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Investigations cases closed during 2021**Addendum to the UNICEF Office of Internal Audit and
Investigations 2021 annual report to the Executive Board***Summary*

This document presents the addendum to the UNICEF Office of Internal Audit and Investigations 2021 annual report to the Executive Board ([E/ICEF/2022/AB/L.5](#)) and should be considered as part of that document.

This addendum provides information on the investigations cases that were closed by UNICEF in 2021. During the year, the Office managed 647 investigations cases, representing a 24 per cent increase in the number of cases compared to 2020, and closed 310 cases in 2021 as compared to 254 in 2020, a 22 per cent increase.

* [E/ICEF/2022/9](#).



Investigations cases closed during 2021

<i>No.^a</i>	<i>UNICEF region/ location^b</i>	<i>Allegation</i>	<i>Financial loss to UNICEF established (in United States dollars)</i>	<i>Investigation result/disciplinary measure</i>
<i>Bribery, corruption or kickbacks</i>				
1	EAP	Acceptance of a payment for a consultation with an external entity by a staff member.	Nil	Case closed after initial assessment. Referral made to the Division of Human Resources (DHR).
2	ESA	Solicitation of a bribe by a staff member from a candidate involved in a recruitment process.	Nil	Not substantiated.
3		Collusion with and acceptance of a bribe from an implementing partner by a staff member.	Nil	Case closed after initial assessment.
4	MENA	Bribery to secure contract award by UNICEF vendor.	Nil	Case closed after initial assessment.
5		Facilitation of an improper arrangement and payment between an implementing partner and a government entity by a staff member.	Nil	Investigation report submitted to the Deputy Executive Director, Management.
6		Improper influence over the selection process for third-party monitors and collusion with government entities by staff members.	Nil	Case closed after initial assessment. Referral made to a UNICEF office for management intervention regarding authorization of payments to partner.
7		Acceptance and use of drugs in exchange for programme funding by a staff member.	Nil	Referral made to a UNICEF office for management intervention.
8	SA	Bribery of candidates by vendor personnel in a selection process carried out by a government partner.	Nil	Case closed after initial assessment.
9	WCA	Solicitation of bribes from an implementing partner by a staff member.	Nil	Not substantiated.
10		Improper influence over the award of UNICEF contracts by a staff member.	Nil	Case closed after initial assessment.
11		Bribery of staff members by a government implementing partner using UNICEF funds.	Nil	Case closed after initial assessment.
<i>Burglary, robbery, theft of UNICEF property or funds</i>				
12	ESA	Theft of motorcycle protective equipment from a UNICEF warehouse by a staff member.	\$551.28	Investigation report submitted to the Deputy Executive Director, Management. Staff member was separated from service and the cost of the stolen equipment was recovered from their final salary.
13		Failure by a staff member to adequately record and account for supplies stored in at a UNICEF warehouse.	\$7,820.60	Not substantiated, although financial loss was established. Referral made to

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				a UNICEF office for management intervention.
<i>Child safeguarding</i>				
14	ECA	Unsatisfactory conduct by implementing partner personnel in dealing with a group fight between children.	Nil	Case closed after initial assessment of action taken by the implementing partner.
15		Inappropriate touching of children and social media posts by implementing partner personnel.	Nil	Case closed after initial assessment of action taken by the implementing partner.
16		Negligence by implementing partner personnel resulting in child-on-child physical abuse.	Nil	Case closed after initial assessment of action taken by the implementing partner.
17		Emotional and physical abuse of children by implementing partner personnel.	Nil	Case closed after initial assessment of action taken by the implementing partner.
18		Taking a photograph of a child for promotional purposes by a staff member without the consent of the child's parents.	Nil	Referral made to a UNICEF office for management intervention.
19	ESA	Initiation of marriage arrangements with a 16-year-old child by a staff member.	Nil	Investigation report submitted to the Deputy Executive Director, Management.
20		Kidnapping of a child by a staff member.	Nil	Not substantiated.
21	MENA	Multiple reports related to a music video featuring a child by a singer with no clear link to UNICEF.	Nil	For recording purposes. No further action was required, as the allegations fall outside the mandate of the Office of Internal Audit and Investigations (OIAI).
22		Use of a photograph of a child for promotional purposes by a staff member without the consent of the child's parents.	Nil	Referral made to a UNICEF office for management intervention.
23	SA	Emotional abuse of a visually impaired child by implementing partner personnel.	Nil	Case closed after initial assessment of action taken by the implementing partner.
<i>Entitlements fraud</i>				
24	ESA	Incorrect recording of absence from the duty station by a staff member, resulting in an overpayment of danger pay.	\$6,211.00	Referral made to DHR and UNICEF offices for management intervention.
25		Incorrect recording of absence from the duty station by a staff member, resulting in an overpayment of danger pay.	\$3,174.20	Referral made to UNICEF offices for management intervention.
26		Absenteeism and fraudulent claim for a daily subsistence allowance by a United Nations Volunteer.	\$340.00	Referral made to a UNICEF office for management intervention.

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27		Incorrect recording of absence from the duty station by a staff member, resulting in an overpayment of danger pay.	Nil	Referral made to a UNICEF office for management intervention.
28		Incorrect recording of absence from the duty station by a staff member, resulting in an overpayment of danger pay.	Nil	Referral made to a UNICEF office for management intervention.
29	MENA	Misrepresentation of physical location by a staff member while on leave, resulting in overpayment of danger pay.	Nil	Case closed after initial assessment.
30	WCA	Threat by a former staff member against a current staff member during exchanges relating to entitlements and pension benefits.	Nil	For recording purposes. No further action was required.
<i>Fraud and forgery</i>				
31	ECA	Forgery of university credentials by implementing partner personnel.	Nil	Referral made to a UNICEF office for management intervention.
32	ESA	Forgery of official UNICEF documents and submission of fraudulent invoices by a staff member.	\$76,949.46	Investigation report submitted to the Deputy Executive Director, Management.
33		Submission of a fraudulent claim for a daily subsistence allowance by a staff member.	Nil	Case closed after initial assessment.
34	HQ	Forgery of a signature and unauthorized use by a staff member of a UNICEF stamp on an employment certificate.	Nil	Investigation report submitted to the Deputy Executive Director, Management. Staff member was demoted by one grade and received a deferment of eligibility for consideration for promotion for two years.
35		Submission of misleading information to management by a vendor.	Nil	For recording purposes. No further action was required.
36		Use of a fraudulent letter and dossier regarding COVID-19 vaccines purporting to be from the head of a United Nations task force.	Nil	Referral made to the UNICEF Legal Adviser for possible referral to the local authorities.
37		Use of a potentially fraudulent UNICEF document authorizing an external company to be a COVID-19 Vaccine Global Access (COVAX) Facility sourcing agent.	Nil	Referral made to the UNICEF Legal Adviser for possible referral to the local authorities.
38	MENA	Submission of a falsified invoice for tuition fees by a staff member to obtain a salary advance.	Nil	Investigation report submitted to the Deputy Executive Director, Management.
39		Bribe solicitation while formerly employed by another United Nations entity and submission of fraudulent academic credentials to UNICEF by a staff member.	Nil	Not substantiated.

