

Summaries of outcomes of substantiated investigations: report 2024

A - Summaries of outcomes of substantiated investigation reports issued in 2024

1. With respect to the thirty-one (31) investigation reports of substantiated allegations issued in 2024 provided in document A78/26 (Annex 5), the following ten (10) measures were imposed:

- (1) one (1) summary dismissal, had the staff member still been in service;
- (2) one (1) dismissal against a staff member and two (2) dismissals, had the staff member still been in service;
- (3) one (1) termination of contract, had the affiliated personnel still been in service;
- (4) one (1) case where subject will not be considered for future collaboration with WHO
- (5) one (1) written censure with a fine of one month net base salary;
- (6) three (3) written censures.

2. In seven (7) cases, it was concluded that no misconduct occurred. In five (5) cases administrative and/or managerial action were taken, whereas, in two (2) cases no administrative and/or managerial action were taken.

3. In the remaining fourteen (14) cases, headquarters and/or the regional offices are actively handling the respective disciplinary proceedings, if applicable, and will issue a final decision in due course.

Summary dismissal, dismissal, termination and discontinuation of future collaboration

4. In **IR2024/29** (Fraud (misrepresentation, theft, misappropriation, false certification), unauthorized outside activities), a former staff member would have been summarily dismissed, had the staff member still been in service. The former staff member engaged in embezzling funds by transferring funds through mobile payments into their own and family-owned mobile wallets for unauthorized and fraudulent activities. The staff member also engaged in unauthorized outside activities. In **IR2024/18** Sexual misconduct (Sexual harassment)¹, a staff member was dismissed for engaging in sexual harassment of an employee of a WHO contractor by regularly touching, hugging and kissing the employee, over a period of four months – under the pretext of greeting the employee. In **IR2024/20** (Sexual misconduct (Sexual harassment)²), a former staff member would have been dismissed, if the subject had still been in service. The former staff member engaged in sexual harassment towards a staff member employed by a contractor of WHO by sending numerous unwelcomed and unsolicited text messages with the intention of developing a sexual relationship. In **IR2024/24** (Sexual misconduct

¹ According to applicable policy (Policy on the Prevention and Addressing Abusive Conduct (2021)) at time of incident this behavior is described as sexual harassment.

² Ibid.

(Sexual harassment)³, a former staff member would have been dismissed, if the subject had still been in service. The former staff member engaged in sexual harassment towards a security guard by making comments with sexual undertones and engaging in unwelcome physical touching. The former staff member also made unwanted sexual comments in the presence of colleagues regarding the staff member's ostentatious and fabricated dates with the guard. In **IR2024/03** (Fraud (misrepresentation, theft, misappropriation, false certification)), an affiliate personnel's contract was terminated for mismanaging the Organization's assets and contravening policies and procedures with the intent to gain personal advantage and to procure that a third party gains personal advantage. In **IR2024/27** (Sexual misconduct (Sexual harassment), harassment), a collaborator will not be considered for future collaboration with WHO for engaging in sexual harassment and harassment of several staff members. The collaborator engaged in sexual harassment through touching and kissing during an after-workshop party. The collaborator engaged in harassment during an excursion organized following the workshop by telling the employees that he would inform other people that he had a shower with two women.

5. In all fraud cases, the Director-General may use all means available to the Organization in order to recover any misappropriated funds.

6. In all summary dismissal, dismissal, termination and non-collaboration cases, the offenders will be prevented from being considered for any future employment or collaboration with the Organization. When a separation is related to sexual misconduct, the offender's name and personal information is entered into the Clear Check⁴ screening database which will prevent any entity with membership in UN System Chief Executives Board for Coordination to be considered for any future employment.

Written censure with a fine of one month net base salary

7. In **IR2024/19** (Harassment), a staff member was imposed a written censure and fined one month's net base salary for engaging in a harassing behaviour by making derogatory comments to a colleague about another staff member via WhatsApp. The offender also called the affected individual names, which offended them.

