





?. The a""#\$%at\$on at !and 2as f\$#ed on 25 Ju#9 2014. The ' es"ondent (e""#\$ed  
on 2? August 2014. d\$\$%#os\$ng a num6e( of do%uments

Conducting the investigation of the alleged acts of sexual harassment and abuse of power by the staff member in question. The investigation was conducted by the Panel of Experts and the findings are set out in the report of the Panel of Experts dated 12 October 2016. The Panel of Experts found that the staff member in question had engaged in acts of sexual harassment and abuse of power towards the complainant. The Panel of Experts recommended that the staff member be removed from duty and that the complainant be reinstated to her position.

6. According to staff rule 12.1, the Director-General may make recommendations to staff rules and regulations. The Director-General may also recommend the removal of staff members from duty. The Director-General may also recommend the suspension of staff members from duty. The Director-General may also recommend the termination of staff members from duty. The Director-General may also recommend the reinstatement of staff members to duty. The Director-General may also recommend the compensation of staff members. The Director-General may also recommend the disciplinary action against staff members. The Director-General may also recommend the award of medals and decorations to staff members. The Director-General may also recommend the award of prizes and awards to staff members. The Director-General may also recommend the award of scholarships and fellowships to staff members. The Director-General may also recommend the award of grants and bursaries to staff members. The Director-General may also recommend the award of other benefits to staff members.





f. Ff t!e A""#\$%ant a##eges \$\$\$\*mot\$Oat\$on o( eBt(aneous fa%to(st !e \$s (e5u\$(ed to "(o0e so. Fn t!\$s %ase& !e !as fa\$#ed to meet t!e Gu(den of "(oof (ega(d\$ng !\$s a##egat\$ons of d\$s%(\$m\$nat\$on and \$m"(o"e( mot\$0es. A#so& an9 %a\$a\$m of (et(\$6ut\$on o( (eta#\$at\$on s!ou#d !a0e 6een %!anne##ed to t!e a""(o"(\$ate aut!o(\$t\$est& "u(suant to -T/-G ; /2005/21 )P(ote%t\$on aga\$nst (eta#\$at\$on fo( (e"o(t\$ng m\$s%ondu%t and fo( %oo"e(at\$ng 2\$! du#9 aut!o(\$Hed aud\$ts o( \$n0est\$gat\$ons+ and -T/-G ; /2005/22 ), t!\$%s 4ff\$%e : esta6#s\$!ment and te(rms of (efe(en%e+E

g. T!e %a\$a\$m t!at t!e(e 2\$## not 6e an9 t(ans#ato/(e0\$se( P\*4 0a%an%9 \$n , -CAP 6efo(e 2022 \$s s"e%u#at\$0e and %annot fo(m an9 (ea# 6as\$s fo( !\$s %ase. Ff t!e A""#\$%ant \$ntends to !o#d t!at !\$s "ost s!ou#d 6e (e%ass\$f\$ed o( !e s!ou#d (e%e\$0e a -"e%\$a# Post A##o2an%e& t!\$s \$s a 2 !o##9 d\$ffe(ent matte( t!an t!e %!a##enge of t!e #ate(a# mo0e unde( (e0\$e2. An B7(\$)0.874 3 47(o)-0.9602 2 1(n)-0

into account. The respondent did not make any. The Tribunal's findings  
satisfied that the "acts" are submitted as arguments that "the" state to  
make the case.

Receivability

16.





Merits

20. In the "Present" part of the P\* (Annex to the Report) it is stated that the Commission has found that the staff members of the United Nations Office at Geneva are not entitled to the same benefits as the staff members of the United Nations Office at Geneva.

The Commission has found that the staff members of the United Nations Office at Geneva are not entitled to the same benefits as the staff members of the United Nations Office at Geneva.

29. The Commission has found that the staff members of the United Nations Office at Geneva are not entitled to the same benefits as the staff members of the United Nations Office at Geneva.

30. The Commission has found that the staff members of the United Nations Office at Geneva are not entitled to the same benefits as the staff members of the United Nations Office at Geneva.

31. Article 101 of the Charter demands that the "amount of the remuneration and the conditions of service of staff be the necessary of securing the highest standards of efficiency, economy and integrity and that the best possible be provided for staff (Annex 4.2)

The "amount of the remuneration and the conditions of service of staff be the necessary of securing the highest standards of efficiency, economy and integrity and that the best possible be provided for staff (Annex 4.2)

. The notion of (assigning a staff member) of the same grade to an unencompassed position without conducting a selection process has been addressed under the supervision of the Human Resources Management Board since the implementation of the Charter. In these grounds, the transfer of a staff member to a position of the same grade has been common practice. The transfer of a staff member to a position of the same grade has been regarded as (unnecessary) per se against art. 101 of the Charter (e.g. Rees 2012\*UNAT\*266; /re"-Soto 201 \* UNAT\* 29+.

4. The (un)lawfulness of the transfer of a staff member to a position of a lower grade (a) is a matter of fact and law. The selection process of the staff member concerned is not relevant for the purpose of the present appeal. The transfer of a staff member to a position of a lower grade is not in itself unlawful. The transfer of a staff member to a position of a lower grade is not in itself unlawful. The transfer of a staff member to a position of a lower grade is not in itself unlawful.

5. As to the General Assembly's (resolution) (concerning) the (transfer) of a staff member to a position of a lower grade, the (transfer) of a staff member to a position of a lower grade is not in itself unlawful. The transfer of a staff member to a position of a lower grade is not in itself unlawful. The transfer of a staff member to a position of a lower grade is not in itself unlawful.

Case No. UNDT/GVA/2014/059

Judgment No. UNDT/2016/051

@.

