

**AGREEMENT**  
**between**  
**The United Nations**  
**and**  
**[Grant Recipient]**

**Whereas** the United Nations represented by the United Nations Office on Drugs and Crime (hereinafter referred to as “UNODC”) and the [Recipient] (hereinafter referred to as “[Recipient]”) are committed to the objective of [objective of the grants programme];

**Whereas** UNODC is accountable to its donors for the proper management of its funds; and can, in accordance with the UN Financial Regulations and Rules and the UN policies as stipulated by the General Assembly and the Secretary-General, make available such resources for certain activities;

**Whereas** [Recipient] is apolitical and not profit-making, has demonstrated the capacity required to implement the activities involved in this Agreement (as specified in Annex A hereto), and has agreed that they shall be undertaken without discrimination of any kind;

**Now, therefore**, on the basis of mutual trust and in a spirit of friendly cooperation, UNODC and [Recipient] have entered into the present Agreement (hereinafter referred to as “the Agreement”).

**Article I. Duration of Present Agreement**

1. The terms of the present Agreement shall commence upon signature by both parties and expire on [date] unless earlier terminated in accordance with article XIV hereto or extended in accordance with article XX hereto.

**Article II. General Responsibilities of the Parties**

1. [Recipient] shall, with due diligence and efficiency, implement the Activity described in Annex A hereto (hereinafter referred to as “the Activity”) and ensure that the funds and any supplies, equipment and other materials provided by UNODC are only used for this purpose.

2. The Parties agree to carry out their respective responsibilities in accordance with the provisions of the present Agreement.

3. The Parties shall keep each other informed of all activities pertaining to the Activity and shall consult regularly on the status of its implementation.

**Article III. Copyrights, Patents and Other Proprietary Rights**

1. Unless otherwise agreed upon in writing, UNODC shall be entitled to all intellectual property and other proprietary rights, including but not limited to patents, copyrights, and trademarks, with regard to maps, drawings, photographs, plans, reports, documents, products and all other materials which bear a direct relation to or are produced or prepared or collected in consequence of or in the course of the execution of the present Agreement.

2. All decisions regarding publication with regard to products or documents and other materials which bear a direct relation to or are produced or prepared or collected in consequence of or in the course of the execution of the present Agreement shall be made by UNODC in accordance with its publications policy. In the event that UNODC authorizes [Recipient] to publish articles or results of studies based on the activities financed by the Agreement, [Recipient] shall furnish UNODC with a copy of the proposed publication for the UN’s approval, in each case, before publication. [Recipient] shall secure a copyright of such publication in the name of the UN.

3. [Recipient] may only use the name and emblem of UNODC in direct connection with the Activity and subject to prior written consent of the UN.

#### **Article IV. Personnel Requirement**

1. [Recipient] shall be fully responsible for all services performed by its Personnel. [Recipient] shall ensure that all relevant labour laws are observed and shall provide and thereafter maintain all appropriate medical and life insurance for its Personnel in connection with the Agreement.
2. [Recipient] shall ensure that its Personnel meet the highest standards of qualification and technical and professional competence necessary for the achievement of the Activity's objectives.
3. [Recipient]'s Personnel shall not be considered in any respect as being the employees or agents of UNODC. UNODC does not accept any liability for claims arising out of the activities performed under the present Agreement, or any claims for death, bodily injury, disability, damage to property or other hazards that may be suffered by [Recipient]'s Personnel as a result of their work pertaining to the Activity.

#### **Article V. Insurance and Liabilities to Third Parties**

1. [Recipient] shall provide and thereafter maintain all appropriate workmen's compensation insurance, or its equivalent, with respect to its Personnel to cover claims for personal injury or death in connection with the Agreement.
2. [Recipient] shall also provide and thereafter maintain liability insurance in an adequate amount to cover third party claims for death or bodily injury, or loss of or damage to property, arising from or in connection with the provision of services under the Agreement or the operation of any vehicles, boats, airplanes or other equipment owned or leased by [Recipient] or its Personnel performing work or services in connection with the Agreement.