Written censure

8. In **IR2024/04** (Failure to comply with professional standards), a staff member was imposed a written censure for informing a prospective Internal Oversight Service (IOS) witness that IOS would be contacting them, thereby, disclosing the existence of a confidential investigation, without prior IOS authorization and in breach of the Undertaking of Confidentiality. In **IR2024/16** (Violation of standards of conduct), another staff member was imposed a written censure for spreading rumours that there were threats by the Government to subject the staff member and their spouse to security issues. It prevented the staff member from returning to their duty station, to physically support the workforce in the Country Office, in their management of emergency operations. Mitigating factors were taken into account. In **IR2024-21** (Sexual misconduct (Sexual harassment)), the staff member was imposed a written censure for making unwelcome and unwanted sexual advances towards a colleague by sending them a series of WhatsApp messages that were of sexual nature.

³ Ibid.

⁴ The Clear Check screening database is a United Nations (UN) system-wide electronic database that permits the sharing, inter alia, of information among entities with membership in the UN System Chief Executives Board for Coordination, on former UN personnel against whom allegations of sexual harassment or sexual exploitation and abuse were confirmed.

No sanction

9. In **IR2024/02, IR2024/05, IR2024/17, IR2024/23, IR2024/11** and **IR2024/15** and **IR2024/28**, the allegations did not amount to misconduct and warrant a disciplinary or administrative sanction. However, in all cases, except **IR2024/11** and **IR2024/15**, varying administrative and/or managerial actions were taken.

Pending cases

10. In **IR2024/01, IR2024/06, IR2024/07, IR2024/08, IR2024/09, IR2024/10, IR2024/12, IR2024/13, IR2024/14, IR2024/22, IR2024/25, IR2024/26, IR2024/30, IR2024/31**, the Administration is actively handling the respective disciplinary and administrative proceedings, if applicable, and will issue a final decision in due course.

B – Update of outcomes of substantiated investigation reports issued in 2023

11. With respect to the twelve (12) remaining outcomes of investigation reports of substantiated allegations issued in 2023 provided in document A78/26 (Annex 5), the following five (5) measures were imposed:

- (1) two (2) dismissals;
- (2) one (1) case where subject will not be considered for future collaboration or employment with WHO
- (3) two (2) written censures.

12. In three (3) cases, it was concluded that no misconduct occurred. In one (1) case administrative and/or managerial action were taken, whereas, in two (2) cases no administrative and/or managerial action were taken.

13. In the remaining four (4) cases, headquarters and/or the regional offices are actively handling the respective disciplinary proceedings, if applicable, and will issue a final decision in due course.

Dismissal and discontinuation of future collaboration

14. In **IR2023/06** (Fraud (misrepresentation, theft, misappropriation, false certification)), a staff member was dismissed for engaging in fraud by misrepresenting a document, falsifying a form and forging a decision, in order to obtain renewals of a family member's residency permit whilst avoiding the obligation of insuring the family member. In **IR2023/17** (Sexual misconduct (Sexual exploitation & abuse and sexual harassment)⁵), a staff member was dismissed for engaging in acts of sexual exploitation and abuse by having telephone conversations of a sexual nature with members of the beneficiary population, inviting the local women to his hotel for sexual purposes and offering them money, food, drinks and gifts in exchange for sex. The staff member also engaged in sexual harassment by sending an affiliate personnel an unwelcome and unsolicited text message with the intention of inviting the affiliate to the hotel room. In **IR2023/11** (Sexual misconduct (Sexual exploitation &

⁵ According to the applicable policies (WHO Sexual Exploitation and Abuse Prevention and Response (2017) and Policy on Preventing and Addressing Abusive Conduct (1 March 2021)) at the time of incident, the behavior is described as sexual exploitation & abuse and sexual harassment.

abuse)⁶), a collaborator will not be considered for future collaboration with WHO for raping and impregnating a minor.

15. In all cases concerning fraud, attempts were made to recover the financial loss.

16. In all dismissal and non-collaboration cases, the offenders will be prevented from being considered for any future employment or collaboration with the Organization. When a dismissal is related to sexual misconduct, the offender's name and personal information is entered into the Clear Check⁷ screening database which will prevent any entity with membership in UN System Chief Executives Board for Coordination to be considered for any future employment.