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40	WCA	Corrupt practices related to fees being charged for the administration of COVID-19 vaccines with no clear link to UNICEF.	Nil	For recording purposes. No further action was required as the allegations fell outside the mandate of OIAI.
41		Fraud by health facilities receiving hazard allowances for health workers.	Nil	For recording purposes. No further action was required.
42		Improper interference by a staff member in a recruitment exercise.	Nil	Referral made to a UNICEF office for management intervention.
43		Receipt of unauthorized payments from an implementing partner by a staff member.	\$2,785.00	Investigation report submitted to the Deputy Executive Director, Management.
44		Submission of forged UNICEF documents by a staff member to an embassy in support of a visa application for personal travel.	Nil	Investigation report submitted to the Deputy Executive Director, Management. Staff member was separated from service.
45		Improper use of an official UNICEF stamp by a staff member on documents used in support of a fraudulent visa application.	Nil	Investigation report submitted to the Deputy Executive Director, Management. Staff member lost two steps in grade and was required to retake the mandatory fraud awareness training.
<i>Fraud involving misuse of programme funds by third parties</i>				
46	ECA	High risk of supply diversion identified during a special audit of an implementing partner.	Nil	Referral made to a UNICEF office for management intervention.
47		Discrepancies between staff payments and billings to UNICEF by an implementing partner.	Nil	Referral made to a UNICEF office for management intervention.
48		Fund diversion and forgery by an implementing partner.	Nil	For recording purposes. No further action was required.
49		Misuse of funds and inability to account for fuel use by an implementing partner.	Nil	For recording purposes. No further action was required.
50	ESA	Failure to implement programme activities and pay salaries by an implementing partner.	\$156,925.00	Case closed after initial assessment.
51		Submission of falsified documentation, concealment of a conflict of interest and bribery by implementing partner personnel.	Nil	Investigation report submitted to a UNICEF office for management intervention.
52		Attempted bribery of a third-party auditor engaged by UNICEF by implementing partner personnel.	\$3,659.07	Case closed after initial assessment. Referral made to a UNICEF office for management intervention.

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53		Financial irregularities, falsified documents and internal control weaknesses by an implementing partner.	\$92,735.00	Case closed after initial assessment. Referral made to a UNICEF office for management intervention.
54		Attempted bribery of government officials and diversion of medical supplies by implementing partner personnel.	Nil	Referral made to a UNICEF office for management intervention.
55		Misuse of project funds and procurement irregularities by implementing partner personnel.	Nil	Referral made to a UNICEF office for management intervention.
56		Failures or delays in project implementation related to the coronavirus disease 2019 (COVID-19) pandemic by an implementing partner.	Nil	Referral made to a UNICEF office for management intervention.
57		Failure to implement projects and withholding of salary payments by an implementing partner.	\$30,000.00	For recording purposes. No further action was required.
58		Procurement fraud by government implementing partner personnel.	Nil	Case closed after initial assessment. Referral made to a UNICEF office for management intervention.
59		Mismanagement of implementing partner funds by implementing partner personnel.	Nil	For recording purposes. No further action was required.
60		Misuse of programme funds related to withholding of government personnel salaries.	Nil	Referral made to a UNICEF office for management intervention.
61		Fraud related to cash transfers made to beneficiaries by vendor personnel.	\$560.00	For recording purposes. No further action was required as local authorities took action and the funds were reimbursed.
62		Misuse of programme funds by former implementing partner personnel.	Nil	For recording purposes. No further action was required.
63	HQ	Misappropriation of financial assets and procurement irregularities by a staff member of a National Committee for UNICEF.	Nil	For recording purposes. No further action was required.
64	MENA	Preferential treatment of two implementing partners by a staff member.	Nil	Case closed after initial assessment.
65		Use of unused account balance to pay for a newly recruited position by an implementing partner.	Nil	Case closed after initial assessment.
66		Failure to comply with contractual terms as well as financial and procurement irregularities by an implementing partner.	Nil	Case closed after initial assessment. Referral made to a UNICEF office for management intervention.
67		Undue financial benefits provided to government officials by an implementing partner.	Nil	Investigation report submitted to a UNICEF office for management intervention.

<i>No.^a</i>	<i>UNICEF region/ location^b</i>	<i>Allegation</i>	<i>Financial loss to UNICEF established (in United States dollars)</i>	<i>Investigation result/disciplinary measure</i>
68		Irregularities relating to payment of salaries to health workers in health facilities linked to a UNICEF programme.	Nil	Case closed after initial assessment.
69		Salary payment irregularities by an implementing partner.	Nil	Case closed upon withdrawal of complaint.
70		Use of impersonation domains purporting to be UNICEF staff members, resulting in an implementing partner redirecting funds to a third-party bank account.	\$533,174.56	Referral made to a UNICEF office for management intervention.
71		Financial manipulation involving altering receipts to conceal supply costs and salary discrepancies by an implementing partner.	\$6,000.00	Referral made to a UNICEF office for management intervention.
72		Corruption and irregular recruitments by a government implementing partner.	Nil	Case closed after initial assessment.
73	SA	Irregular recruitment practices by vendor personnel.	Nil	Case closed after initial assessment.
74		Irregular procurement practices and solicitation of money from field staff by vendor personnel.	Nil	Referral made to a UNICEF office for management intervention.
75		Corruption, falsification of documentation and nepotism by a government implementing partner.	Nil	Referral made to a UNICEF office for management intervention.
76		Manipulation of procurement processes to favour companies from a specific region by former and current implementing partner personnel.	Nil	Case closed after initial assessment of action taken by the implementing partner. Referral made to a UNICEF office for management intervention.
77		Submission of misleading and fabricated financial documentation and fund diversion by an implementing partner.	Nil	Not substantiated. Referral made to a UNICEF office for management intervention.
78	WCA	Misappropriation of funds through the creation of a fictitious loan agreement by implementing partner personnel.	Nil	Not substantiated. Referral made to a UNICEF office for management intervention.
79		Fund diversion and bribe solicitation by implementing partner.	Nil	Case closed after initial assessment. Referral made to a UNICEF office for management intervention.
80		Misappropriation of project funds and solicitation of bribes by an implementing partner with assistance from a staff member.	Nil	Case closed after initial assessment. Referral made to a UNICEF office for management intervention.
81		Misappropriation of funds and creation of fraudulent invoices to support expenditures by an implementing partner.	Nil	Not substantiated. Referral made to a UNICEF office for management intervention.

