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## United Nations Children's Fund

Executive Board

**Annual session 2024**

11–14 June 2024

Item 12 of the provisional agenda\*

### Investigations cases closed during 2023

#### Addendum to the UNICEF Office of Internal Audit and Investigations 2023 annual report to the Executive Board

##### *Summary*

This document presents the addendum to the UNICEF Office of Internal Audit and Investigations 2023 annual report to the Executive Board ([E/ICEF/2024/AB/L.3](#)) and should be considered as part of that document.

This addendum provides information on the investigations cases that were closed by UNICEF in 2023. During the year, the Office managed 912 investigations cases as compared to 773 in 2022, representing an 18 per cent increase, and closed 385 cases in 2023 as compared to 374 in 2022, a 3 per cent increase.

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\* [E/ICEF/2024/10](#).



## Investigations cases closed during 2023

<i>Number<sup>a</sup></i>	<i>UNICEF region/location<sup>b</sup></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	ESA	Solicitation of bribes and kickbacks during recruitment and procurement processes and other corrupt practices by multiple staff members.	Nil	Case closed after initial assessment.
2	ESA	Diversion of funds through issuance of fraudulent invoices by a staff member in collusion with a government official.	Nil	Case closed after initial assessment.
3	ESA	Solicitation of a bribe from an implementing partner by a staff member.	Nil	Investigation report submitted to the Deputy Executive Director, Management.
4	MENA	Promise of approval of additional programmatic funds to a personal friend and irregularities related to the purchase of vehicles by a staff member.	Nil	Case closed after initial assessment.
5	MENA	Diversion of fuel by a staff member in collusion with external parties.	Nil	Case closed after initial assessment.
6	SA	Solicitation of kickbacks and withholding of expense disbursements by a third-party service provider.	Nil	Case closed after initial assessment.
7	WCA	Misappropriation of two UNICEF vehicles by a staff member that were provided to an implementing partner.	Nil	Case closed after initial assessment. Referral made to a UNICEF office for partnership management.
<i>Child safeguarding</i>				
8	EAP	Inappropriate social media post containing personal data of child participants resulting in safety and security risks by implementing partner personnel.	Nil	Case closed after assessment of investigation and other actions taken by the implementing partner.
9	EAP	Kidnapping of a parent and child for ransom by the personnel of a subcontractor of a UNICEF implementing partner.	Nil	Case closed after assessment of actions taken by the implementing partner.
10	ESA	Infliction of corporal punishment by implementing partner personnel.	Nil	Case closed after assessment of investigation and other actions taken by the implementing partner.
11	ESA	Serious child safeguarding violations by a staff member.	Nil	Case closed after initial assessment.
12	ESA	Physical and verbal abuse of a child by an implementing partner volunteer.	Nil	Referral made to a UNICEF office for management intervention. Separate referral made to another United Nations entity.
13	MENA	Inducement of children to enter a medical area and subsequent harassment of the same children by implementing partner personnel.	Nil	Referral made to another United Nations entity.

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14	SA	Multiple instances of physical abuse of a child by two implementing partner personnel.	Nil	Case closed after assessment of investigation and other actions taken by the implementing partner.
15	SA	Infliction of corporal punishment and cutting the hair of multiple children without parental consent by implementing partner personnel.	Nil	Case closed after assessment of investigation and other actions taken by the implementing partner.
16	SA	Physical abuse of a child beneficiary by implementing partner personnel.	Nil	Case closed after assessment of investigation and other actions taken by the implementing partner.
17	SA	Physical abuse of a child beneficiary by implementing partner personnel.	Nil	Case closed after assessment of investigation and other actions taken by the implementing partner.
18	SA	Physical abuse of child beneficiaries by implementing partner personnel.	Nil	Case closed after assessment of investigation and other actions taken by the implementing partner.
19	SA	Physical abuse of child beneficiaries by implementing partner personnel.	Nil	Case closed after assessment of investigation and other actions taken by the implementing partner.
20	SA	Infliction of corporal punishment on a child beneficiary by implementing partner personnel.	Nil	Case closed after assessment of investigation and other actions taken by the implementing partner.
21	SA	Infliction of corporal punishment on child beneficiaries by implementing partner personnel.	Nil	Case closed after assessment of investigation and other actions taken by the implementing partner.
22	SA	Inappropriate touching of a child beneficiary by implementing partner personnel.	Nil	Case closed after assessment of investigation and other actions taken by the implementing partner.
23	SA	Physical abuse of a child beneficiary as a form of punishment by implementing partner personnel.	Nil	Case closed after assessment of investigation and other actions taken by the implementing partner.
24	SA	Child labour practices involving child beneficiaries by implementing partner personnel.	Nil	Case closed after assessment of investigation and other actions taken by the implementing partner.
25	SA	Child abuse, including neglect and inappropriate touching, by implementing partner personnel.	Nil	Case closed after assessment of investigation and other actions taken by the implementing partner.

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26	SA	Physical abuse of a child by third-party service provider personnel.	Nil	Case closed after assessment of investigation and other actions taken by the implementing partner.
27	SA	Infliction of corporal punishment on child beneficiaries by implementing partner personnel.	Nil	Case closed after assessment of investigation and other actions taken by the implementing partner.
<i>Entitlement fraud</i>				
28	ESA	Fraudulent registration of dependents as refugees while also collecting UNICEF dependency benefits by a staff member and threatening another staff member.	Nil	Case closed after initial assessment.
29	HQ	Fraudulent claims for dependency allowance and home leave travel entitlement by a staff member.	Nil	Case closed after initial assessment.
30	HQ	Fraudulent claims for an education grant that had already been paid by another organization by a staff member.	Nil	Case closed after initial assessment.
31	MENA	Fraudulent claim for sick leave by a staff member.	Nil	Case closed after initial assessment.
32	MENA	Attempt to obtain a lease agreement stating a higher amount of rent for the purposes of applying for a higher rental subsidy by a staff member.	Nil	Not substantiated.
33	WCA	Fraudulent claims for dependency allowance by five staff members.	Nil	Case closed after initial assessment. Referral made to a UNICEF office for management intervention.
34	WCA	Submission of forged documents in support of a salary advance request to cover education costs by a staff member.	Nil	Investigation report submitted to the Deputy Executive Director, Management. Staff member was separated from service.
<i>Fraud and forgery</i>				
35	ECA	Failure by a staff member to disclose that they were under criminal investigation when applying for a position with UNICEF.	Nil	Case closed after initial assessment.
36	ESA	Submission of falsified academic credentials by a staff member in the context of a recruitment process.	Nil	Case closed after initial assessment.
37	ESA	Falsification of academic credentials submitted by a staff member during a UNICEF recruitment process.	Nil	Case closed after initial assessment.
38	ESA	Submission of forged documentation stating that a staff member had donated a vehicle from previous employment when they had actually kept the vehicle.	Nil	Investigation report submitted to a UNICEF office for management intervention.
39	HQ	Submission of a fraudulent laboratory test report by a supplier.	Nil	Case closed after initial assessment.