#### **Article VI. Financial and Operational Arrangements**

1. The Activity budget for the proposed activities submitted by [Recipient] requests resources (hereinafter 'the Fund') up to the maximum amount of US\$ [amount in letters and in numbers] for the duration of the Agreement.
2. Funding to support the Activity will be released to [Recipient] in [number] instalments as follows: US\$ [amount in letters and numbers] upon signature of the agreement and US\$ [amount in letters and numbers] upon receipt and acceptance of interim performance report and deliverables. A description of the activities of the grant is attached as Annex A. The breakdown of the budget supporting the activities is attached as Annex B.
3. The payment to be released under the present Agreement shall be made to the bank and account detailed in Annex C.
4. [Recipient] shall be authorized to make variations not exceeding ten (10) per cent on any sub-heading of the Project Budget provided that the total budget allocated by UNODC is not exceeded. Any variations exceeding ten (10) per cent on any budget sub-heading that may be necessary for the proper and successful implementation of the Project shall be subject to prior consultation with and written approval by UNODC.
5. UNODC shall not be liable for any expenditure incurred in excess of its contribution as specified in this Agreement.
6. Any portion of the Fund that is unspent shall be returned to UNODC within thirty (30) days of the expiration or termination of the present Agreement or the completion of the Activity, whichever is first to occur.
7. In the event that [Recipient] receives additional funding for the same Activity, [Recipient] shall immediately advise UNODC of the following: source of funding; amount of funding; activities covered by the additional funding or intended application of the additional funds; and period that the additional funding is intended to cover (i.e. start and end dates of the funding if applicable).

#### **Article VII. Maintenance of Records**

1. [Recipient] shall collect and keep readily accessible information and documentation on the progress implementation of the activity and the use made of the funding. To this end, [Recipient] shall maintain separate accounts recording all receipts and expenditure under the Activity and ensure that any obligations entered into and all disbursements made are satisfactorily documented. For each payment a voucher shall be established showing the activity, the name of the payee, the amount, purpose and date of disbursement. Bills, invoices,

receipts and such other documentation pertinent to the transaction will be attached to the voucher in support thereof. These vouchers and the supporting documentation will be filed separately.

2. Upon expiration or termination of the Agreement, [Recipient] shall maintain the records for a period of at least three (3) years, unless otherwise agreed upon between the Parties.

3. (in case of EU funding) [Recipient] shall, until at least six years and six months after the implementation period of the EU contribution agreement signed on [Day, Month, Year] keep financial accounting documents concerning the activities financed by the contribution; and make available to UNODC, upon request, all relevant financial information, including statements of accounts concerning the Action.

#### **Article VIII. Substantive Report**

1. [Recipient] shall submit to UNODC an interim substantive report detailing achievements, constraints, and impact with regards to the utilization of the funding for the Activity six (6) months after the beginning of the implementation of the Activity.

2. [Recipient] shall submit to UNODC a final substantive report detailing achievements, constraints, and impact with regard to the utilization of the funding for the Activity within three (3) months of the completion of the Activity or the expiration or termination of the present Agreement, whichever is first to occur.

#### **Article IX. Financial Report**

1. [Recipient] shall submit to UNODC an interim financial statement, signed by an authorised representative and reflecting expenditures in relation to the Activity, six (6) months after the beginning of the implementation of the Activity.

2. Within three (3) months of the completion of the Activity or the expiration or termination of the present Agreement, whichever is first to occur, [Recipient] shall submit a final financial statement, signed by an authorised representative and reflecting expenditures in relation to the Activity.

#### **Article X. Audit Requirements**

1. The Project shall be audited in consultation between the Parties if the total project expenditures exceed USD 20,000. A project-specific, financial audit shall be carried out by the auditors of a qualified audit firm, registered with the relevant national regulatory authority. [Recipient] shall be responsible for payment of any amount, as incorporated in the Activity Budget, representing any fees, expenses or financial costs in connection with such audit. [Recipient] shall submit to UNODC the audit report within four (4) months of the completion of the Activity or the expiration or termination of the present Agreement, whichever is first to occur.

2. Notwithstanding the above, UNODC has the right, to have the Project documentation and correspondence, accounts, expenditures and inventory records of [Recipient] pertaining to the implementation of the Project reviewed and audited by the United Nations or its appointed delegate. [Recipient] shall cooperate with such audit and facilitate and provide all required documentation to the auditors indicated or appointed by the United Nations. UNODC will follow up on the implementation of agreed audit recommendations.