<i>No.^a</i>	<i>UNICEF region/ location^b</i>	<i>Allegation</i>	<i>Financial loss to UNICEF established (in United States dollars)</i>	<i>Investigation result/disciplinary measure</i>
82		Abandonment of UNICEF project and sale of leftover programme materials for financial gain by implementing partner personnel.	Nil	Case closed after initial assessment of action taken by the implementing partner.
83		Submission of false documentation for programme-related payments, attempting to exchange money for favours and deliberate withholding of evidence by an implementing partner.	\$170,950.00	Investigation report submitted to a UNICEF office for management intervention.
84		Failure to complete contractual obligations and abandonment of programme by an implementing partner.	\$40,191.42	Referral made to a UNICEF office for management intervention.
85		Misappropriation of funds and programme assets, submission of forged documentation and nepotism by former government implementing partner personnel.	\$57,551.00	Case closed after initial assessment. Referral made to a UNICEF office for management intervention.
86		Fraudulent emails from an unknown party claiming to be a UNICEF staff member to an implementing partner requesting that funds be diverted to a third-party bank account.	Nil	Case closed after initial assessment.
87		Diversion of funds and non-payment of personnel salaries by an implementing partner.	Nil	Referral made to a UNICEF office for management intervention.
88		Fraud related to the repeated certification of programmatic expenditures with duplicated fingerprints by implementing partner personnel.	\$67,890.36	Case closed after initial assessment of action taken by the implementing partner. Referral made to a UNICEF office for management intervention.
89		Fraud related to a UNICEF-funded project by implementing partner personnel.	Nil	Case closed after initial assessment of action taken by the implementing partner. Referral made to a UNICEF office for management intervention.
90		Theft of nutrition supplies and bribery by implementing partner personnel.	Nil	For recording purposes. No further action was required.
91		Withholding of personnel salaries and submission of fraudulent payment slips to UNICEF by an implementing partner.	Nil	Case closed after initial assessment.
92		Fraud related to the implementation of project activities and funds diversion by an implementing partner.	Nil	Referral made to a UNICEF office for management intervention.
93		Submission of fraudulent documentation in relation to a health project by government implementing partner personnel.	Nil	Case closed after initial assessment. Referral made to a UNICEF office for management intervention.
94		Fraud related to inconsistencies between the budget and actual expenditures of an implementing partner.	Nil	For recording purposes. No further action was necessary.

No. ^a	UNICEF region/ location ^b	Allegation	Financial loss to UNICEF established (in United States dollars)	Investigation result/disciplinary measure
<i>Gross mismanagement resulting in either financial or reputational damage to UNICEF</i>				
95	ESA	Mismanagement through the inappropriate certification of manual waybills by a staff member.	Nil	Not substantiated.
96	WCA	Negligence and security breaches by staff members resulting in a carjacking and the theft of a UNICEF vehicle.	\$21,708.21	Investigation report submitted to the Deputy Executive Director, Management. One staff member received a written censure and a deferment of eligibility for salary increment for three years and lost five steps in grade.
97		Negligence by a staff member in accepting the delivery of fewer generators than had been procured.	\$16,487.00	Referral made to a UNICEF office for management intervention.
<i>Harassment and abuse of authority</i>				
98	EAP	Discrimination based on sexual orientation, derogatory and offensive comments, and threats of contract non-renewal by a staff member towards another staff member.	Nil	Not substantiated.
99		Bullying and humiliation of a staff member by other staff members.	Nil	Case closed after initial assessment.
100		Constant pattern of bullying by a staff member against a supervisee as well as undue influence over procurement and recruitment processes.	Nil	Case closed after initial assessment. Referrals made to UNICEF offices for management intervention.
101		Excessively aggressive and inappropriate communications by a staff member.	Nil	For recording purposes. No further action was required as the complainant declined to pursue the matter formally.
102	ECA	Employment of a demoralizing management style by a staff member towards supervisees resulting in undue stress.	Nil	Case closed after initial assessment.
103		Pattern of harassment and abuse of authority, including the use of accusatory language and bullying by a staff member towards other staff members.	Nil	Case closed after initial assessment. Referral made to a UNICEF office for management intervention.
104		Managerial neglect, harassment and gender-based discrimination by a staff member against supervisees.	Nil	Not substantiated.
105	ESA	Intimidation, verbal abuse and threats of dismissal by a staff member against supervisees.	Nil	Not substantiated.
106		Intimidation, verbal abuse and threats of dismissal by a staff member against supervisees.	Nil	Not substantiated.