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40	HQ	Submission of forged email correspondence in support of a request for official travel by a staff member.	Nil	Investigation report submitted to the Deputy Executive Director, Management. Staff member lost six steps in grade.
41	HQ	Submission of forged email correspondence in support of a request for official travel and assisting other staff members in submitting forged documentation in support of similar requests by a staff member.	Nil	Investigation report submitted to the Deputy Executive Director, Management. Staff member was separated from service.
42	HQ	Submission of forged email correspondence in support of a request for official travel.	Nil	Investigation report submitted to the Deputy Executive Director, Management. Staff member lost five steps in grade.
43	MENA	Phishing attack on a UNICEF implementing partner by unknown parties resulting in the diversion of funds.	Nil	Case closed after initial assessment.
44	MENA	Failure by a staff member to disclose that they had been the subject of an administrative investigation and disciplinary action when applying for a position with UNICEF.	Nil	Referral made to a UNICEF office for management intervention.
45	SA	Failure by a staff member to disclose that they had resigned from a position with another United Nations entity while the subject of an administrative investigation.	Nil	Case closed after initial assessment. Referral made to the Division of Human Resources.
46	SA	Failure by a staff member to disclose that they had been the subject of an administrative investigation and disciplinary action when applying for a position with UNICEF.	Nil	Direct referral for possible disciplinary action to the Deputy Executive Director, Management
47	SA	Failure by a staff member to disclose that they had been subject to a disciplinary sanction in prior employment when applying for a position with UNICEF.	Nil	Direct referral for possible disciplinary action to the Deputy Executive Director, Management
48	SA	Submission of a forged reference letter from UNICEF in support of a travel visa application by a staff member.	Nil	Investigation report submitted to the Deputy Executive Director, Management. Staff member lost six steps in grade.
49	WCA	Submission of a fraudulent report containing the forged signature of a supervisor by a staff member.	Nil	Investigation report submitted to the Deputy Executive Director, Management. Staff member was separated from service.
50	WCA	Submission of forged invoices for travel expenses for trips that were not taken by a staff member.	Nil	Referral made to another United Nations entity.

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*Fraud involving misuse of programme funds by third parties*

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51	EAP	Solicitation of kickbacks from newly recruited volunteers and beneficiaries by implementing partner personnel.	Nil	Case closed after assessment of investigation and other actions taken by the implementing partner.
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52	EAP	Misappropriation of programme supplies intended for beneficiaries through forged signatures by implementing partner personnel.	Nil	Case closed after assessment of investigation and other actions taken by the implementing partner.
53	EAP	Misappropriation of procured supplies during delivery process by implementing partner personnel.	Nil	Case closed after assessment of investigation and other actions taken by the implementing partner.
54	EAP	Misuse of programme funds and fabrication of fraudulent documentation to support expenditures by a third-party service provider.	Nil	Case closed after assessment of investigation and other actions taken by the implementing partner.
55	EAP	Simultaneous employment with two separate organizations by implementing partner personnel.	Nil	Case closed after assessment of investigation and other actions taken by the implementing partner. Referral made to a UNICEF office for partnership management.
56	EAP	Solicitation of donations from parents of student beneficiaries by implementing partner personnel.	Nil	Case closed after assessment of investigation and other actions taken by the implementing partner. Referral made to a UNICEF office for partnership management.
57	EAP	Lack of supporting documentation for expenditures identified during a special audit of an implementing partner.	Nil	Case closed after assessment of third-party audit.
58	ECA	Financial “double-dipping” by implementing partner personnel of another United Nations entity.	Nil	Assistance provided to other United Nations entity.
59	ECA	Support provided to a separate external entity by an implementing partner through diversion of funds through falsification of documents and diversion of assets intended for hospitals.	Nil	Case closed after assessment of third-party audit. Referral made to a UNICEF office for partnership management.
60	ECA	Violation of procurement procedures through the selection of high-end equipment in the tender by implementing partner personnel.	Nil	Case closed after initial assessment.
61	ESA	Theft of ready-to-use therapeutic food supplies by implementing partner personnel.	81.00	Case closed after assessment of investigation and other actions taken by the implementing partner.
62	ESA	Theft of equipment purchased using UNICEF funds by implementing partner personnel.	6 232.28	Case closed after assessment of investigation and other actions taken by the implementing partner.
63	ESA	Theft and diversion of nutrition supplies by implementing partner personnel.	5 796.00	Case closed after assessment of investigation and other actions taken by the implementing partner.

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64	ESA	Inflation of payments made to vendors in advance settlement documents by implementing partner personnel.	47.24	Case closed after assessment of investigation and other actions taken by the implementing partner.
65	ESA	Diversion of a portion of allowances intended for beneficiaries by implementing partner personnel.	Nil	Case closed after assessment of investigation and other actions taken by the implementing partner.
66	ESA	Corrupt practices and solicitation of bribes in connection to the award of a contract for provision of services by implementing partner personnel.	Nil	Case closed after assessment of investigation and other actions taken by the implementing partner.
67	ESA	Falsification of payment documents for allowances provided to community volunteers by implementing partner personnel.	Nil	Case closed after assessment of investigation and other actions taken by the implementing partner.
68	ESA	Mismanagement of incentive payments for vaccinators by implementing partner personnel.	Nil	Case closed after assessment of investigation and other actions taken by the implementing partner.
69	ESA	Ordering goods without a purchase order and failure to adhere to payment terms by implementing partner personnel.	Nil	Case closed after assessment of investigation and other actions taken by the implementing partner.
70	ESA	Theft of nutrition supplies at premises of implementing partner.	Nil	Case closed after assessment of investigation and other actions taken by the implementing partner.
71	ESA	Procurement fraud related to the overpayment of contracted guards by implementing partner personnel.	Nil	Case closed after assessment of investigation and other actions taken by the implementing partner.
72	ESA	Use of personal bank account to receive project funds by implementing partner personnel.	Nil	Case closed after assessment of investigation and other actions taken by the implementing partner. Referral made to a UNICEF office for partnership management.
73	ESA	Solicitation of kickbacks from vendors and sexual harassment of volunteers and vendor staff by implementing partner personnel.	Nil	Case closed after assessment of investigation and other actions taken by the implementing partner. Referral made to a UNICEF office for partnership management.

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74	ESA	Misuse of resources to charge fees for meals and accommodation to generate personal profit by implementing partner personnel.	Nil	Case closed after assessment of investigation and other actions taken by the implementing partner. Referral made to a UNICEF office for partnership management.
75	ESA	Mismanagement of funds allocated for third-party payments and staff-related expenses by implementing partner personnel.	Nil	Case closed after assessment of investigation and other actions taken by the implementing partner. Referral made to a UNICEF office for partnership management.
76	ESA	Fraud and corruption in relation to procurement and logistics activities by implementing partner personnel.	Nil	Case closed after assessment of investigation and other actions taken by the implementing partner. Referral made to a UNICEF office for partnership management.
77	ESA	Failure to maintain financial records and theft of vehicles and other assets by former implementing partner personnel.	Nil	Case closed after assessment of third-party audit and actions taken by the implementing partner.
78	ESA	Fraudulent submission of expenditures for reimbursement by implementing partner personnel.	Nil	Case closed after assessment of third-party audit.
79	ESA	Failure to utilize funds received from UNICEF to implement programmatic activities by implementing partner personnel.	36 555.11	Case closed after initial assessment based on absence of investigative leads and inability to contact implementing partner and following extensive efforts by UNICEF office to recover the funds.
80	ESA	Misrepresentation of payment vouchers to third-party suppliers by government partner personnel.	9 614.50	Case closed after initial assessment due to lack of documentary trail. Referral made to a UNICEF office for partnership management and recovery of funds.
81	ESA	Request for blank quotations from a potential bidder to support corrupt procurement practices and solicitation of bribes by implementing partner personnel.	Nil	Closed after assessment of third-party investigation and other actions taken by implementing partner.
82	ESA	Sale of ready-to-use therapeutic food at a local market.	Nil	For recording purposes.
83	ESA	Fraudulent work progress certification documentation submitted in support of a payment request by implementing partner personnel.	Nil	For recording purposes. No further action required based on action taken by implementing partner at the time of receipt of the allegations.



