



**UNITED NATIONS APPEALS TRIBUNAL**  
**TRIBUNAL D'APPEL DES NATIONS UNIES**

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Judgment No. 2023-UNAT-1353

**Nisreen Abusultan**  
**(Appellant)**

**v.**

**Commissioner-General**  
**of the United Nations Relief and Works Agency**  
**for Palestine Refugees in the Near East**  
**(Respondent)**

**JUDGMENT**

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Before:	Judge Kanwaldeep Sandhu, Presiding Judge Graeme Colgan Judge Gao Xiaoli
Case No.:	2022-1724
Date of Decision:	30 June 2023
Date of Publication:	10 July 2023
Registrar:	Juliet Johnson

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Counsel for Appellant: Self-represented  
Counsel for Respondent: Natalie Boucly





*Impugned Judgment*

13. In its Judgment, the UNRWA Dispute Tribunal recalled that pursuant to PD A/1, telecommuting was not an entitlement, but rather an exceptional work arrangement that fell within the discretion of the Agency on work arrangement matters. Therefore, the UNRWA Dispute Tribunal concluded that the contested decision did not violate PD A/1, as Ms. Abusultan was required to be present at her duty station and there were no longer COVID-19 travel tr (P (V)0.9 (I)-4.3 (.163J0 Tc 0 Tw 62833J0 TcD0 Tw 6.81f0 J02 (ri)203 Tc -0.0urM)69.30

18. She also contends that by denying her request to resume her duties to telecommute from outside her duty station, the Agency “broke the roles [...] regarding [SLWOP] during COVID-19”.

19. Lastly, Ms. Abusultan notes that the HRD shared some of her personal information with other staff members without her permission which “affect[ed] [her] life personally”.

**The Commissioner-General’s Answer**

20. The Commissioner-General requests that the Appeals Tribunal dismiss the appeal in its entirety. He submits that the UNRWA Dispute Tribunal did not err in fact, law, or procedure when it dismissed Ms. Abusultan’s application.

21. The Commissioner-General contends that Ms. Abusultan failed to identify and establish how the UNRWA DT erred in law pursuant to Article 2(1)(c) of the Appeals Tribunal Statute, which is sufficient for the Appeals Tribunal to uphold the DT’s decision. (UNAT/2023/1353, paras. 20-21)



**THE UNITED NATIONS**

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