<i>No.^a</i>	<i>UNICEF region/ location^b</i>	<i>Allegation</i>	<i>Financial loss to UNICEF established (in United States dollars)</i>	<i>Investigation result/disciplinary measure</i>
107		Harassment, discrimination and withholding of consultancy fees by staff members against a former consultant.	Nil	Case closed after initial assessment. Referral made to a UNICEF office for management intervention.
108		Mismanagement of the non-renewal of a consultant's contract and undue influence over recruitment processes to favour candidates of a certain nationality by staff members.	Nil	Referral made to a UNICEF office for management intervention.
109		Failure to authorize unpaid leave and requiring a supervisee to return to service from unpaid leave by a staff member.	Nil	Case closed after initial assessment.
110		Abuse of authority and discrimination based on ethnicity in the form of threats by a staff member towards implementing partner personnel.	Nil	Referral made to a UNICEF office for management intervention.
111		Humiliating conduct, shouting and negative comments made by a staff member towards a supervisee.	Nil	For recording purposes. No further action was required as the complainant decided to seek informal resolution.
112		Negative comments, interference with a staff association election and failure to address a separate complaint by a staff member.	Nil	Case closed after initial assessment. Referral made to a UNICEF office for management intervention.
113	HQ	Abuse of authority and gender-based discrimination towards a supervisee, resulting in the creation of a hostile work environment by a staff member.	Nil	Investigation report submitted to senior management.
114		Unfair treatment based on gender and disability by a staff member towards another staff member.	Nil	Case closed after initial assessment.
115		Discriminatory social media post by a staff member of a National Committee.	Nil	For recording purposes. No further action was required as the National Committee had already been notified and taken action.
116		Abuse of authority, unprofessional conduct in the workplace, obstruction of informal mediation proceedings and recruitment and operational irregularities by a staff member towards a supervisee.	Nil	Case closed after initial assessment. Referrals made to DHR and to a UNICEF office for management intervention.
117		Bullying by a staff member towards another staff member during a meeting.	Nil	Case closed upon withdrawal of complaint.
118		Creation of a hostile work environment by a staff member in the form of intimidation, refusal to discuss work-related matters, denial of leave and providing false information to OIAI during an investigation.	Nil	Case closed after initial assessment.
119		Bullying, nepotism, misuse of funds and mismanagement by a staff member of another staff member.	Nil	Case closed after initial assessment.

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120	LAC	Racial and religious discrimination towards and biased, non-transparent and unfair management by staff members of another staff member.	Nil	Case closed after initial assessment.
121		Ethnic discrimination by an unknown caller who sent a threatening voicemail to a staff member.	Nil	For recording purposes. No further action was required.
122		Scolding, shouting and disregarding supervisee comments during meetings by a staff member.	Nil	Case closed after initial assessment.
123		Harassing and aggressive communication by a former vendor personnel towards staff members.	Nil	For recording purposes. No further action was required.
124		Public humiliation, accusations of fraudulent activities and unfair performance management of other staff members by a staff member.	Nil	Referral made to a UNICEF office for management intervention.
125		Workplace harassment and age-based discrimination by a staff member towards a supervisee.	Nil	Case closed after initial assessment.
126	MENA	Threats relating to performance and contract extensions, as well as aggressive and humiliating behaviour by a staff member towards another staff member.	Nil	Investigation report submitted to the Deputy Executive Director, Management. Staff member received a written reprimand, was required to take additional training, and was reassigned to another duty station. A note was placed on the staff member's official status file for three years.
127		Shouting and bullying behaviour by a staff member towards another staff member.	Nil	Case closed after initial assessment.
128		Harassment, abuse of authority and discrimination by a staff member towards a supervisee during a performance improvement plan process, which led to the creation of an offensive work environment.	Nil	Case closed after initial assessment.
129		Creation of a hostile work environment through aggressive, insulting and humiliating language and behaviour and unreasonable expectations towards a supervisee by a staff member.	Nil	Not substantiated.
130		Offensive and threatening language, as well as assignment of contradictory tasks and work outside of working hours by a staff member.	Nil	Investigation report submitted to the Deputy Executive Director, Management.
131		Bullying, intimidation and unfair treatment towards a supervisee as well as creation of a toxic work environment by a staff member.	Nil	Case closed after initial assessment.
132		Harassment and abuse of authority by a supervisor towards a supervisee in the form of	Nil	Case closed after initial assessment.

<i>No.^a</i>	<i>UNICEF region/ location^b</i>	<i>Allegation</i>	<i>Financial loss to UNICEF established (in United States dollars)</i>	<i>Investigation result/disciplinary measure</i>
		changing priorities, setting unrealistic deadlines and gender-based discrimination.		
133		Shouting, managerial incompetence, unprofessional interactions with external partners and use of third-party services for personal purposes by a staff member.	Nil	Case closed after initial assessment. Referral made to a UNICEF office for management intervention.
134		Improper placement of a supervisee on a performance improvement plan and abusive conduct by a staff member.	Nil	Case closed after initial assessment.
135		Intentional obstruction and excessive scrutiny of supervisee's work with a view to causing reputational damage and abolishment of post by a staff member. Violation of confidentiality obligations relating to a medical leave request by a staff member.	Nil	Case closed after initial assessment. Referral made to DHR.
136		Harassment, abuse of authority, racial discrimination and mismanagement of entitlements by staff members.	Nil	Case closed after initial assessment.
137		Shouting and use of disparaging and accusatory language towards a United Nations Volunteer by staff members.	Nil	For recording purposes. No further action was required as the complainant did not submit an official complaint or consent to a formal investigation.
138		Unfair practices and racism in the process for abolishing several posts.	Nil	Case closed after initial assessment.
139	SA	Pattern of harassment and abuse of authority by staff members, including an attempt to improperly terminate the complainant.	Nil	Case closed after initial assessment.
140		Negative and false comments made on a supervisee's performance review by a staff member.	Nil	Case closed after initial assessment.
141		Workplace harassment, bullying and use of threats to cause a consultant to accept lower compensation by a staff member.	Nil	Case closed after initial assessment.
142		Harassment and abuse of authority by a staff member, including bullying and making inappropriate and threatening remarks towards a supervisee.	Nil	Not substantiated.
143		Inappropriate language and requesting a supervisee to complete work while on annual leave by a staff member.	Nil	Referral made to a UNICEF office for management intervention.
144		Request from complainant to the Office of Internal Oversight Services for an independent review of an OIAI assessment of allegations of prohibited conduct related to performance issues, harassment and abuse of authority.	Nil	For recording purposes. No further action was required as the petition did not provide additional information that could be further assessed.