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84	ESA	Theft of mechanical supplies purchased with UNICEF funds by implementing partner personnel.	Nil	For recording purposes. No further action was required as there was no nexus between the allegations and UNICEF partners or activities.
85	LAC	Procurement irregularities related to the preferential treatment of suppliers by implementing partner personnel.	Nil	Case closed after assessment of investigation and other actions taken by the implementing partner.
86	LAC	Collusive and fraudulent practices in relation to procurement procedures by implementing partner personnel.	Nil	Case closed after assessment of investigation and other actions taken by the implementing partner. Referral made to a UNICEF office for partnership management.
87	LAC	Mismanagement of funds by implementing partner personnel.	Nil	Case closed after assessment of third-party audit and other actions taken by the implementing partner. Referral made to a UNICEF office for partnership management.
88	LAC	Submission of false and misleading information in project implementation reports by implementing partner personnel.	Nil	Case closed after initial assessment.
89	MENA	Use of fraudulent documentation to approve cash payments to ineligible individuals by third-party service provider personnel.	Nil	Case closed after assessment of actions taken by the third-party contractor.
90	MENA	Manipulation of customs-related documentation by personnel of implementing partner.	Nil	Case closed after assessment of investigation and other actions taken by the implementing partner.
91	MENA	Manipulation of prices in tender process by implementing partner personnel.	Nil	Case closed after assessment of investigation and other actions taken by the implementing partner.
92	MENA	Solicitation of improper payment for purposes of expediting refugee resettlement process by implementing partner personnel.	Nil	Case closed after assessment of investigation and other actions taken by the implementing partner.
93	MENA	Undue influence over a bidder in a procurement process to induce them to alter the bid price by implementing partner personnel.	Nil	Case closed after assessment of investigation and other actions taken by the implementing partner. Referral made to a UNICEF office for partnership management.
94	MENA	Unauthorized deductions in remuneration of community mobilizers by implementing partner personnel.	Nil	Case closed after assessment of investigation and other actions taken by the implementing partner. Referral made to a UNICEF office for partnership management.

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95	MENA	Failure to distribute funds to beneficiaries by implementing partner and implementing partner subcontractor personnel.	Nil	Case closed after assessment of third-party audit. Referral made to a UNICEF office for partnership management, following full recovery of funds.
96	MENA	Solicitation of kickbacks from employees by implementing partner subcontractor personnel.	Nil	Case closed after initial assessment.
97	MENA	Attempt to bribe multiple UNICEF staff, false representations, and submission of fraudulent reports implementing partner personnel.	Nil	Case closed after initial assessment. Referral made to a UNICEF office for management intervention.
98	MENA	Insufficient notice given in relation to the termination of an employment contract and imposition of excessive working conditions by implementing partner personnel.	Nil	Case closed after initial assessment. Referral made to a UNICEF office for management intervention.
99	MENA	Exploitation of differing exchange rates for profit-making purposes by implementing partner personnel.	Nil	For recording purposes. No further action was needed as allegations did not involve UNICEF funds or activities.
100	MENA	Solicitation of kickbacks from beneficiaries receiving cash payments by implementing partner personnel.	Nil	Referral made to another United Nations entity and referral made to a UNICEF office partnership management.
101	SA	Failure to pay reimbursement for transportation-related expenses to teachers by implementing partner personnel.	Nil	Case closed after assessment of investigation and other actions taken by the implementing partner.
102	SA	Solicitations of bribes during a procurement process by implementing partner personnel.	Nil	Case closed after assessment of investigation and other actions taken by the implementing partner.
103	SA	Falsification of documentation related to the delivery of supplies by implementing partner personnel.	Nil	Case closed after assessment of investigation and other actions taken by the implementing partner.
104	SA	Payroll fraud through simultaneous employment with two different employers by implementing partner personnel.	Nil	Case closed after assessment of investigation and other actions taken by the implementing partner.
105	SA	Manipulation of procurement process for personal financial benefit by implementing partner personnel.	Nil	Case closed after assessment of investigation and other actions taken by the implementing partner. Referral made to a UNICEF office for management intervention.

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106	SA	Failure to produce sufficient supporting documentation concerning expenditures by implementing partner personnel.	Nil	Case closed after assessment of investigation and other actions taken by the implementing partner. Referral made to a UNICEF office for partnership management.
107	SA	Failure to produce sufficient supporting documentation concerning expenditures by implementing partner personnel.	Nil	Case closed after assessment of third-party audit and other actions taken by the implementing partner. Referral made to a UNICEF office for partnership management.
108	SA	Preferential treatment to unqualified candidates during recruitment processes by implementing partner personnel.	Nil	Case closed after initial assessment.
109	SA	Failure to pay staff salaries by implementing partner.	Nil	Case closed as there was no nexus between the allegations and UNICEF partners or activities.
110	SA	Planned misappropriation of programme funds by implementing partner personnel.	Nil	For recording purposes. No further action required due to the lack of actionable information and lack of evidence of wrongdoing.
111	WCA	Theft of ready-to-use therapeutic food supplies by implementing partner personnel.	70.00	Case closed after assessment of investigation and other actions taken by the implementing partner.
112	WCA	Submission of falsified invoices and other supporting documentation by implementing partner personnel.	Nil	Case closed after assessment of investigation and other actions taken by the implementing partner.
113	WCA	Unauthorized bank withdrawals, falsification of accounting entries and fraudulent transfers by implementing partner personnel.	Nil	Case closed after assessment of investigation and other actions taken by the implementing partner.
114	WCA	Failure to pay staff salaries by implementing partner personnel.	Nil	Case closed after assessment of investigation and other actions taken by the implementing partner.
115	WCA	Diversion of supplies intended for distribution to beneficiaries by implementing partner personnel.	Nil	Case closed after assessment of investigation and other actions taken by the implementing partner.
116	WCA	Misappropriation of payments intended for daily workers by implementing partner personnel.	Nil	Case closed after assessment of investigation and other actions taken by the implementing partner. Referral made to a UNICEF office for partnership management.