3. UNODC shall be entitled to a refund from [Recipient] for any amounts shown by such audits to have been paid by UNODC other than in accordance with the terms and conditions of this Agreement, and may claim such refund by any other legal means and in a manner consistent with the status of the United Nations and its privileges and immunities. UNODC may set-off any such refund from future instalments of the UNODC contribution due to the [Recipient].

#### **Article XI. Responsibility for Claims**

1. [Recipient] shall indemnify, hold and save harmless, and defend, at its own expense, UNODC, its officials, agents, servants and employees from and against all suits, claims, demands, and liability of any nature or kind, including their costs and expenses, arising out of acts or omissions of [Recipient], or [Recipient]'s Personnel, in the performance of the Agreement. This provision shall extend, *inter alia*, to claims and liability in the nature of workmen's compensation, products liability and liability arising out of the use of patented inventions or devices, copyrighted material or other intellectual property by [Recipient] or its Personnel. The obligations under this paragraph do not lapse upon expiration or termination of the Agreement.

2. [Recipient] shall be responsible for and deal with all claims brought against it by its Personnel.

**Article XII. Anti-Fraud and Anti-Corruption**

1. For the purposes of this Agreement, the term:

(i) "Fraud" means any act or omission whereby an individual or entity knowingly misrepresents or conceals a fact:

(a) in order to obtain an undue benefit or avoid obligations for himself, herself, itself or a third party; and / or

(b) in such a way as to cause an individual or entity to act, or to fail to act, to his, her or its detriment; and

(ii) "Corruption" means any act or omission that misuses official authority or seeks to influence the misuse of official authority in order to obtain an undue benefit for oneself or a third party.

2. The United Nations has a zero-tolerance policy towards fraud and corruption. [Recipient] shall ensure that no act of fraud or corruption is committed by its personnel, contractors, sub-contractors, agents or any other individual or entity acting as a representative of [Recipient] in relation to the exercise of activities under this Agreement. The occurrence of any such act, as determined by the United Nations, shall be grounds for suspending or terminating this Agreement.

3. The United Nations shall carry out, in accordance with the principle of proportionality and its Rules and Regulations, internal controls and, where appropriate, on-the-spot checks on representative and / or risk-based samples of transactions to ensure that the project is implemented correctly.

4. [Recipient] shall inform the United Nations promptly upon becoming aware of any suspected act of fraud or corruption that may have been committed by its personnel, contractors, sub-contractors, agents or any other individual or entity acting as a representative of [Recipient] in relation to the exercise of activities under this Agreement.

5. Upon receipt by the United Nations, pursuant to paragraph 4 of this article, of a notification of a suspected act of fraud or corruption, the Parties shall promptly consult with each other with respect to further actions to be taken in accordance with the provisions of this Agreement.

6. [Recipient] shall take prompt and appropriate action to investigate any suspected act of fraud or corruption that may have been committed by its personnel, contractors, sub-contractors, agents or any other individual or entity acting as a representative of [Recipient] in relation to the exercise of activities under this Agreement and promptly transmit the findings of any such investigation to the United Nations. To the extent that the investigation substantiates any such wrongdoing, [Recipient] will give due consideration to timely and appropriate action, including sanctions, and promptly inform the United Nations of any such action.

7. The United Nations may conduct investigations relating to any suspected act of fraud or corruption, that may have been committed by [Recipient]'s personnel, contractors, sub-contractors, agents or any other individual or entity acting as a representative of [Recipient] in relation to the exercise of activities under this Agreement.

8. [Recipient] shall provide its full and timely cooperation with any such investigation. Such cooperation by [Recipient] shall include, but shall not be limited to, making available its personnel and any relevant documentation at reasonable times and on reasonable conditions, and granting the United Nations access to its premises at reasonable times and on reasonable conditions for that purpose. [Recipient] shall require its contractors, sub-contractors, agents (including, but not limited to, the grantee's attorneys, accountants or other advisers), and any other individual or entity acting as a representative of [Recipient] in relation to the exercise of activities under this Agreement to reasonably cooperate with any such investigation.

9. [Recipient] shall make its best efforts to recover any funds misappropriated through an act of fraud or corruption.

10. [Recipient] shall reimburse the United Nations for any funds misappropriated through an act of fraud or corruption by its personnel, contractors, sub-contractors, agents or any other individual or entity acting as a representative of [Recipient] in relation to the exercise of activities under this Agreement.