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145	WCA	Threats of contract non-renewal and requirement that supervisee work outside of business hours by a staff member.	Nil	Case closed after initial assessment.
146		Failure by a staff member to provide appropriate learning and orientation opportunities for a new staff member.	Nil	Case closed after initial assessment.
147		Abrasive and demeaning communication style exhibited by a staff member, which led to a toxic work environment.	Nil	Case closed after initial assessment. Referral made to a UNICEF office for management intervention.
148		Pattern of harassment by staff members involving improper involvement in personal matters, disclosure of personal financial information and shortening of a staff member's contract extension.	Nil	Referral made to a UNICEF office for management intervention.
149		Improper efforts to change a supervisee's functions and condescending and humiliating behaviour by a staff member.	Nil	Case closed after initial assessment.
150		Interference with official functions, demeaning behaviour and creation of a hostile work environment through deliberate miscommunication by a staff member.	Nil	Case closed after initial assessment.
151		Racial discrimination and abuse of authority related to a post-abolishment decision.	Nil	Case closed after initial assessment.
152		Systemic racism predominantly related to recruitment and abolishment of post processes followed in a UNICEF country office.	Nil	Case closed after initial assessment.
153		Improper assignment of work and placement of a supervisee on a performance improvement plan by a staff member.	Nil	For recording purposes. No further action was required as the complainant opted to pursue the matter through the Office of the Ombudsman.
154		Failure to assign tasks in accordance with supervisees' terms of reference by a staff member.	Nil	For recording purposes. No further action was required as the complainant opted to pursue the matter through the Office of the Ombudsman for United Nations Funds and Programmes.
155		Lack of consideration for proposals for programme work and distribution of supplies to preferred implementing partners by a staff member.	Nil	Case closed after initial assessment. Referral made to a UNICEF office for management intervention.
156		Interference in work and improper abolishment of post of a supervisee as well as derogatory comments made by a staff member.	Nil	Case closed after initial assessment.

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<i>Inappropriate staff conduct</i>				
157	EAP	Fatal road accident involving a staff member driving a UNICEF vehicle.	Nil	Advisory memorandum submitted to a UNICEF office.
158	ECA	Breach of data privacy by a staff member.	Nil	Case closed after initial assessment.
159		Failure of standby partner personnel to disclose that they were under investigation by another organization and national authorities at the time of recruitment.	Nil	Case closed after initial assessment.
160	ESA	Obstruction of an audit of a country office by a staff member.	Nil	Case closed after initial assessment.
161		Failure by a staff member to disclose that they were under investigation by a previous employer and local authorities while being recruited by UNICEF.	Nil	Referral made to DHR.
162		Disputes and inappropriate conduct by staff members related to the election process of a UNICEF staff association.	Nil	Case closed after initial assessment.
163		Misrepresentation of education credentials by a staff member while being recruited by UNICEF.	Nil	Referral made to DHR.
164		Physical domestic abuse by a staff member.	Nil	For recording purposes. No further action was required as the complainant did not consent to a formal investigation.
165		Failure by a staff member to fulfil a private obligation to pay alimony.	Nil	Referral made to DHR.
166		Inappropriate and divisive comments, disclosure of private staff information and undue changes in performance evaluation ratings of supervisees by a staff member.	Nil	Referral made to a UNICEF office for management intervention.
167		Involvement in the kidnapping of a child by a staff member.	Nil	Case closed after initial assessment.
168	HQ	Intimate relationships with other staff members and sending inappropriate messages and photographs of a sexual nature by a staff member.	Nil	Referral made to DHR.
169		Anonymous phone calls of a disturbing and sexual nature made to a staff member.	Nil	Case closed after initial assessment.
170		Cheating during a language proficiency examination by a staff member.	Nil	Investigation report submitted to the Deputy Executive Director, Management. Staff member received a written censure.
171		Breach of confidentiality and disclosure of false information to external parties by a staff member.	Nil	Referral made to a UNICEF office for management intervention.

<i>No.^a</i>	<i>UNICEF region/ location^b</i>	<i>Allegation</i>	<i>Financial loss to UNICEF established (in United States dollars)</i>	<i>Investigation result/disciplinary measure</i>
172		Detainment of a staff member by local authorities in connection with allegations of assaulting a police officer.	Nil	Referral made to the Deputy Executive Director, Management.
173		Misrepresentation of National Committee activities on social media by a volunteer at a National Committee.	Nil	Referral made to a UNICEF office for management intervention.
174		Domestic abuse by a staff member of another United Nations entity.	Nil	For recording purposes. No further action was required.
175		Use of official funds to pay for personal trips by a staff member of a National Committee.	Nil	For recording purposes. No further action was required as the board of the National Committee had been notified.
176	LAC	Transactional sex, misuse of diplomatic status and child neglect by a staff member.	Nil	Case closed after initial assessment.
177		Favouritism and preferential treatment of an implementing partner and a government official based on a personal relationship by a staff member.	Nil	Case closed after initial assessment.
178		Disclosure of a confidential document to other colleagues by a staff member.	Nil	Investigation report submitted to the Deputy Executive Director, Management. Decision was made not to initiate a disciplinary process.
179		Use of a social media platform and position with UNICEF by a staff member to spread political ideas and express support for certain political groups.	Nil	Referral made to a UNICEF office for management intervention.
180		Misrepresentation of academic credentials and submission of a fraudulent academic degree certificate by a staff member while being recruited by UNICEF.	Nil	Investigation report submitted to the Deputy Executive Director, Management.
181	MENA	Blacklisting of a vendor by a staff member due to a personal dispute.	Nil	Referral made to a UNICEF office for management intervention.
182		Inappropriate interactions with and false accusation against vendor personnel by a staff member.	Nil	Referral made to a UNICEF office for management intervention.
183	SA	Submission of forged documents in support of purchase of personal property and breaking and entering into that property by a staff member.	Nil	Case closed after initial assessment.
184		Misuse of diplomatic privileges by a staff member who purchased a duty-free car on behalf of a third party.	Nil	Investigation report submitted to the Deputy Executive Director, Management. The staff member received a written censure and lost four steps in grade.