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117	WCA	Theft of programme funds by government implementing partner personnel.	29 476.89	Case closed after initial assessment following government investigation. Referral made to a UNICEF office for partnership management and possible funds recovery or impairment and write-off.
118	WCA	Failure to deliver project activities by implementing partner.	9 992.00	Case closed after initial assessment due to lack of documentary trail or means of communication with the implementing partner, and following efforts undertaken by UNICEF office to recover the funds.
119	WCA	Failure to make payments owed to individuals supporting UNICEF programme by a government implementing partner.	1 533.00	Case closed after initial assessment due to limited avenues of inquiry. Referral made to a UNICEF office for partnership management, including implementation of risk mitigation measures.
<i>Harassment and abuse of authority</i>				
120	EAP	Humiliating and hostile communications sent to a staff member by another staff member.	Nil	Case closed as the victim did not consent to a formal investigation.
121	EAP	Excessive micromanagement and harsh communication style employed towards a staff member by a supervisor.	Nil	For recording purposes. No further action was required as the complainant did not submit an official complaint or consent to a formal investigation.
122	ECA	Abuse of authority through the assignment of higher-level tasks outside of their job description to a staff member by another staff member.	Nil	Case closed after initial assessment.
123	ECA	Abuse of authority and retaliation towards a stand-by consultant, including the delayed completion of their performance evaluation, by two staff members.	Nil	Case closed after initial assessment.
124	ECA	Abuse of authority, including creating a hostile work environment and aggressive behaviour towards colleagues and partners, by a staff member.	Nil	Case closed after initial assessment.
125	ECA	Harassment and abuse of authority, including improper handling of underperformance of a supervisee and performance evaluation discussions, by a staff member.	Nil	Case closed after initial assessment.
126	ESA	Discrimination based on ethnicity and abuse of authority, including inappropriate questions and unfair treatment during a recruitment process, by a staff member towards another staff member.	Nil	Case closed after initial assessment.

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127	HQ	Abuse of authority, including preferential treatment through favouring certain colleagues for mission travel, recruitments and promotions, and creation of a toxic work environment, by a staff member.	Nil	Case closed after initial assessment.
128	HQ	Abuse of authority and harassment, including by creating a hostile work environment, making unreasonable demands and requiring work to be done outside working hours, towards a staff member by another staff member.	Nil	Case closed after initial assessment.
129	HQ	Abuse of authority and harassment, including threats of abolishment of post, delaying completion of performance evaluation as a form of punishment and disparaging comments, towards staff member by another staff member.	Nil	Case closed after initial assessment. Referral made to a UNICEF office for management intervention.
130	HQ	Abuse of authority and harassment, including unprofessional behaviour and remarks, refusal to work with other teams and causing delays and failures in delivery of work, by a staff member.	Nil	For recording purposes. No further action was required as the initial report was submitted without consent to proceed to a formal investigation.
131	HQ	Discrimination based on ethnicity and religion, including disparaging remarks and inappropriate questions, towards a consultant by a staff member.	Nil	Not substantiated.
132	LAC	Derogatory remarks and inappropriate questioning about personal relationships towards two staff members by another staff member.	Nil	Investigation report submitted to the Deputy Executive Director, Management.
133	LAC	Abuse of authority and harassment, including offensive gestures, as well as inappropriate and aggressive comments and jokes, towards staff members by a staff member.	Nil	Case closed after initial assessment.
134	LAC	Abuse of authority, including demeaning and critical remarks, intervening to prevent the approval of flexible work arrangements and creating a toxic work environment, towards several staff members by a staff member.	Nil	Case closed after initial assessment. Referral made to a UNICEF office for management intervention.
135	LAC	Harassment, including disparaging and insulting remarks concerning a staff member's professional qualifications, reputation and ethical behaviour, by a staff member.	Nil	Case closed after initial assessment. Referral made to a UNICEF office for management intervention.
136	LAC	Abuse of authority, including creation of an emotionally abusive work environment and aggressive communications to other colleagues, by a staff member.	Nil	Case closed as the victim did not consent to a formal investigation.
137	MENA	Harassment, including inappropriate comments and causing delays in work-related processes towards staff members, as well as unprofessional behaviour towards external parties, by a staff member.	Nil	Case closed after initial assessment.

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138	MENA	Abuse of authority and discrimination on the basis of sexual orientation, including inappropriately placing a staff member on a performance improvement plan, abolishment of post and unprofessional comments, as well as misuse of funding in relation to travel and implementing partners.	Nil	Case closed after initial assessment.
139	MENA	Harassment and abuse of authority, including repeated negative comments, disclosure of confidential information and providing offensive and unprofessional feedback during recruitment processes, towards a staff member by another staff member.	Nil	Case closed after initial assessment.
140	MENA	Abuse of authority and discrimination on the basis of race, including shouting, discriminatory remarks, and undermining management of supervisees, towards a staff member by another staff member.	Nil	Case closed after initial assessment. Referral made to a UNICEF office for management intervention.
141	MENA	Abuse of authority and harassment, including creating a toxic work environment, yelling and inappropriate remarks and gestures, towards two staff members by a staff member.	Nil	Case closed as the victim did not consent to a formal investigation.
142	MENA	Discrimination on the basis of race, including denial of funding opportunities and resources, as well as exclusionary practices, towards a staff member by another staff member.	Nil	Case closed as the victim did not consent to a formal investigation.
143	MENA	Abuse of authority, including creation of a toxic work environment and preferential treatment, towards staff members by a staff member, as well as use of UNICEF funds to cover personal travel of another staff member.	Nil	Case closed upon withdrawal of complaint.
144	MENA	Abuse of authority, including interference with a recruitment process, by a staff member.	Nil	Case closed after initial assessment.
145	SA	Abuse of authority, including pressuring a staff member to resign, failure to provide clear and sufficient guidance and exertion of undue influence over two recruitments to ensure the staff member's non-selection, by another staff member.	Nil	Case closed after initial assessment.
146	SA	Abuse of authority and discrimination on the basis of ethnicity, including threats of relocation and unprofessional behaviour, towards implementing partner personnel by a staff member.	Nil	Case closed after initial assessment.
147	SA	Abuse of authority, including communication sent to embarrass and criticize a staff member that was shared with the staff member's colleagues, by a supervisor.	Nil	For recording purposes. No further action was required.
148	SA	Harassment and abuse of authority, including verbal threats to withdraw an offer of a consultancy with UNICEF, unreasonable requests and derogatory remarks, towards a consultant by a staff member.	Nil	Investigation report submitted to the Deputy Executive Director, Management.

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149	WCA	Abuse of authority and discrimination, including failure to accommodate medical issues, disclosure of confidential medical information, unfair termination of contract, towards a staff member by another staff member.	Nil	Case closed after initial assessment.
150	WCA	Abuse of authority and harassment, including non-renewal of contract, interference in recruitment processes and exclusionary behaviour, towards a consultant by a staff member.	Nil	Case closed after initial assessment.
151	WCA	Abuse of authority and discrimination, including exclusion from opportunities for mission travel and stretch assignments, as well as unfair non-selection in recruitment processes, towards a staff member by another staff member.	Nil	Case closed upon withdrawal of complaint.
152	WCA	Harassment, including intimidating verbal comments, towards a staff member by another staff member.	Nil	Case closed upon withdrawal of complaint.
<i>Inappropriate staff conduct</i>				
153	EAP	Threats of violence against and posting personal matters on social media concerning former implementing partner personnel and their family by a former consultant.	Nil	Case closed after initial assessment. Referral made to the Division of Human Resources.
154	EAP	Inappropriate social media posts, including posting portions of internal discussions with management, by staff member.	Nil	Case closed after initial assessment. Referral made to a UNICEF office for management intervention.
155	ECA	Threats of violence and rape made by a staff member to a family member.	Nil	Not substantiated due to the withdrawal of the complaint during the investigation.
156	ECA	Physical altercation between staff members, resulting in their arrest and a breach in security protocols.	Nil	Case closed after initial assessment.
157	ECA	Physical altercation between staff members, resulting in their arrest and a breach in security protocols.	Nil	Case closed after initial assessment.
158	ECA	Involvement in incident leading to death of a child by a staff member.	Nil	Case closed after initial assessment.
159	ECA	Verbal threats, screaming and smoking in the workplace by a staff member.	Nil	Case closed after initial assessment.
160	ECA	Inappropriate personal relationship with an implementing partner staff by a staff member, resulting in the misuse of a UNICEF vehicle and preferential treatment towards the implementing partner.	Nil	Case closed after initial assessment.
161	ESA	Misuse of diplomatic credentials by a staff member for personal reasons.	Nil	Case closed after initial assessment.
162	ESA	Relocation of child without consent of the other parent and refusal to cooperate with summons from a local court by a staff member.	Nil	Case closed after initial assessment.

