#### Introduction

- 2. T+e Res\$ondent su4m&tted +&s )e\$# on 24 /e4)ua)# 2015. A%so\* u\$on t+e T)&4una%5s &nst)u't&ons\* t+e Res\$ondent su4m&tted add&t&ona% do'umentat&on on t+e 'om\$%a&nts !&ed 4# t+e A\$%&'ant 6&t+ t+e >!!&'e o! Aud&t and ?n3est&gat&ons 2e)3&'es ,0>A?21. on 25 June 2015.
- 3. > n 2( June 2015\* t+e T)&4una\( &n!o)\) med t+e \( \$a)\) t\( &e \) t+at t+e 'ase 6ou\) d 4e

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t+ese sta!! mem4e)s 6e)e 0'onstant\\# 4u\\\#\\ng +e)1 and 0a\\$\\#\\ng e!!o)ts \(\lambda\ng o)\)de) to dest)o\# +e) 'a)ee) \(\lambda\ng 0'\) \(\lambda\ng 0'\).

17. >n 10 2e\$tem4e) 2014\* t6o >A?2 &n3est&gato)s +ad a \$+one 'on3e)sat&on 6 &t+ t+e A\$\$\%\'ant to '\%a)\&!\# t+e &n!o)mat&on s+e \$)o3\&ded &n +e) 'om\$\%a\&nts aga&nst\\* inter alia\\* 9 )s. : .\\* 9 )s. ; .\\* 9 )s. <. and 9 ). =. T+e A\$\$\%\'ant 'on!\&)med t+at a\%\ t+e &nstan'es s+e des')\&4ed &n +e) 'om\$\%a\&nts aga&nst +e) !o)me) 'o\%eagues\\* &n'\%ud&ng 9 )s. : .\\* 9 )s. ; .\\* 9 )s. <. and 9 ). =.\\* o''u))ed \$)\&o) to 22 2e\$tem4e) 2013. T+e A\$\$\%\'ant 6as ad3\&sed t+at t+e >A?2 &n3est&gato)s 6ou\%d )e'ommend t+e D\&0e'to) o! >A?2 to '\%ose t+e 'ase.

- 20. "# emakk o! 20 2e\$tem4e) 2014\* t+e A\$\$\k\'ant su4m\ktted a )e@uest !o) management e3a\\uatkon aga\knst >A?25\s de'\ks\\underline{a}\to \text{to aun'+} an \kn3est\\underline{a}\text{gatkon} \text{knto t+e 4e+a3\\underline{a}\to 0! 9 )s. ; . 2+e )e'e\underline{a}\text{3ed a )e\$\\underline{a}\text{to at on 31 > 'to4e) 2014\* !)om t+e HFe'ut\underline{a}\text{D}\underline{b}\text{e'to}\underline{a}\text{UN/} A\underline{a}\text{4# 6+\underline{a}'+ s+e 6as not\underline{a}\underline{a}\text{ed t+at > A?2 de'\underline{a}\underline{a}\text{ons} 6e)e 0outs\underline{a}\text{de t+e s'o\$e o! )e3\underline{a}\underline{a}\text{UN/} A management1.

## Parties' submissions

#### 22. T+e A\$\$\\\alpha'ant5s \$)\\alphan'\alpha\\alpha \quad ontent\alphaons a)eJ

- a. T+e )e!usa% o! >A?2 to %aun'+ t+e )e@uested &n3est&gat&on &s un!ounded\* as +e) 'om\$%a&nts 6e)e du%# do'umented and t+e &m\$)o\$e) 4e+a3&ou) o! +e) 'o%%eagues\* 6+o 6e)e 0s\$)ead&ng s%ande)s\* 4u%#&ng\* +a)assment and so on1 aga&nst +e)\* &s e3&dent 4ased on a\% \$)oo! s+e a\%)ead# su4m&tted on man# o''as&ons%
- 4. I e) 'ase &s not 4e&ng t)eated se)&ous\# 4# UN/ A\* and +e) manage)s t)eated +e) 4ad\# as 6e\\\* &nstead o! s+o6&ng +e) su\$\$o)t and &nteg)at&ng +e) &nto t+e 2" team6 and
- '. As s+e all)ead# )e@uested maFlimum 'om\$ensatlion lin \$)e3lious 'ases s+e !lilled 6lit+ t+e T)lilledual\* s+e does not )e@uest t+e 0damage 'om\$ensatlion1 lin t+e \$)esent 'ase\* 4ut s+e seeBs )e'ognlitlion t+at s+e +ad 4een su4De't to +a)assment and a4use o! aut+o)lit# 6+en 6o)Bling at UN/ A\* and t+at t+e lia'B o! !a3ou)a4lie )e'ommendatlion !)om UN/ A g)eatli# lim\$all)ed +e) 'u))ent Do4 sea)'+.