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185		Domestic violence by a staff member.	Nil	Case closed after initial assessment.
186		Use of alcohol and drugs and eliciting money from clients by third-party service provider personnel.	Nil	Case closed after initial assessment.
187		Domestic abuse of spouse and children by a staff member.	Nil	Case closed after initial assessment.
188		Emotional exploitation and threats by a former staff member against an individual with no discernible affiliation with UNICEF.	Nil	Not substantiated.
189	WCA	Social media posts and communications criticizing the leadership of international organizations by a staff member.	Nil	Referral made to the Deputy Executive Director, Management.
190		Physical, verbal and financial abuse of family members and invoking status as an international civil servant in a letter to a government official regarding a personal matter by a staff member.	Nil	Referral made to a UNICEF office for management intervention.
191		Antisemitic and derogatory social media post by a staff member.	Nil	Referral made to the Deputy Executive Director, Management.
192		Fatal road accident involving a staff member driving a UNICEF vehicle.	Nil	For recording purposes. No further action was required.
<i>Medical Insurance Plan fraud</i>				
193	MENA	Submission of fraudulent documentation in support of a request for reimbursement for a medical claim by a staff member.	Nil	Investigation report submitted to the Deputy Executive Director, Management.
194	WCA	Submission of fraudulent documents in support of a reimbursement claim and a request for a salary advance by a staff member.	Nil	Not substantiated.
<i>Miscellaneous</i>				
195	ESA	Failure to reimburse and issue campaign completion certificates to volunteers.	Nil	Referral made to a UNICEF office for management intervention.
196		Misappropriation of funds related to an undisclosed project funded by UNICEF.	Nil	For recording purposes. No further action was required.
197		Ex-gratia payment made to the family of a deceased individual in relation to a traffic accident involving a UNICEF vehicle.	Nil	For recording purposes. No further action was required.
198	HQ	Phishing that targeted and impersonated staff members.	Nil	For recording purposes. No further action was required, as a forensic analysis did not reveal any link to UNICEF.
199		Fraudulent internship scam in the name of UNICEF posted on a website featuring the UNICEF logo.	Nil	Referral made to a UNICEF office for management intervention. The website

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				was taken down by law enforcement.
200		Inappropriate comments on social media by a staff member of a National Committee.	Nil	Referral made to a UNICEF office for management intervention.
201		Mismanagement, financial irregularities and lack of adequate safeguards by a National Committee.	Nil	Referral made to a UNICEF office for management intervention.
202		Concerns raised by a staff member about a supervisor's approval of another staff member's teleworking arrangements outside the duty station.	Nil	For recording purposes. No further action was required.
203	LAC	Inappropriate social media posting and an email containing sexual content sent to a staff member by an unknown individual.	Nil	For recording purposes. No further action was required as no link to UNICEF was established.
204		Possession of pornographic materials by a staff member on their official computer.	Nil	For recording purposes. No further action was required, as the case was handled by the Office of Internal Oversight Services without OIAI involvement.
205	MENA	Failure to issue payment to a vendor and unethical conduct by a staff member.	Nil	For recording purposes. No further action was required.
206	SA	Misuse of ambulance services reportedly funded by UNICEF.	Nil	For recording purposes. No further action was required.
207		Involvement in an ongoing criminal investigation by an implementing partner subcontractor.	Nil	For recording purposes. No further action was required as the allegations fell outside the mandate of OIAI.
208	WCA	Unprofessional and offensive conduct by a former staff member.	Nil	Case closed after initial assessment.
209		Unsatisfactory conduct concerning a private legal dispute by a staff member.	Nil	For recording purposes. No further action was required.
<i>Procurement irregularities</i>				
210	ESA	Procurement irregularities and corrupt practices in relation to an unspecified UNICEF contract.	Nil	For recording purposes. No further action was required as the complainant declined requests to provide additional information.
211	LAC	Procurement irregularities, including submission of inaccurate documents and business relationships between bidding companies.	Nil	Not substantiated.
212	MENA	Improper assistance provided by a former staff member to a prospective vendor in connection with its registration as a vendor with UNICEF,	Nil	Investigation report submitted to the Deputy Executive Director, Management.

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		resulting in the conferment of a substantial benefit.		
213		Lack of transparency and fairness by staff members during a procurement process.	Nil	Case closed after initial assessment.
214	SA	Lack of fairness, transparency and effective competition by staff members during a procurement process.	Nil	Referral made to a UNICEF office for management intervention.
215		Lack of fairness involving conferring undue advantages during a procurement process managed by staff members.		Case closed after initial assessment.
216		Acceptance of a quotation from a candidate after the bid deadline during a UNICEF procurement process.	Nil	Case closed after initial assessment.
<i>Recruitment irregularities</i>				
217	EAP	Disclosure of confidential information and consideration of a candidate without the necessary qualifications during the recruitment process for a consultant.	Nil	Case closed after initial assessment.
218	ECA	Recruitment by a staff member of a candidate who did not hold the required nationality stated in the vacancy announcement.	Nil	Case closed after initial assessment.
219		Error resulting in the inadvertent disclosure of test results to other candidates during a recruitment process.	Nil	Referral made to a UNICEF office for management intervention.
220	ESA	Disclosure of written test answers to a candidate by a staff member who administered a recruitment test.	Nil	Case closed after initial assessment.
221		Withdrawal of interview invitation to a candidate in a recruitment process.	Nil	Referral made to a UNICEF office for management intervention.
222		Disclosure of written test answers to a candidate by a staff member who administered a recruitment test.	Nil	For recording purposes. No further action was required.
223		Favouring of friends and family in recruitment processes, misuse of official assets, undeclared leave days and inappropriate conduct by a staff member.	113	Referral made to a UNICEF office for management intervention.
224	LAC	Irregularities, including undue influence over the technical evaluation during the recruitment of a consultant.	Nil	Case closed after initial assessment.
225	MENA	Provision of assistance to an external candidate in an online recruitment examination by a staff member.	Nil	Case closed after initial assessment.
226		Disclosure by a staff member of interview questionnaire and answers to candidate participating in a recruitment process.	Nil	Case closed after initial assessment.