**Article XIII. Sexual Exploitation and Abuse**

1. For the purposes of this Agreement, the term:
  - (i) “Sexual exploitation” means any actual or attempted abuse of a position of vulnerability, differential power or trust, for sexual purposes, including, but not limited to, profiting monetarily, socially or politically from the sexual exploitation of another.
  - (ii) “Sexual abuse” means the actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions.
  - (iii) “UN standards of conduct” means the standards of conduct described in Annex D of this Agreement
2. The United Nations has a zero-tolerance policy towards sexual exploitation and abuse. [Recipient] acknowledges its agreement to the UN standards of conduct and undertakes to abide by those standards.
3. [Recipient] shall ensure that all necessary measures are in place for the prevention of sexual exploitation or abuse, including ensuring that the mandatory reporting of allegations of sexual exploitation or abuse, is communicated to all [Recipient] personnel, contractors, sub-contractors, agents or any other individual or entity acting as a representative of [Recipient], and for the establishment of appropriate measures for the reporting of allegations of sexual exploitation and abuse at field level.
4. The United Nations shall be entitled to carry out regular and ad hoc reviews of [Recipient] compliance with sexual exploitation and abuse prevention and response requirements, including a review of the measures established by, and the capacity of [Recipient] to manage the risk of sexual exploitation and abuse.
5. [Recipient] shall cooperate fully with such United Nations reviews and shall be responsible for ensuring that its personnel, contractors, sub-contractors, agents or any other individual or entity acting as a representative of [Recipient] to do likewise. Such cooperation shall include, but shall not be limited to, making available its personnel and any relevant documentation or electronic information at reasonable times and on reasonable conditions, and granting the United Nations access to its premises at reasonable times and on reasonable conditions for that purpose. [Recipient] shall ensure that any corrective action required by the United Nations reviews is undertaken promptly
6. [Recipient] shall inform the United Nations promptly upon becoming aware of any allegation that any act of sexual exploitation or abuse may have been committed by its personnel, contractors, sub-contractors, agents or any other individual or entity acting as a representative of [Recipient].
7. Upon receipt by the United Nations, pursuant to paragraph 6 of this article, of notification that an allegation of sexual exploitation or abuse has been made, the Parties shall promptly consult with each other with respect to further actions to be taken in accordance with the provisions of this Agreement.
8. [Recipient] shall take prompt and appropriate action to investigate any allegation that any act of sexual exploitation or abuse may have been committed by its personnel, contractors, sub-contractors, agents or any other individual or entity acting as a representative of [Recipient] and shall promptly transmit the findings of any such investigation to the United Nations. To the extent that the investigation substantiates any such wrongdoing, [Recipient] will give due consideration to timely and appropriate action, including sanctions, and shall promptly inform the United Nations of any such action.
9. The United Nations shall have the right to conduct investigations relating to any allegation that an act of sexual exploitation or abuse may have been committed by [Recipient]’s personnel, contractors, sub-contractors, agents or any other individual or entity acting as a representative of [Recipient] notwithstanding any related investigations undertaken by [Recipient] or national authorities.
10. [Recipient] shall cooperate fully with any United Nations investigation and shall requires its personnel, contractors, sub-contractors, agents or any other individual or entity acting as a representative of [Recipient] to do likewise. Such cooperation shall include, but shall not be limited to, making available its personnel and any

relevant documentation or electronic information at reasonable times and on reasonable conditions, and granting the United Nations access to its premises at reasonable times and on reasonable conditions for that purpose.

11. [Recipient] acknowledges and agrees that failure to take appropriate measures for the prevention of sexual exploitation or abuse, to promptly report and investigate allegations thereof, or to take prompt corrective action when required by a United Nations review or when sexual exploitation or abuse has occurred, shall constitute grounds for the suspension or termination of this Agreement pursuant to Article XIV below.

#### **Article XIV. Suspension and Early Termination**

1. The Parties hereto recognize that the successful completion and accomplishment of the Activity objectives are of paramount importance, and that UNODC may find it necessary to terminate the Activity, or to modify the arrangements for execution of the Activity, should circumstances arise which jeopardize successful completion or the accomplishment of the Activity objectives. The provisions of the present Article shall apply to any such situation.

