Conduct and Discipline at UNEP

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Conduct and Discipline Policy and Approach
Priorities

Misconduct Risk Register- Priority areas identified

Types of misconduct
- ✓ Sexual harassment
- ✓ Abuse of authority and harassment
- ✓ Sexual Exploitation and Abuse
- ✓ Unauthorized outside activities
- ✓ Other types of misconduct including fraud and corruption

Reporting
- ▪ Reporting misconduct
- ▪ Preliminary assessments- Timeline to complete reviews of reports of possible unsatisfactory conduct and implementation of recommendations from preliminary assessments
- ▪ Cooperation with the Office of Internal Oversight Services (OIOS)

Actions taken
- ✓ Managerial, administrative and disciplinary measures

UN
environment
programme

Implementation of Misconduct Risk Register

UN **environment programme**

Sexual Harassment

- Actively follow up on complaints for sexual harassment with the OIOS
- Administrative/Managerial action taken- Reprimand letter, Administrative leave without pay, termination of staff member appointment.
- Broadcast to staff member on sexual exploitation and whistleblowing
- Sexual harassment action plan for UNEP

Sexual Exploitation and abuse (SEA)

- Policy: Statement on the protection from SEA for Implementing partners
- Policy: Statement on protection of SEA for UNEP Personnel
- Active participation in UN SEA Working group
- Active participation in the UNON- PSEA Task force- participated in the development the PSEA Brochure for UNON

Capacity awareness/sensitization for UNEP Personnel

- Trainings- Leadership role in addressing sexual harassment
- Regular update of internal UNEP C&D page to sensitize UNEP Personnel
- Q and A Memo on Outside occupation and activities
- UNEP response on SH and SEA visible and whistleblower/retaliation on UNEP main website
- 5 United to Respect Dialogues Workshops
- Mandatory training on *"Preventing Fraud and Corruption at the United Nations"*
- UNEP is raising awareness about fraud and corruption: UNEP's Corporate Academy includes two courses on fraud and corruption: *"Anti-Fraud Policy Fundamentals"* (CSD 104) and *"Navigating the Anti-Fraud and Anti-Corruption Policy"* (CSD 105).

Reporting on C&D

Annual fraud and corruption report
- Annual conduct and discipline report
- Report to the CPR on action on Sexual Harassment (SH) and Prevention of Sexual Exploitation and Abuse (PSEA)