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227		Lack of transparency and corruption in recruitment processes, and general human resources issues that resulted in poor office morale.	Nil	For recording purposes. No further action was required.
228	SA	Disclosure by a staff member to an intern's supervisor that the intern had applied for other posts within UNICEF.	Nil	Case closed after initial assessment.
229	WCA	Failure by a staff member to disclose during a recruitment process that they had been disciplined for misconduct by their previous employer.	Nil	Investigation report submitted to the Deputy Executive Director, Management. Staff member was separated from service.
230		Irregularities related to inviting a candidate to an interview and then not interviewing them during a recruitment process.	Nil	Referral made to a UNICEF office for management intervention.
<i>Retaliation</i>				
231	SA	Retaliation by a staff member after a supervisee raised concerns about possible misconduct regarding a vendor employee.	Nil	Investigation memorandum issued to the Ethics Office.
<i>Sexual assault</i>				
232	MENA	Sexual assault of an individual with no clear link to UNICEF during the delivery of aid by a staff member.	Nil	For recording purposes. No further action was required.
233	SA	Sexual assault of a United Nations Volunteer by several other United Nations Volunteers, one of whom had since become a UNICEF staff member.	Nil	Not substantiated.
<i>Sexual exploitation and abuse</i>				
234	EAP	Sexual exploitation and abuse of a child by implementing partner personnel.	Nil	Case closed after initial assessment of action taken by the implementing partner.
235	ECA	Sexual exploitation and abuse of beneficiaries by implementing partner personnel.	Nil	Case closed after initial assessment of action taken by the implementing partner.
236	ESA	Sexual assault and sexual harassment of an implementing partner intern by implementing partner personnel.	Nil	Referral made to a UNICEF office for management intervention.
237		Sexual exploitation and abuse of a child by former implementing partner personnel involved in a nutrition programme.	Nil	Case closed after initial assessment of action taken by the implementing partner.
238		Sexual exploitation and abuse of participants in a UNICEF-organized event by vendor personnel.	Nil	Case closed after initial assessment of action taken by the vendor.
239		Sexual exploitation and abuse of a beneficiary at a refugee camp by implementing partner personnel.	Nil	Case closed after initial assessment of action taken by the implementing partner.

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240		Transactional sex between beneficiaries and a staff member.	Nil	Investigation report submitted to the Deputy Executive Director, Management.
241		Sexual exploitation and abuse by a staff member of another United Nations entity.	Nil	Referral made to another United Nations entity.
242		Sexual exploitation and abuse of a child by government implementing partner personnel.	Nil	Case closed after initial assessment.
243		Sexual exploitation and abuse of children by implementing partner personnel.	Nil	Case closed after initial assessment of action taken by the implementing partner.
244		Inappropriate advances of a potentially sexual nature towards a beneficiary and gender-based violence survivor by implementing partner personnel.	Nil	Case closed after initial assessment of action taken by the implementing partner.
245		Sexual exploitation and abuse by implementing partner resulting in the impregnation of a beneficiary.	Nil	Case closed after initial assessment of action taken by the implementing partner.
246	LAC	Sexual exploitation and abuse of children by former implementing partner personnel.	Nil	Case closed after initial assessment of action taken by the implementing partner.
247		Sexual exploitation and abuse by implementing partner personnel.	Nil	Referral made to a UNICEF office for management intervention.
248	MENA	Transactional sex between beneficiaries at a refugee camp and vendor personnel.	Nil	Case closed after initial assessment of action taken by the vendor.
249		Sexual exploitation and abuse of an adult beneficiary at a refugee camp by implementing partner personnel.	Nil	Case closed after initial assessment of action taken by the implementing partner.
250		Sexual exploitation and abuse of beneficiaries by government implementing partner personnel.	Nil	Case closed after initial assessment.
251		Sexual exploitation and abuse of children by implementing partner personnel.	Nil	Case closed after initial assessment of action taken by the implementing partner.
252		Sexual exploitation and abuse of children at an internally displaced persons camp by government implementing partner personnel.	Nil	Case closed after initial assessment.
253		Sexual exploitation and abuse of a community volunteer and beneficiaries by implementing partner personnel.	Nil	Case closed after initial assessment of action taken by the implementing partner.
254		Sexual exploitation and abuse of children in a refugee camp by implementing partner personnel.	Nil	Case closed after initial assessment of action taken by the implementing partner.
255		Sexual exploitation and abuse of a refugee by implementing partner personnel.	Nil	Case closed after initial assessment of action taken by the implementing partner.

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256	SA	Sexual exploitation and abuse of possible beneficiaries by vendor personnel.	Nil	Case closed after initial assessment of action taken by vendor
257	WCA	Sexual exploitation and abuse of a child beneficiary by implementing partner personnel.	Nil	Case closed after initial assessment.
258		Sexual exploitation and abuse of children by vendor personnel.	Nil	Case closed after initial assessment of action taken by local authorities and the vendor.
259		Sexual exploitation and abuse by personnel of another United Nations entity.	Nil	For recording purposes. No further action was required as the allegations fell outside the mandate of OIAI and had already been reported to the appropriate oversight body.
260		Sexual exploitation and abuse of an unaccompanied child by implementing partner personnel.	Nil	Case closed after initial assessment of action taken by the implementing partner.
261		Transactional sex by implementing partner personnel.	Nil	Case closed after initial assessment of action taken by the implementing partner.
262		Sexual favours involving beneficiaries in exchange for employment by implementing partner personnel.	Nil	Case closed after initial assessment of action taken by the implementing partner.
263		Sexual exploitation and abuse of a child by implementing partner personnel.	Nil	Case closed after initial assessment of action taken by the implementing partner.
264		Transactional sex between a member of the local community and a former staff member.	Nil	Investigation report submitted to the Deputy Executive Director, Management. The former staff member passed away while the case was under review.
265		Sexual exploitation and abuse, including solicitation of transactional sex, of a child by implementing partner personnel.	Nil	Case closed after initial assessment of action taken by the implementing partner.
266		Sexual exploitation and abuse of a child beneficiary by implementing partner personnel.	Nil	Case closed after initial assessment of action taken by the implementing partner.
267		Sexual exploitation and abuse of local community members by implementing partner personnel.	Nil	Case closed after initial assessment of action taken by the implementing partner.
268		Transactional sex by implementing partner personnel.	Nil	Case closed after initial assessment of action taken by the implementing partner.
269		Transactional sex and sexual exploitation and abuse of child beneficiaries by implementing partner personnel.	Nil	Case closed after initial assessment of action taken by the implementing partner.