## 23. T+e Res\$ondent5s \$)&n'&\$a\( 'ontent&ons a)eJ

a. The 'ontested de' liston o! >A?2 6as taBen &n 'om\$\lambdan'e 6 &t+ &ts UN/A 2014 C+a)te)\* a''o)d\lambdang to 6+&'+ >A?2 +as to o\$e)ate &nde\$endent\( \mathbb{H} \) and +as d\( \mathbb{L} \s' \))et\( \lambda \)ona)\( \mathbb{H} \) aut+o)\( \mathbb{L} \mathbb{H} \) 6 \( \mathbb{L} \mathbb{H} \)) bes\$e't to t+e matte)s &t &n3est\( \mathbb{L} \)gates

25. I a3&ng )e3&e6ed t+e >A?2 Chosu)e Note and &ts eF+&4&ts\* t+e T)&4una% 6&MeFam&ne 6+et+e) t+e de'&s&on o! >A?2 not to \$u)sue an &n3est&gat&on &nto t+e A\$\$\% 'ant5s 'om\$\% a&nts !o) m&s'ondu't aga&nst 9)s. :.\* 9)s. ;.\* 9)s. <. and 9). =. 'om\$\% ad 6&t+ t+e o \% '#\* as d&)e'ted 4# t+e A\$\$\ear{8}\$ and T)&4una%. /o) t+e saBe o! 'om\$\% eteness\* t+e T)&4una% 6 \% )e3&e6\* &n tu)n\* t+e t6o g)ounds )a&sed 4# >A?2 to 'on'\% ude t+at t+e A\$\$\% 'ant5s 'om\$\% a&nts 6e)e &))e'e&3a4\% e.

# Legal framework

#### 4.1 Harassment

- (.4.2 T+e 'om\$%a&nt s+a\% not 4eJ
  - ,a. anon#mousJ
  - ,4. su4m&tted on 4e+a\ldot! o! anot+e) \end{aligned}e)son.

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- 41. T+e T)&4una% )e'a\%s t+at &n a''o)dan'e 6&t+ se'. (.4 o! t+e o\%'\#\ &t &s a sta!! mem4e)5s )es\\$ons&4&\&t\# to su4stant&ate 'om\\$\a&t\to >A?2 6\&t+ a so\&d des')\&\\$t\&on o! t+e !a'tua\ '\&)'umstan'es\ to a\%o 6 t+e &n3est\&gato) to +a3e a '\ea) \\$\&\'tu)e o! t+e a\%eged &n'\&dent,s.. T+e sta!! mem4e) s+a\% '\ean\# &dent\&!\# 6+o 6e)e t+e \\$eo\\$\ean\&a'\&e\\* 6+e)e\ 6+en and +o 6 t+e e3ents tooB \\$\a'\e^\* and &n 6+\&'+ 6a\# t+e\# a!!e'ted t+e sta!! mem4e)5s 6o)B\&ng en3\&)onment o) t+e sta!! mem4e)5s (6)
- 43. T+e T)&4una% !&nds t+at t+e de'&s&on o! >A?2 to '%ose t+e A\$\$%&'ant5s 'om\$%a&nt aga&nst 9 )s. ; .\* 9 )s. <.\* 9 )s. : . and 9 ). =. as &))e'e&3a4%e 6as taBen &8(e)at66532.2791(#)9.6912.5788.N.3239(&)0.873046(n)-0.95892(t)0.873046()-187.008(&)0.873046T+E

Hnte)ed &n t+e Reg&ste) on t+&s 1(  $^{t+}$  da# o! August 2016 ,Signed.

RenM 9. Va)gas 9.\* Reg&st)a)\* Gene3a