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163	ESA	Approval of own overtime, in contravention of office procedures, by a staff member.	Nil	Case closed after initial assessment.
164	ESA	Use of official mobile device to access pornographic materials by a staff member.	Nil	Investigation report submitted to Deputy Executive Director, Management.
165	ESA	Possession of a firearm without a valid license and bringing said firearm onto UNICEF premises while loaded, in violation of security protocol.	Nil	Investigation report submitted to Deputy Executive Director, Management.
166	ESA	Theft of money from a staff member while on UNICEF premises by another staff member.	Nil	Not substantiated. Referral made to a UNICEF office for management intervention.
167	ESA	Failure by a staff member with supervisory responsibility to act as a role model, promote a harmonious working environment and maintain a high standard of personal conduct.	Nil	Case closed after initial assessment.
168	ESA	Manipulation of and misrepresentations regarding relationship status of an individual external to UNICEF by a consultant.	Nil	Case closed after initial assessment. Referral made to a UNICEF office for management intervention.
169	HQ	Favouritism and failure to fulfil duties as a supervisor, resulting in the propagation of corrupt recruitment practices, by a staff member.	Nil	For recording purposes. No further action was required due to lack of information and complainant's decision not to proceed with a formal complaint.
170	MENA	Inappropriate relationship with the head of a UNICEF-supported community-based organization and attempted diversion of supplies to that organization by a staff member.	Nil	Case closed after initial assessment.
171	MENA	Failure to follow office protocols on reporting child safeguarding violations and an inappropriate phone call to a consultant by a staff member.	Nil	Case closed after initial assessment. Referral made to a UNICEF office for management intervention.
172	MENA	Domestic abuse of a spouse and failure to return assets in accordance with a separation agreement by a staff member.	Nil	Case closed after initial assessment.
173	MENA	Improper disclosure of the personal information of a staff member, resulting in risks to their safety and security, by an unidentified individual.	Nil	Case closed after initial assessment.
174	MENA	Disruption of a written recruitment test and access of confidential human resources files without authorization by a staff member.	Nil	Investigation report submitted to Deputy Executive Director, Management. Misconduct not established following disciplinary process.
175	MENA	Repeated failure to report possible sexual misconduct of a staff member by multiple UNICEF personnel.	Nil	Investigation report submitted to a UNICEF office. Advisory memorandum submitted to the Deputy Executive Director, Management and the Division of Human Resources.



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176	MENA	Theft of money from the wallet of a staff member by another staff member.	Nil	Investigation report submitted to the Deputy Executive Director, Management. Staff member was separated from service.
177	SA	Failure to comply with court order in connection with private legal dispute by a staff member.	Nil	Referral made to a UNICEF office for management intervention.
178	SA	Threatening and insulting language towards participants in a training session by third party service provider personnel.	Nil	Referral made to a UNICEF office for management intervention.
179	SA	Abusive behaviour towards a UNICEF staff member and their family during evacuation activities by the staff member of another United Nations entity.	Nil	Referral made to another United Nations entity.
180	SA	Involvement by a staff member in a physical altercation with an individual external to UNICEF.	Nil	Case closed after initial assessment.
181	SA	Inappropriate social media posts of a political nature by a staff member.	Nil	Direct referral for possible disciplinary action to the Deputy Executive Director, Management. The staff member received a deferment of eligibility for a salary increment for a period of four years.
182	SA	Domestic abuse of a spouse by a staff member.	Nil	Not substantiated.
183	SA	Plagiarism of an academic article by a staff member of another United Nations entity.	Nil	Referral made to another United Nations entity.
184	WCA	Failure by a staff member to provide financial support to their biological child.	Nil	Case closed after initial assessment.
185	WCA	Contributions to the manifesto of political party by a staff member.	Nil	Case closed after initial assessment. Referral made to a UNICEF office for management intervention.
186	WCA	Violation of curfew and security protocols by bringing an unauthorized guest to the office by a staff member.	Nil	Not substantiated. Referral made to a UNICEF office for management intervention.
187	WCA	Failure by a staff member to fulfil a legal obligation to pay a debt.	Nil	Referral made to a UNICEF office for management intervention.
<i>Medical Insurance Plan fraud</i>				
188	LAC	Submission of fraudulent invoices in support of a claim for reimbursement of dental expenses by a staff member.	Nil	Not substantiated.
189	Other	Submission of fraudulent documentation in support of a request for medical reimbursement prior to employment with UNICEF by a former staff member.	Nil	For recording purposes. No further action was required, as an investigation had already been completed by another United Nations entity.

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<i>Miscellaneous</i>				
190	ESA	Only partial aid provided to a beneficiary by an implementing partner for unclear reasons.	Nil	For recording purposes. No further action was required.
191	LAC	Harassment of an implementing partner volunteer by personnel of a different implementing partner.	Nil	Referral made to a UNICEF office for management intervention.
192	MENA	Discrimination and creation of a difficult working environment affecting volunteer conditions by implementing partner personnel.	Nil	Case closed after initial assessment.
193	MENA	Forced entry into a domicile and attempted sexual assault of an individual external to UNICEF by a purported staff member.	Nil	Case closed after initial assessment.
194	MENA	Fraudulent collection of purported mandatory donations by two unidentified individuals in a refugee camp.	Nil	For recording purposes. No further action was required.
195	MENA	Post-delivery misuse of aid by an implementing partner.	Nil	For recording purposes. No further action was required.
196	MENA	Preferential treatment in granting certain individuals refugee status by another United Nations entity.	Nil	Referral made to another United Nations entity.
197	Other	Poor leadership and management style resulting in the creation of a toxic work environment, by a member of a National Committee for UNICEF.	Nil	Case closed after initial assessment. Referral made to a UNICEF office for management intervention.
198	Other	Inappropriate social media posts of a political nature made by a member of a National Committee.	Nil	Referral made to a UNICEF office for management intervention.
199	WCA	Failure to refund overpayment by an implementing partner.	Nil	For recording purposes. No further action was required.
<i>Procurement irregularities</i>				
200	ECA	Failure to make bidding documents available in English by unidentified UNICEF personnel.	Nil	Case closed after initial assessment.
201	ESA	Prevention of a potential bidder from accessing tender documents by unidentified UNICEF personnel.	Nil	Case closed after initial assessment.
202	ESA	Failure to deliver equipment due following completion of a procurement process by a UNICEF vendor.	Nil	Case closed after initial assessment.
203	HQ	Submission of falsified certificate related to sourcing of products by a UNICEF vendor.	Nil	For recording purposes. No further action was required, based on assessment of action already undertaken by management.
204	MENA	Promise of the awarding of a contract prior to the tender being advertised by a UNICEF vendor.	Nil	Case closed after initial assessment.