Written censure

17. In **IR2023/02** (Violation of standard of conduct), a staff member was imposed a written censure for omitting to declare a conflict of interest while having professional interactions with a supplier owned by a distant relative. In **IR2023/07** (Harassment, violation of standards of conduct), a staff member was imposed a written censure for reporting another person's absences to Human Resources in an abusive manner, outside their role as a Leave Administrator.

No sanction

18. In **IR2023/01**, **IR2023/12** and **IR2023/16**, the allegations did not amount to misconduct and warrant a disciplinary or administrative sanction. However, in all cases, except **IR2023/01** and **IR2023/12**, varying administrative and/or managerial actions were taken.

Pending cases

19. In **IR2023/15**, **IR2023/21**, **IR2023/23** and **IR2023/30**, the Administration is actively handling the respective disciplinary and administrative proceedings, if applicable, and will issue a final decision in due course.

C - Update of outcomes of substantiated investigation reports issued in 2022

20. With respect to the seven (7) remaining outcomes of investigation reports of substantiated allegations issued in 2022, provided in document A78/26 (Annex 5), the following six (6) measures were imposed:

- (1) one (1) summary dismissal;
- (2) four (4) termination of contract, had the affiliate still been in service;
- (3) one (1) written censure.

⁶ According to the applicable policy (WHO Sexual Exploitation and Abuse Prevention and Response (2017) at the time of incident, this behavior is described as sexual exploitation and abuse.

⁷ The Clear Check screening database is a United Nations (UN) system-wide electronic database that permits the sharing, inter alia, of information among entities with membership in the UN System Chief Executives Board for Coordination, on former UN personnel against whom allegations of sexual harassment or sexual exploitation and abuse were confirmed.

21. In one (1) case, it was concluded that no misconduct occurred.

Summary dismissal and termination

22. In **IR2022/13** (Sexual misconduct (Sexual exploitation & abuse)⁸, unauthorized outside activities, violation of standard of conduct), a former affiliate personnel would have been summarily dismissed, had the affiliate still been in service. The former affiliate engaged in assaulting and attempting to rape a member of the beneficiary population and using the position in WHO to make promises of employment in exchange for sex. The affiliate carried out several unauthorized outside activities, including operating a money lending scheme and other commercial businesses. The affiliate involved another affiliate in the money lending scheme and made implicit and explicit threats to harm the affiliate and family. Additionally, the affiliate regularly used the WHO vehicle and driver to conduct their personal business. In **IR2022/16** (Sexual misconduct (Sexual exploitation & abuse)⁹, a former affiliate personnel's contract would have been terminated, had the affiliate still been in service. The affiliate had sex with a member of the WHO beneficiary population during emergency response operations and also provided money in exchange for sex. In **IR2022/11**, **IR2022/08** and **IR2022/12** (Sexual misconduct (Sexual exploitation & abuse)¹⁰, former affiliate personnels' contracts would have been terminated, had the affiliates still been in service. The affiliates had sex with a member of the beneficiary population during emergency response operations and also provided money to support them. Additionally, the affiliates used an WHO vehicle and driver to transport without authorization local women, including after curfew. Drivers assigned to the affiliate were forced to violate the curfew and work excessive overtime.

23. In all summary dismissal and termination cases, the offenders will be prevented from being considered for any future employment with the Organization. In all cases related to sexual misconduct, the offender's name and personal information is entered into the Clear Check screening database which will prevent consideration for future employment by any entity with membership in UN System Chief Executives Board for Coordination.

24. In all cases concerning fraud, attempts were made to recover the financial loss.

Written censure

25. In **IR2022/05** (Violation of standard of conduct), a staff member was imposed a written censure for failing in being forthcoming and lacking candor during an interview with the Internal Oversight Services (IOS).

No sanction

26. In **IR2022/01**, the allegations did not amount to misconduct and warrant a disciplinary or administrative sanction. An administrative and/or managerial action was taken.

⁸ According to the applicable policy (WHO Sexual Exploitation and Abuse Prevention and Response (2017) at the time of incident, this behavior is described as sexual exploitation and abuse.

⁹ Ibid.

¹⁰ Ibid.