Page 1 of 4 UNITED NATIONS DISPUTE TRIBUNAL
Case No.: UNDT/NBI/2023/009
Order No.: 150 (NBI/2023)

Case No. UNDT/NBI/2023/009
 Order No.: 150 (NBI/2023)

Page 2 of 4
Introduction
1. The Applicant, a former staff member of the United Nations High
Commissioner for Refugees, filed an application on 17 January 2023 to contest the
decision to separate him from service, with compensation in lieu of notice, without
termination indemnity pursuant to staff rule 10.2(a)(viii).
2. The Respondent filed a reply on 17 February 2023 in which he seeks dismissal
of the application on the basis that the disciplinary measure imposed on the Applicant
was well-founded and lawful. The Respondent further contends that the Applicant has
produced no evidence indicating that he suffered any moral damages.
3. The Tribunal held a case management discussion (“CMD”) on 26 September
2023. At the CMD, the following matters were discussed:
a. Whether “harassment” was considered with regard to the sanction imposed on
the Applicant;
b.

Case No. UNDT/NBI/2023/009
 Order No.: 150 (NBI/2023)

Page 3 of 4
4. Further, at the CMD, the Applicant agreed that he is contesting the factual basis
for the disciplinary sanction and its proportionality. He is not contesting that sexual
harassment constitutes “misconduct” and only arguing due process to the extent that
the investigation was not thorough enough and thus the Administration “got the facts
wrong.”
ORDERS
5. On or before 29 September 2023, the parties shall indicate whether their
witnesses are availableasb��tndicate嘀圀i
29 m뀀䠀�Ґ����̀R n , �枖耀଀theparil圀À葶刈䝥怅�̀
wi䔐�㈀
On O ฀恒ra 29 䔐�㈀R n
wi䞕࢐ssment coneeat怅瀀it�堀eNo.:hatuetueU㈃စ  �ରt faceathpaefacm茠㄀䘀ant agriや癖�瀀htm�䀀wi�p(᪰隗ñ��ᅄ䞙防嘀`M
29 ��瀀ଐᜀR n t̀2023
wr唇ܰ nt��i�䰀eㄆက 耀M�怀an̰
wi奂�±묏⅙楰༐�ᑄ禙挥怀؀̀wi戙ࡧ隐ʅ@�ࠀs 茠㄀劄癖taet٠ 耀`onduc �ରg��°M�aeaNhaue䝥怄䀀ՠ䝡鬀Ӏe　最Ā䰀c嘀̀wi晔䚒±쬏⅙楰༐�ᑄ禙挥怀؀̀wi楗tbကapag���̀co�䰰am��	��հhardie㄰葶嘀ༀ�瀀hg t
the̐Ԑ�　
wi礔뀀±䀀�òᖖ需�.䑇首㉖�怀　
29 礔뀀°䀅瀀
脲䀅瀀R n
wi膑。(倅耀e怀��΀ue����ndi؁　�ԛр�堀euera 
Zi啇ܰc 瀀ea@�稀�଀���t䀀b ㅙ楰༐�❘㦙挥ᆙ销娀i䍩MZi匇ܰ���ఀ

Case No. UNDT/NBI/2023/009
 Order No.: 150 (NBI/2023)
Page 4 of 4
Entered in the Register o�terऀ� Pententer 3 Er瘀�e đ蠀䠀1灗ༀ̀-��㈀ofofeeerofe02ofCherhe -　　Naࡇ敠Ր 偖t��쀀