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205	SA	Disclosure of confidential information relating to a tender without authorization and limitation of bidding time frame to favour preferred vendors by a UNICEF staff member.	Nil	Case closed after initial assessment.
206	SA	Inconsistent record-keeping of supply documentation and inaccurate contact information listed in procurement notices by one or more UNICEF staff members.	Nil	Case closed after initial assessment. Referral made to a UNICEF office for management intervention.
207	WCA	Unprofessional behaviour in connection with the termination of the contract of a UNICEF vendor by unidentified UNICEF personnel.	Nil	Case closed after initial assessment.
208	WCA	Improper procedure followed regarding recruitment of consultants and underpayments of consultants by a UNICEF vendor.	Nil	Case closed after initial assessment.
209	WCA	Inflation of costs in relation to the awarding of contracts and solicitation of kickbacks by unspecified UNICEF personnel.	Nil	Case closed after initial assessment. Referral made to a UNICEF office for management intervention.
<i>Recruitment irregularities</i>				
210	EAP	Preferential treatment of an applicant during a recruitment process by unspecified UNICEF personnel.	Nil	Case closed after initial assessment.
211	EAP	Improper disclosure of confidential information to an applicant during a recruitment process by a staff member.	Nil	Investigation report submitted to Deputy Executive Director, Management. A note was placed in the staff member's official status file.
212	ECA	Engagement in a pattern of favouring less qualified applicants during recruitment process on the basis of preference and political influence by unidentified staff members.	Nil	Case closed after initial assessment.
213	ESA	Undue influence over the recruitment process of an intern by a staff member to favour a candidate with whom they were in a romantic relationship.	Nil	Case closed after initial assessment.
214	ESA	Engagement in a pattern of favouring applicants of a certain religious affiliation or from a certain geographic region during recruitment processes by a staff member.	Nil	Case closed after initial assessment. Referral made to a UNICEF office for management intervention.
215	WCA	Engagement in a pattern of recruiting for unnecessary posts and drafting written assessments without subject matter expertise by unspecified staff members.	Nil	Case closed after initial assessment.
<i>Retaliation</i>				
216	Other	Retaliation in the form of intimidation, marginalization and discontinuation of deployment, by a staff member of another United Nations entity against standby personnel, after the latter made a report of possible misconduct.	Nil	Investigation was conducted on behalf of another United Nations entity. An investigation memorandum was submitted to the Ethics Office of that entity.

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<i>Sexual exploitation and abuse</i>				
217	EAP	Sexual abuse of a non-beneficiary child by implementing partner personnel.	Nil	Case closed after assessment of actions taken by the implementing partner.
218	EAP	Sexual exploitation and abuse of multiple non-beneficiary members of local communities by a consultant.	Nil	Case closed after initial assessment with respect to one victim; other victims did not consent to a formal investigation.
219	ECA	Sexual abuse of a non-beneficiary child by a parent, who was implementing partner subcontractor personnel.	Nil	Case closed after assessment of actions taken by the implementing partner.
220	ECA	Transactional sex in exchange for preferential treatment resulting in the pregnancy of a beneficiary by implementing partner personnel.	Nil	Referral made to another United Nations entity as there was no nexus between the allegations and UNICEF partners or activities.
221	ESA	Transactional sex in exchange for employment involving multiple beneficiaries by three implementing partner personnel.	Nil	Case closed after assessment of investigation and actions taken by the implementing partner.
222	ESA	Inappropriate sexual relationship with a volunteer/beneficiary by implementing partner personnel.	Nil	Case closed after assessment of investigation and actions taken by the implementing partner.
223	ESA	Sexual exploitation and abuse of a child beneficiary by implementing partner personnel.	Nil	Case closed after assessment of actions taken by the implementing partner.
224	ESA	Child marriage arrangements, including acceptance of dowry, involving a non-beneficiary child by a parent, who was implementing partner personnel.	Nil	Case closed after assessment of actions taken by the implementing partner.
225	ESA	Sexual exploitation and abuse of two children and an adult beneficiary resulting in pregnancy and initiation of child marriage arrangements, by implementing partner personnel.	Nil	Case closed after assessment of actions taken by the implementing partner.
226	ESA	Kidnapping and initiation of child marriage arrangements resulting in the pregnancy of a child beneficiary by an implementing partner personnel.	Nil	Case closed after assessment of actions taken by the implementing partner.
227	ESA	Sexual abuse of a non-beneficiary child by a parent, who was implementing partner personnel.	Nil	Case closed after assessment of actions taken by the implementing partner.
228	ESA	Transactional sex in exchange for preferential treatment involving non-beneficiary members of local communities by multiple implementing partner personnel.	Nil	Case closed after assessment of actions taken by the implementing partner.
229	ESA	Sexual abuse of a member of the local community by implementing partner personnel.	Nil	Case closed after assessment of actions taken by the implementing partner.
230	ESA	Transactional sex in exchange for preferential treatment involving a beneficiary by implementing partner personnel.	Nil	Case closed after assessment of actions taken by the implementing partner.

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231	ESA	Inappropriate sexual relationships with colleagues by two implementing partner personnel.	Nil	Case closed after assessment of actions taken by the implementing partner.
232	ESA	Transactional sex in exchange for preferential treatment involving a beneficiary by implementing partner personnel.	Nil	Case closed after assessment of actions taken by the implementing partner. Referral made to a UNICEF office for partnership management.
233	ESA	Inappropriate sexual relationship with a beneficiary residing at a camp for internally displaced persons by third-party service provider personnel.	Nil	Case closed after assessment of actions taken by the third-party service provider.
234	ESA	Sexual exploitation and abuse of a child by implementing partner personnel.	Nil	Case closed after assessment of investigation and actions taken by the implementing partner.
235	ESA	Sexual exploitation and abuse of a child by implementing partner personnel.	Nil	Case closed after assessment of investigation and actions taken by the implementing partner.
236	ESA	Sexual exploitation and abuse resulting in pregnancy of a member of a local community by three implementing partner personnel.	Nil	Case closed after assessment of investigation and actions taken by the implementing partner.
237	ESA	Sexual exploitation and abuse of a child beneficiary by implementing partner personnel.	Nil	Case closed after assessment of investigation and actions taken by the implementing partner.
238	ESA	Sexual exploitation of a child by implementing partner personnel.	Nil	Case closed after assessment of investigation and actions taken by the implementing partner.
239	ESA	Transactional sex for preferential treatment resulting in pregnancy involving a child by implementing partner personnel.	Nil	Case closed after assessment of investigation and actions taken by the implementing partner.
240	ESA	Sexual exploitation and abuse of multiple beneficiaries resulting in the pregnancy of one child beneficiary by implementing partner personnel.	Nil	Case closed after assessment of investigation by the implementing partner.
241	ESA	Sexual exploitation and abuse of a candidate in a recruitment process by implementing partner personnel.	Nil	Case closed after assessment of investigation by the implementing partner.
242	ESA	Sexual exploitation of a beneficiary residing in a refugee camp by implementing partner personnel.	Nil	Case closed after assessment of investigation by the implementing partner.
243	ESA	Sexual exploitation and abuse of multiple student beneficiaries by two implementing partner personnel.	Nil	Case closed after assessment of investigation by the implementing partner.
244	ESA	Sexual exploitation and abuse of implementing partner personnel from the local community and multiple beneficiaries by implementing partner personnel.	Nil	Case closed after assessment of investigation by the implementing partner.
245	ESA	Sexual exploitation and abuse of three child beneficiaries by implementing partner personnel.	Nil	Case closed after assessment of investigation by the implementing partner.

