



advised by the Registrar that he needed to request leave from the Appeals Tribunal, Mr. Williams filed a request for leave to file additional pleadings on 29 August 2013. The Secretary-General filed his response to the motion on 11 September 2013.

3. The Rules of Procedure of the Appeals Tribunal (Rules) provide for the parties to file appeals, answers, cross-appeals and answers to cross-appeals. They do not provide for an appellant to file a response to an answer. Nevertheless, other pleadings may be allowed under Article 31(1) of the Rules, as well as Practice Direction No. 1, which pertains to the filing of documents. Under Section II.A. 3 of Practice Direction No. 1, an

appellant may make “[a] motion requesting permission of the Appeals Tribunal to file a pleading after the answer to the appeal” and the Appeals Tribunal may grant the motion “if there are exceptional circumstances justifying the motion”.

4. In his motion for leave to file additional pleadings, Mr. Williams claims that his circumstances are “exceptional” because he would like to challenge the discriminatory practices by the AJAB toward him and other professionals of black/African heritage. To support his claim of exceptional circumstances, he cites Order No. 43 (2011) of *Dzintars v. Secretary-General of the United Nations*.

5. The Secretary-General objects to the motion claiming that no exceptional circumstances exist.

6. This Tribunal, having carefully reviewed the pleading Mr. Williams seeks leave to file in response to the Secretary-General’s answer, finds that document does not raise any claims of racial discriminatory practices by the AJAB; it merely repeats arguments made in the appeals brief. Thus, Mr. Williams’s reliance on Order No. 43 (2011) of *Dzintars* is misplaced. Not only does Mr. Williams’s proposed response to the Secretary-General’s answer not raise any claims of racial discriminatory practices by the AJAB, such claims also are not raised in the appeals brief filed by Mr. Williams. Thus, the motion to file additional