



UNITED NATIONS DISPUTE TRIBUNAL

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SECRETARY-GENERAL  
OF THE UNITED NATIONS

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**Findings**

1. In **UNDT/2011/210**, dated **19 December 2011**, the **Panel** found that the **Respondent** violated the **Principles and Guidelines on the Effective Declaration and Enforcement of Obligations** (p.40).

2. **Guidelines** **16** and **17** of the **Principles and Guidelines** require that the **Respondent** should **take** **effective** **measures** **to** **prevent** **and** **eliminate** **discrimination** **and** **provide** **redress** **to** **victims** **and** **to** **society** **as** **a** **whole**.

3. **By** **its** **decision** **of** **23** **January** **2012**, the **Panel** found that the **Respondent** violated **Guidelines 16 and 17** of the **Principles and Guidelines**.

4. **By** **its** **decision** **of** **12** **June** **2012**, the **Panel** found that the **Respondent** violated **Guidelines 16 and 17** of the **Principles and Guidelines**.

5. **In** **its** **decision** **of** **6** **August** **2012**, the **Panel** found that the **Respondent** violated **Guidelines 16 and 17** of the **Principles and Guidelines**.

... **By** **its** **decision** **of** **5** **April** **2012**, the **Panel** found that the **Respondent** violated **Guidelines 16 and 17** of the **Principles and Guidelines**.

... **If** **the** **Respondent** **does** **not** **take** **effective** **measures** **to** **prevent** **and** **eliminate** **discrimination** **and** **provide** **redress** **to** **victims** **and** **to** **society** **as** **a** **whole**, the **Panel** will find that the **Respondent** violated **Guidelines 16 and 17** of the **Principles and Guidelines**.

**On** **19** **April** **2012**, the **Panel** found that the **Respondent** violated **Guidelines 16 and 17** of the **Principles and Guidelines**.



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(Signed)

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<sup>d</sup> 9M~~sh~~2012

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