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246	ESA	Sexual exploitation and abuse of a child beneficiary by implementing partner.	Nil	Case closed after assessment of investigation by the implementing partner.
247	ESA	Transactional sex for preferential treatment involving multiple child beneficiaries by two implementing partner personnel.	Nil	Case closed after assessment of investigation by the implementing partner.
248	ESA	Sexual exploitation and abuse of a child beneficiary by implementing partner personnel.	Nil	Case closed after assessment of investigation by the implementing partner.
249	ESA	Sexual exploitation and abuse of a child beneficiary by implementing partner personnel.	Nil	Case closed after assessment of investigation by the implementing partner.
250	ESA	Sexual exploitation and abuse, corporal punishment and discrimination against child beneficiaries by multiple implementing partner personnel.	Nil	Case closed after assessment of investigation by the implementing partner.
251	ESA	Sexual exploitation and abuse of student beneficiaries by multiple implementing partner personnel.	Nil	Case closed after assessment of investigation by the implementing partner.
252	ESA	Transactional sex in exchange for money involving unidentified individuals by four implementing partner personnel.	Nil	Case closed after assessment of investigation by the implementing partner. Referral made to a UNICEF office for partnership management.
253	ESA	Sexual exploitation and abuse of, and entering into a marriage with, a member of the local community and acceptance of bribes by implementing partner personnel.	Nil	Case closed after assessment of investigation by the implementing partner. Referral made to a UNICEF office for partnership management.
254	ESA	Sexual exploitation and abuse of a child beneficiary by implementing partner personnel.	Nil	Case closed after assessment of investigation by the implementing partner. Referral made to a UNICEF office for partnership management.
255	ESA	Sexual exploitation and abuse resulting in pregnancy between implementing partner personnel.	Nil	Case closed after initial assessment as there was no nexus between the allegations and UNICEF partners or activities.
256	ESA	Sexual exploitation and abuse of implementing partner personnel from the local community and verbal abuse of beneficiaries by implementing partner personnel.	Nil	Case closed after initial assessment. Referral made to a UNICEF office for partnership management.
257	ESA	Transactional sex in exchange for release from detention involving a child by implementing partner personnel.	Nil	Case closed after initial assessment. Referral made to a UNICEF office for partnership management.

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258	ESA	Sexual exploitation and abuse by an individual external to UNICEF serving on the board of an implementing partner.	Nil	For recording purposes. No further action was required as an investigation had already been conducted and there was no nexus between the allegations and UNICEF activities.
259	ESA	Sexual exploitation and abuse of children from the local community by a staff member.	Nil	Not substantiated.
260	HQ	Sexual exploitation and threats towards an individual external to UNICEF by a staff member.	Nil	Case closed after assessment due to lack of victim consent.
261	LAC	Transactional sex in exchange for employment by UNICEF vendor personnel.	Nil	Case closed after assessment of actions taken by the vendor.
262	LAC	Sexual exploitation and abuse of a child from the local community by implementing partner personnel.	Nil	Case closed after assessment of investigation by the implementing partner.
263	LAC	Sexual exploitation and threat of a beneficiary by implementing partner subcontractor personnel.	Nil	Case closed after assessment of the investigation by the implementing partner. Referral made to a UNICEF office for partnership management.
264	LAC	Sexual exploitation of UNICEF vendor personnel by other personnel of the same vendor.	Nil	Case closed after initial assessment.
265	LAC	Inducement of a pregnant to give her baby up for adoption outside formal processes by implementing partner personnel.	Nil	Case closed after initial assessment. Referral made to a UNICEF office for management intervention.
266	MENA	Sexual exploitation and abuse of an unidentified individual by an implementing partner volunteer.	Nil	Case closed after assessment of actions taken by the implementing partner.
267	MENA	Transactional sex in exchange for employment involving a volunteer by implementing partner subcontractor personnel.	Nil	Case closed after assessment of actions taken by the implementing partner.
268	MENA	Sexual exploitation and abuse of the parent of a beneficiary by implementing partner personnel.	Nil	Case closed after assessment of actions taken by the implementing partner.
269	MENA	Sexual exploitation and abuse of a student beneficiary by implementing partner subcontractor personnel.	Nil	Case closed after assessment of actions taken by the implementing partner. Referral made to a UNICEF office for partnership management.
270	MENA	Sexual exploitation and abuse of two beneficiaries by implementing partner personnel.	Nil	Case closed after assessment of investigation and actions taken by the implementing partner.
271	MENA	Transactional sex in exchange for employment by an implementing partner volunteer.	Nil	Case closed after assessment of investigation and actions taken by the implementing partner.

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272	MENA	Transactional sex in exchange for employment by implementing partner personnel.	Nil	Case closed after assessment of investigation and actions taken by the implementing partner. Referral made to a UNICEF office for partnership management.
273	MENA	Sexual exploitation and abuse of a member of the local community by implementing partner personnel.	Nil	Case closed after assessment of investigation by the implementing partner.
274	MENA	Transactional sex in exchange for supplies and money involving child beneficiaries by implementing partner personnel.	Nil	Case closed after assessment of investigation by the implementing partner.
275	MENA	Sexual exploitation and abuse of a volunteer by implementing partner personnel.	Nil	Case closed after assessment of investigation by the implementing partner.
276	MENA	Sexual exploitation and abuse of a child beneficiary by implementing partner personnel.	Nil	Case closed after assessment of investigation by the implementing partner.
277	MENA	Sexual exploitation and abuse of a child beneficiary by implementing partner personnel.	Nil	Case closed after assessment of investigation by the implementing partner.
278	MENA	Sexual exploitation and abuse of implementing partner personnel from the local community by two implementing partner volunteers.	Nil	Case closed after assessment of investigation by the implementing partner.
279	MENA	Transactional sex in exchange for money involving a child beneficiary by implementing partner personnel.	Nil	Case closed after assessment of the investigation by the implementing partner.
280	MENA	Sexual exploitation and abuse of an individual from the local community by implementing partner personnel.	Nil	Case closed after assessment of the investigation by the implementing partner. Referral made to a UNICEF office for partnership management.
281	MENA	Initiation of child marriage arrangements by implementing partner personnel.	Nil	Case closed after assessment of the investigation by the implementing partner. Referral made to a UNICEF office for partnership management.
282	MENA	Transactional sex in exchange for accommodation involving the beneficiary of another United Nations entity by third-party service provider personnel.	Nil	Case closed after initial assessment.
283	MENA	Sexual abuse, including exposure to pornographic materials and other materials of a sexual nature, towards a beneficiary by implementing partner personnel.	Nil	Case closed after initial assessment. Referral made to a UNICEF office for partnership management.
284	MENA	Sexual abuse, including verbal comments of a sexual nature, towards a beneficiary by implementing partner personnel.	Nil	Case closed after initial assessment. Referral made to a UNICEF office for partnership management.