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270		Sexual exploitation and abuse of child beneficiaries by implementing partner personnel.	Nil	Case closed after initial assessment of action taken by the implementing partner.
271		Solicitation of sex workers by implementing partner personnel.	Nil	Case closed after initial assessment of action taken by the implementing partner.
272		Sexual exploitation and abuse of a 16-year-old child by implementing partner personnel.	Nil	Referral made to another United Nations entity.
273		Sexual exploitation and abuse, including transactional sex, by a staff member.	Nil	Case closed after initial assessment. Referral made to a UNICEF office for management intervention.
274		Sexual exploitation and abuse of a refugee by a consultant.	Nil	Investigation report submitted to UNICEF office for management intervention. Referral made to DHR in case of future employment with UNICEF.
275		Sexual exploitation and abuse of a child and domestic violence by personnel of another United Nations entity.	Nil	Referral made to another United Nations entity.
276		Sexual exploitation and abuse of children by implementing partner personnel.	Nil	Case closed after initial assessment of action taken by the implementing partner.
<i>Sexual harassment</i>				
277	EAP	Inappropriate physical contact and comments of a sexual nature made by a staff member towards another staff member.	Nil	Case closed after initial assessment. Referral made to DHR.
278		Sexual harassment of a former consultant by a staff member.	Nil	Case closed as the victim did not consent to a formal investigation.
279		Inappropriate and sexually suggestive comments made towards implementing partner personnel by a consultant.	Nil	Case closed as the victim did not consent to a formal investigation.
280	ECA	Inappropriate physical contact and unwelcome comments made by a staff member towards their supervisee.	Nil	Investigation report submitted to the Deputy Executive Director, Management. Staff member was separated from service and added to a United Nations screening database on sexual misconduct.
281	ESA	Inappropriate physical contact and messages of a sexual nature towards a UNICEF consultant by a government implementing partner personnel.	Nil	Referral made to a UNICEF office for management intervention.

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282		Possible sexual harassment of a staff member during a social event by a staff member of another United Nations entity.	Nil	For recording purposes. No further action was required as the allegations fell outside the mandate of OIAI.
283	HQ	Unwelcome email of a romantic nature sent to a staff member by a former staff member.	Nil	Referral made to DHR.
284	LAC	Unwelcome sexual advances towards implementing partner personnel by a consultant.	Nil	Investigation report submitted to a UNICEF office for management intervention.
285		Use of inappropriate language, shouting and unwanted physical contact towards UNICEF personnel by a consultant.	Nil	Referral made to a UNICEF office for management intervention.
286	MENA	Inappropriate communications with colleagues and national authorities by a staff member.	Nil	Not substantiated.
287		Repeated threats, harassment and sexual harassment of two staff members by another staff member.	Nil	Investigation report submitted to the Deputy Executive Director, Management.
288		Verbal sexual harassment by implementing partner personnel.	Nil	For recording purposes. No further action was required as the allegations fell outside the mandate of OIAI.
289	SA	Sexual harassment of a United Nations Volunteer and abuse of authority related to a recruitment process by a staff member.	Nil	Case closed as the victim did not consent to a formal investigation. Referral made to a UNICEF office for management intervention in relation to recruitment process.
290		Inappropriate interactions between a staff member and an independent contractor, including unwanted advances and invitations to socialize outside of work.	Nil	Case closed as the victim did not consent to a formal investigation.
<i>Unauthorized use, misuse or waste of UNICEF funds or property</i>				
291	EAP	Misuse of organizational funds through excessive use of consulting services by a staff member.	Nil	Case closed after initial assessment.
292		Use of petty cash funds by a staff member for personal reasons.	\$2,279.85	Investigation report submitted to the Deputy Executive Director, Management.
293	WCA	Misuse of funds available on a prepaid fuel card by a staff member.	\$349.40	Investigation report submitted to the Deputy Executive Director, Management. Staff member was separated from service and required to reimburse UNICEF.

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294		Negligence in handling UNICEF property by a former staff member.	Nil	Referral made to a UNICEF office for management intervention.
<i>Unauthorized outside activities and conflict of interest</i>				
295	EAP	Failure by a staff member to seek authorization to engage in an outside activity.	Nil	Referral made to a UNICEF office for management intervention.
296	ESA	Failure by a staff member to seek authorization to establish a company while employed by UNICEF.	Nil	Referral made to DHR.
297		Unauthorized employment with a private company by a staff member.	Nil	Investigation report submitted to the Deputy Executive Director, Management.
298	HQ	Unauthorized creation of a website affiliated with UNICEF by a staff member.	Nil	Investigation report submitted to the Deputy Executive Director, Management.
299		Unauthorized employment with an external organization by a staff member.	Nil	Case closed after initial assessment.
300		Various unauthorized outside activities by a staff member, some of which involved third-party entities in which they had an interest.	Nil	Investigation report submitted to the Deputy Executive Director, Management.
301		Unauthorized creation of a website affiliated with UNICEF by a staff member.	Nil	Investigation report submitted to the Deputy Executive Director, Management.
302		Unauthorized creation of a website affiliated with UNICEF by a staff member.	Nil	Case closed after initial assessment.
303	LAC	Unauthorized participation on the board of a UNICEF vendor by a staff member while recommending training offered by the same vendor to other staff members.	Nil	Not substantiated.
304	MENA	Unauthorized outside activities, misuse of funds and unsatisfactory behaviour by a staff member.	Nil	Referral made to a UNICEF office for management intervention.
305	SA	Owning and renting out vehicles to an implementing partner and undue interference in implementing partner recruitments by a staff member.	Nil	Referral made to a UNICEF office for management intervention.
306	WCA	Unauthorized employment with a government entity by a staff member.	Nil	Investigation report submitted to the Deputy Executive Director, Management. The staff member received a written censure and lost four steps in grade.

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307		Unauthorized outside activities with three different non-governmental organizations, including an implementing partner, by a staff member.	Nil	Investigation report submitted to the Deputy Executive Director, Management.
308		Failure by a staff member to disclose a familial relationship with the board member of an implementing partner.	Nil	Investigation report submitted to the Deputy Executive Director, Management.
309		Economic interests in the government and the COVID-19 response and a lack of integrity by a staff member, resulting in the complainant refusing to accept their supervision.	Nil	Case closed after initial assessment.
<i>Wilfully making false allegations</i>				
310	Other	False statements made to investigators by staff members of another United Nations entity.	Nil	Initial assessment of allegations finalized and the findings shared via referral to another United Nations entity for appropriate action.

^a The reference numbers in this table correspond to internal case records maintained by the Office of Internal Audit and Investigations.

^b The UNICEF regions and locations listed in this table are as follows: EAP: East Asia and the Pacific; ECA: Europe and Central Asia; ESA: Eastern and Southern Africa; HQ: headquarters; LAC: Latin America and Caribbean; MENA: Middle East and North Africa; SA: South Asia; and WCA: West and Central Africa. The designation “other” represents non-UNICEF entities.