2. UNODC shall consult with [Recipient] if any circumstance arises that, in the judgment of UNODC, interferes or threatens to interfere with the successful completion of the Activity or the accomplishment of the Activity objectives. [Recipient] shall promptly inform UNODC in writing of any such circumstance that might come to [Recipient]'s attention. The Parties shall cooperate towards the rectification or elimination of the circumstance in question and shall exert all reasonable efforts to that end, including prompt corrective steps by [Recipient], where such circumstances are attributable to it or within its responsibility or control. If applicable, the Parties shall also cooperate in assessing the consequences of possible termination of the Activity on the target beneficiaries of the Activity.

3. UNODC may at any time after occurrence of the circumstance in question and appropriate consultations suspend execution of the Activity by written notice to [Recipient], without prejudice to the initiation or continuation of any of the measures envisaged in paragraph 2, above, of the present Article. UNODC may indicate to [Recipient] the conditions under which it is prepared to authorize a resumption of execution of the Activity.

4. If the cause of suspension is not rectified or eliminated within fourteen (14) days after UNODC has given notice of suspension to [Recipient], UNODC may, by written notice at any time thereafter during the continuation of such cause: (a) terminate the Agreement; or (b) terminate the Activity and entrust its execution to another organization. The effective date of termination under the provisions of the present paragraph shall be specified by written notice from UNODC. In the event of transfer of [Recipient]'s responsibilities for execution of the Activity to another organization, [Recipient] shall cooperate with UNODC and the other organization in the orderly transfer of such responsibilities.

5. Upon receipt of a notice of termination by UNODC under the present Article, [Recipient] shall take immediate steps to terminate activities under the present Agreement, in a prompt and orderly manner, so as to minimize losses and further expenditures. [Recipient] shall undertake no forward commitments and shall return to UNODC, within thirty (30) days, any portion of the funding that is unspent, supplies, equipment and other materials provided by UNODC, unless UNODC has agreed otherwise in writing.

6. In the event of any termination under the present Article, UNODC shall reimburse [Recipient] only for the costs incurred to execute the Activity in conformity with the express terms of the present Agreement. Reimbursements to [Recipient] under this provision, when added to amounts previously remitted to it by UNODC in respect of the Activity, shall not exceed the total UNODC allocation for the Activity.

#### **Article XV. Arbitration**

1. The Parties shall use their best efforts to settle amicably any dispute, controversy or claim arising out of the Agreement or the breach, termination or invalidity thereof. Where the Parties wish to seek such an amicable settlement through conciliation, the conciliation shall take place in accordance with the UNCITRAL Conciliation Rules then obtaining, or according to such other procedure as may be agreed between the Parties.

2. Any dispute, controversy or claim between the Parties arising out of the Agreement or the breach, termination or invalidity thereof, unless settled amicably under paragraph 1 of this Article within sixty (60) days after receipt by one Party of the other Party's request for such amicable settlement, shall be referred by either

Party to arbitration in accordance with the UNCITRAL Arbitration Rules then obtaining. The arbitral tribunal shall have no authority to award punitive damages. In addition, unless otherwise expressly provided in the Agreement, the arbitral tribunal shall have no authority to award interest in excess of five percent (5%), and any such interest shall be simple interest only. The parties shall be bound by any arbitration award rendered as a result of such arbitration as the final adjudication of any such controversy, claim or dispute.

3. No claim or dispute arising out of the Agreement shall be made against UNODC by [Recipient] unless and to the extent such claim or dispute shall have been asserted in writing, in accordance with Article XVII below, not later than the earlier of two (2) years from the expiration or termination of the Agreement or the occurrence of loss, damage or injury giving rise to such claim or dispute.

#### **Article XVI. Tax Exemption**

1. Section 7 of the Convention on the Privileges and Immunities of the United Nations provides, *inter alia*, that the UN, including its subsidiary organs, is exempt from all direct taxes, except charges for public utility services, and is exempt from customs duties and charges of a similar nature in respect of articles imported or exported for its official use. In the event any governmental authority refuses to recognize the UN exemption from such taxes, duties or charges, [Recipient] shall immediately consult with UNODC to determine a mutually acceptable procedure.

2. Accordingly, [Recipient] shall be responsible for any amount representing such taxes, duties or charges, unless [Recipient] has consulted with UNODC before the payment thereof and UNODC has, in each instance, specifically authorized [Recipient] to pay such taxes, duties or charges under protest. In that event, [Recipient] shall provide UNODC with written evidence that payment of such taxes, duties or charges has been made and appropriately authorized.

