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

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

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

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

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