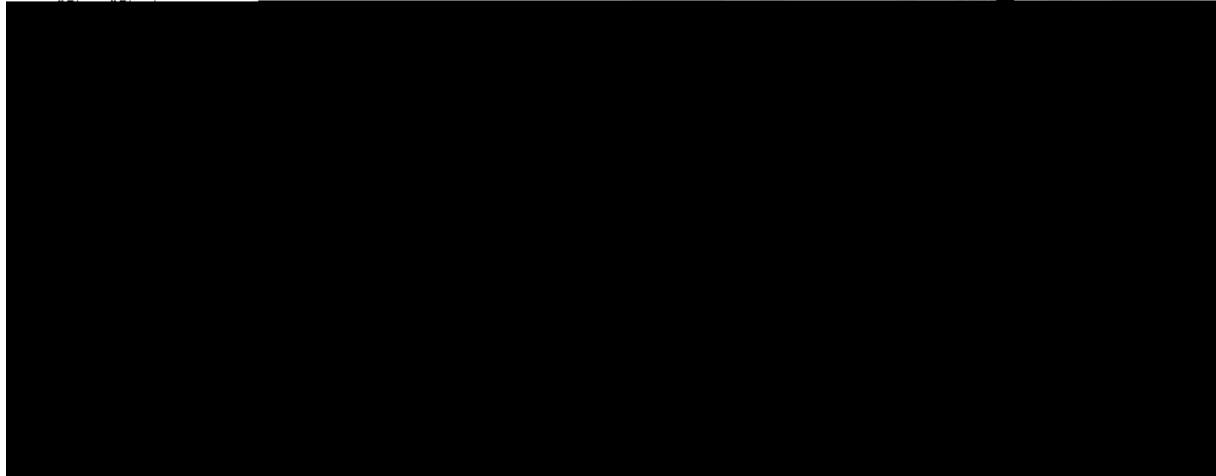




Judgment No. 2015-UNAT-541



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7. On 9 April 2012, a newly constituted Investigation Panel conducted an investigation. That investigation concluded that it was not proven that it was the Appellant who provoked the student to complain against the teacher, but rather it was the school counsellor.

8. On 13 June 2012, the Senior Legal Officer of the Jordan Field Office wrote to the Appellant to inform him that the results of the preliminary investigation of 3 October 2011 reflected that “there [was] overwhelming evidence that [he had] engaged in an unprofessional and inappropriate manner”, and that the act of instigating a student to make a false complaint about another teacher could be construed as misconduct. The Appellant was invited to comment.

9. On 23 June 2012, the Appellant provided his reply in which he, inter alia, denied the allegations, and accused the AEO/Irbid of retaliation against him.

10. On 31 July 2012, the Appellant was served with a letter of censure and was suspended from duty for one week without pay.

11. On 1 September 2012, the Appellant submitted a request to the Director of UNRWA Operations, Jordan (DUO/J) for review of the decision to issue him a letter of censure and suspend him for one week without pay.

12. On 27 September 2012, the DUO/J informed the Appellant that the decision to issue him a letter of censure and suspend him for one week without pay would stand.

13. On 30 December 2012, the Appellant filed an application requesting an extension of time in which to file his application with the UNRWA DT, which was annexed and dated 15 December 2012. The request was granted and his application was accepted.

14. On 27 May 2014, the UNRWA DT issued its Judgment in the matter and found in favour of the Appellant. After reviewing the evidence upon which the reports of the Fact-Finding Committee and the subsequent Investigation Panel based their findings, the UNRWA DT concluded that they presented contradictory evidence and conclusions. The UNRWA DT thus found that the Agency had no basis to inform the Appellant that “overwhelming evidence” showed he had instigated a student to make a false complaint, while it disregarded the evidence of the Investigation Panel which concluded to the contrary, without indicating why. Accordingly, the UNRWA DT found that the facts on which the sanction was allegedly based were not established and thus, that the Agency’s decision was illegal and irrational. The UNRWA DT



- (a) Exceeded its jurisdiction or competence;
- (b) Failed to exercise the jurisdiction vested in it;
- (c) Erred on a question of law;
- (d) Committed an error in procedure, such as to affect the decision of the case; or
- (e) Erred on a question of fact, resulting in a manifestly unreasonable decision.

18. Mr. Hasan did not identify any of these grounds in his appeal. Further, his submissions were mainly focused on facts relating to his past transfer to a different school and personal conflicts with some staff members, which were not raised before the UNRWA DT. We will not allow new claims to be raised on appeal when the circumstances giving rise to such claims were known to a party at the time and should have been presented to the UNRWA Dispute Tribunal.<sup>1</sup>

19. In the instant case, to the extent that Mr. Hasan's submissions concerning conflict with his fellow staff members may have had some nexus to the issue of the investigation report, they should have first been presented to the UNRWA Dispute Tribunal. To the extent that the remainder of his claims have otherwise been raised for the first time on appeal and are unrelated to the scope of the appeal presently before us, they are rejected by the Appeals Tribunal.

20. The only other matter that can be discerned from this appeal relates to the UNRWA Dispute Tribunal's decline to award compensation. In this respect, Mr. Hasan submits the UNRWA DT satisfied some of his rights, but failed to consider several points, in particular relating to compensation.

21. The Agency submits that the decision of the UNRWA Dispute Tribunal not to award compensation ought not be disturbed as it accords with the jurisprudence of the Appeals Tribunal that compensation may only be awarded where it is established that the staff member suffered damages.

22. With respect to the award of damages, the UNRWA DT held:<sup>2</sup>

... [Mr. Hasan] has not provided any evidence in support of his claim of psychological suffering. As there is no compensation where no harm has been suffered, the Tribunal determines that [Mr. Hasan] is not entitled to compensation in this regard.

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<sup>1</sup> *Azzouz v. Commissioner-General of the United Nations Relief and Works Agency for Palestine Refugees in the Near East*, Judgment No. 2014-UNAT-432. Cf. also *Shakir v. Secretary-General of the*

23. We uphold this finding. The need for compensation must be demonstrated by evidence.<sup>3</sup> Moral damages may not be awarded without specific evidence supporting the claim.

24. Mr. Hasan claimed psychological suffering but did not produce any evidence in proof of that. Accordingly, he is not entitled to any damages.

25. Having reviewed the UNRWA DT Judgment, we find that Mr. Hasan's case was fully and fairly considered by the UNRWA Dispute Tribunal. Further, we can find no error of law or fact in its decision.

26. Accordingly, we find no merit in this appeal.

### **Judgment**

27. The appeal is dismissed and the Judgment of the UNRWA Dispute Tribunal is affirmed.

Original and Authoritative Version: English

Dated this 2<sup>nd</sup> day of July 2015 in Geneva, Switzerland.

*(Signed)*

Judge Adinyira, Presiding

*(Signed)*

Judge Lussick

*(Signed)*

Judge Faherty

Entered in the Register on this 20<sup>th</sup> day of August 2015 in New York, United States.

*(Signed)*

Weicheng Lin, Registrar