#### **Article XVII. Correspondence**

1. Unless otherwise specified in the Agreement, all notices and other communications required or contemplated under the present Agreement shall be given in writing and addressed and delivered to the Party for whom intended at the address shown below or such other address as the intended recipient may from time-to-time designate by written notice, given in accordance with the terms of this Article.

If to UNODC:

[Address details]

[e-mail details]

If to [Recipient]

[Address details]

[e-mail details]

#### **Article XVIII. Additional Representation**

1. [Recipient] represents and warrants that neither it, its parent entities (if any), nor any of [Recipient]'s subsidiaries or affiliated entities (if any) is engaged in any practice inconsistent with the rights set forth in the Convention on the Rights of the Child, including Article 32 thereof, which, *inter alia*, requires that a child shall be protected from performing any work that is likely to be hazardous or to interfere with the child's education, or to be harmful to the child's health or physical, mental, spiritual, moral, or social development.

2. [Recipient] represents and warrants that neither it, its parent entities (if any), nor any of [Recipient]'s subsidiaries or affiliated entities (if any) is engaged in the sale or manufacture of anti-personnel mines or components utilized in the manufacture of anti-personnel mines.

**Article XIX. Miscellaneous Provisions**

1. [Recipient] shall comply with all laws, ordinances, rules and regulations bearing upon the performance of its obligations under the terms of the present Agreement. [Recipient] shall promptly notify UNODC in the event that compliance with such laws, ordinances, rules and regulations hinders the performance of its obligations under the present Agreement.
2. If any provision of the present Agreement shall be held to be invalid, illegal or unenforceable, the validity, legality and enforceability of the remaining provisions shall not in any way be affected or impaired.

**Article XX. Amendments**

1. The present Agreement or its Annexes may be modified or amended only by written agreement between the Parties.

**Article XXI. Privileges and Immunities**

1. Nothing in or related to the present Agreement shall be deemed a waiver, express or implied, of any of the privileges and immunities of the UN, including its subsidiary organs.

**IN WITNESS WHEREOF** the undersigned, being duly authorized thereto, have on behalf of the Parties hereto signed the present Agreement at the place and on the day below written.

For the United Nations

For [Recipient].

Signature:

Signature:

Name:

Name:

Title:

Title:

Place:

Place:

Date:

Date:

Annex A – Description of the activities

Annex B – Breakdown of the budget

Annex C – Funds Transfer Request Form

Annex D – UN Standards of Conduct

## **Annex D: UN Standards of Conduct**

### **Prohibition of sexual exploitation and sexual abuse**

1 Sexual exploitation and sexual abuse violate universally recognized international legal norms and standards and have always been unacceptable behaviour and prohibited conduct for United Nations staff. Such conduct is prohibited by the United Nations Staff Regulations and Rules.

2 In order to further protect the most vulnerable populations, especially women and children, the following specific standards which reiterate existing general obligations under the United Nations Staff Regulations and Rules, are promulgated:

- (a) Sexual exploitation and sexual abuse constitute acts of serious misconduct and are therefore grounds for disciplinary measures, including summary dismissal;
- (b) Sexual activity with children (persons under the age of 18) is prohibited regardless of the age of majority or age of consent locally. Mistaken belief in the age of a child is not a defence;
- (c) Exchange of money, employment, goods or services for sex, including sexual favours or other forms of humiliating, degrading or exploitative behaviour, is prohibited. This includes any exchange of assistance that is due to beneficiaries of assistance;
- (d) Sexual relationships between United Nations staff and beneficiaries of assistance, since they are based on inherently unequal power dynamics, undermine the credibility and integrity of the work of the United Nations and are strongly discouraged;
- (e) Where a United Nations staff member develops concerns or suspicions regarding sexual exploitation or sexual abuse by a fellow worker, whether in the same agency or not and whether or not within the United Nations system, he or she must report such concerns via established reporting mechanisms;
- (f) United Nations staff are obliged to create and maintain an environment that prevents sexual exploitation and sexual abuse. Managers at all levels have a particular responsibility to support and develop systems that maintain this environment.

3 The standards set out above are not intended to be an exhaustive list. Other types of sexually exploitive or sexually abusive behaviour may be grounds for administrative action or disciplinary measures, including summary dismissal, pursuant to the United Nations Staff Regulations and Rules.