+ staff from each Division of UNOV and UNODC



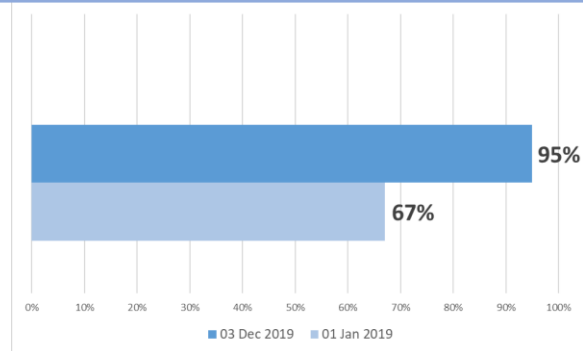
Performance accountability

HRMS requested all management to include a mandatory performance goal on zero tolerance in their workplans for the *ePerformance* cycle 2019-2020

COMPLIANCE RATES FOR MANDATORY PROHIBITED CONDUCT TRAINING



UNODC



UNOV

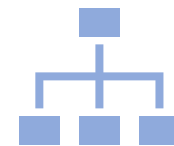
NEWLY PROMULGATED POLICY ON ADDRESSING PROHIBITED CONDUCT (ST/SGB/2019/8)



Conduct & Discipline focal point



Emphasizing training & early/informal resolution



Concrete obligations for the Head of Entity



Training in conducting investigations into prohibited conduct at UNOV/UNODC

27 UN Secretariat staff (14 from UNOV/UNODC) were trained (by OIOS and the Administrative Law Division), certified and added to the OHR roster

PLANNED ACTIVITIES FOR 2019/2020

- Webinars on investigations into prohibited conduct for all field offices
- Train the trainer session to build in-house capacity by UN Women
- Code of conduct briefings
- Interactive sessions with staff & management on promoting a cultural change to end sexual harassment
- Further C3 workshops in cooperation with UNOMS targeting management
- Lunch-time forum & panel discussion on new policy
- Survey on prohibited conduct in the workplace at UNOV/UNODC & website
- Pilot project – *I wish you knew...*

INDEPENDENT REVIEW OF THE CURRENT PRACTICES AND IMPLEMENTATION OF EXISTING POLICIES TO PREVENT AND RESPOND TO PROHIBITED CONDUCT AT UNOV/UNODC



Consultations held with senior management, HRMS, OIOS Medical Services, Staff Counsellor & Staff Council. Contact line for staff to express views and concerns for two days.

OUTCOME & RECOMMENDATIONS



ENSURING MORE EFFECTIVE IMPLEMENTATION

- ✓ Clear and Consistent Guidance on definitions and procedures
- ✓ Training -simulated or cascading dialogues with case studies
- ✓ Dedicated Official to provide advice and support to victims of prohibited conduct
- ✓ Performance Accountability and reward those who champion the policy
- ✓ Raise awareness on Criminal Accountability



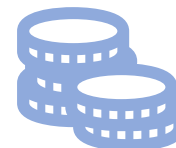
ASSURING MORE HUMANE TREATMENT

- ✓ Guidance and Support – clear and consistent guidance on rights and support for victims
- ✓ Specialized sensitization training for all who are mandated to assist victims
- ✓ Early Activation of Appendix D (service-incurred illness/injury) at the stage of preliminary assessment
- ✓ Protection against Retaliation – encourage institutional support and assistance in drafting submissions to Ethics Office



ACHIEVING MORE EFFICIENT RESPONSE

- ✓ Expediting the Investigations and disciplinary process – proactive follow-up with OIOS and ALD and request adequate allocation of resources
- ✓ Ensuring Respect for Stated Timelines – immediate reporting by managers and supervisors and specific timelines for responsible official
- ✓ Enhance Mapping and Tracking of investigations and disciplinary process



SECURING ADEQUATE RESOURCES

- ✓ To expedite investigations and disciplinary process
- ✓ To provide specialized training for all UN personnel assisting victims of prohibited conduct
- ✓ To finance a full-time position dedicated to providing advice and support to victims of prohibited conduct