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285	MENA	Sexual exploitation and abuse, including the use of threatening language, of implementing partner personnel from the local community by the relative of a member of implementing partner management.	Nil	For recording purposes. No further action was required based on a lack of actionable information. Referral made to a UNICEF office for partnership management.
286	MENA	Sexual exploitation and abuse of a beneficiary by implementing partner personnel.	Nil	Referral made to another United Nations entity.
287	SA	Sexual exploitation and abuse of child beneficiaries by implementing partner personnel.	Nil	Case closed after assessment of actions taken by the implementing partner.
288	SA	Sexual exploitation and abuse of a child beneficiary by an implementing partner personnel.	Nil	Case closed after assessment of actions taken by the implementing partner.
289	SA	Sexual exploitation and abuse of a child beneficiary by implementing partner personnel.	Nil	Case closed after assessment of investigation and actions taken by the implementing partner.
290	SA	Sexual exploitation and abuse of a child from the local community by implementing partner personnel.	Nil	Case closed after assessment of investigation and actions taken by the implementing partner.
291	SA	Sexual exploitation and abuse of a child beneficiary by implementing partner personnel.	Nil	Case closed after assessment of investigation and actions taken by the implementing partner.
292	SA	Transactional sex in exchange for money involving members of the local community by implementing partner personnel.	Nil	Case closed after assessment of investigation and actions taken by the implementing partner.
293	SA	Transactional sex in exchange for money involving a member of the local community by implementing partner personnel.	Nil	Case closed after assessment of investigation and actions taken by the implementing partner.
294	SA	Sexual exploitation and abuse of a beneficiary by implementing partner personnel.	Nil	Case closed after assessment of investigation and actions taken by the implementing partner. Referral made to a UNICEF office for partnership management.
295	SA	Sexual exploitation and abuse of implementing partner personnel from the local community by implementing partner personnel.	Nil	Case closed after assessment of investigation and actions taken by the implementing partner. Referral made to a UNICEF office for partnership management.
296	SA	Sexual exploitation and abuse of members of the local community by multiple implementing partner personnel.	Nil	Case closed after assessment of investigation by the implementing partner.
297	SA	Sexual abuse of a child beneficiary by implementing partner personnel.	Nil	Case closed after assessment of investigation by the implementing partner. Referral made to a UNICEF office for partnership management.

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298	SA	Solicitation of sexual favours from social mobilizers and members of the local community by a staff member.	Nil	Case closed after initial assessment.
299	SA	Sexual exploitation and abuse, bullying and harassment involving implementing partner personnel from the local community by implementing partner personnel.	Nil	Case closed after initial assessment.
300	SA	Transactional sex in exchange for employment and accommodation involving a member of the local community by a staff member.	Nil	Case closed after initial assessment.
301	SA	Transactional sex in exchange for employment involving implementing partner personnel from the local community by other implementing partner personnel.	Nil	Case closed after initial assessment.
302	SA	Transactional sex in exchange for employment involving members of the local community by a staff member.	Nil	Case closed after initial assessment.
303	SA	Unwelcome sexual advances towards two UNICEF vendor personnel from the local community 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.
304	SA	Sexual exploitation and abuse of a child beneficiary by an individual external to UNICEF.	Nil	For recording purposes. No further action was required as victim assistance had been rendered and there was no nexus to UNICEF partners or activities.
305	SA	Sexual exploitation and abuse of beneficiaries by implementing partner personnel.	Nil	Referral made to another United Nations entity.
306	SA	Sexual exploitation and abuse of four child beneficiaries by personnel of an implementing partner of another United Nations entity.	Nil	Referral made to another United Nations entity and to a UNICEF office for partnership management.
307	WCA	Sexual exploitation and abuse of a child beneficiary by an implementing partner volunteer.	Nil	Case closed after assessment of actions taken by the implementing partner.
308	WCA	Transactional sex in exchange for personal products involving a child beneficiary by two implementing partner personnel.	Nil	Case closed after assessment of actions taken by the implementing partner.
309	WCA	Sexual exploitation and abuse of a volunteer by implementing partner personnel.	Nil	Case closed after assessment of actions taken by the implementing partner. Referral made to a UNICEF office for partnership management.
310	WCA	Sexual exploitation and abuse of an unidentified child by third-party service provider personnel.	Nil	Case closed after assessment of actions taken by the third-party service provider.

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311	WCA	Sexual exploitation and abuse of two child beneficiaries by implementing partner personnel.	Nil	Case closed after assessment of investigation and actions taken by the implementing partner.
312	WCA	Sexual exploitation and abuse of a child from the local community by implementing partner personnel.	Nil	Case closed after assessment of investigation and actions taken by the implementing partner.
313	WCA	Sexual exploitation of an internally displaced person by implementing partner personnel.	Nil	Case closed after assessment of investigation and actions taken by the implementing partner.
314	WCA	Sexual exploitation and abuse of a volunteer by implementing partner personnel.	Nil	Case closed after assessment of investigation and actions taken by the implementing partner.
315	WCA	Sexual assault by personnel of a government implementing partner subcontractor.	Nil	Case closed after assessment of investigation and actions taken by the implementing partner. Referral made to a UNICEF office for partnership management.
316	WCA	Sexual exploitation and abuse of a child from the local community by implementing partner personnel.	Nil	Case closed after assessment of investigation by the implementing partner.
317	WCA	Sexual exploitation and abuse of a child beneficiary resulting in pregnancy by an implementing partner volunteer.	Nil	Case closed after assessment of investigation by the implementing partner. Referral made to a UNICEF office for partnership management.
318	WCA	Sexual abuse of a child from the local community by implementing partner personnel.	Nil	Case closed after assessment of investigation by the implementing partner. Referral made to a UNICEF office for partnership management.
319	WCA	Sexual exploitation and abuse of a child from the local community by implementing partner personnel.	Nil	Case closed after assessment of the investigation by the implementing partner.
320	WCA	Transactional sex in exchange for money involving a member of the local community by implementing partner personnel.	Nil	Case closed after assessment of the investigation by the implementing partner. Referral made to a UNICEF office for partnership management.
321	WCA	Transactional sex in exchange for money involving members of the local community by implementing partner personnel.	Nil	Case closed after assessment of the investigation by the implementing partner. Referral made to a UNICEF office for partnership management.
322	WCA	Sexual exploitation and abuse of a child from the local community by implementing partner personnel.	Nil	Case closed after assessment of the investigation by the implementing partner. Referral made to a UNICEF office for partnership management.

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323	WCA	Sexual abuse of a beneficiary resulting in pregnancy by unidentified UNICEF personnel.	Nil	Case closed as the victim did not consent to a formal investigation.
324	WCA	Sexual exploitation and abuse of a child beneficiary implicating an external entity with no relation to UNICEF.	Nil	For recording purposes. No further action was needed as there was no nexus between the allegations and UNICEF partners or activities.
325	WCA	Sexual exploitation and abuse of an unidentified victim by an implementing partner personnel.	Nil	For recording purposes. No further action was required due to a lack of actionable information, and action already taken by the implementing partner at the time of reporting.
326	WCA	Sexual exploitation and abuse of a child from the local community by implementing partner personnel of another United Nations entity.	Nil	Referral made to another United Nations entity.
327	WCA	Sexual exploitation and abuse of a child from the local community resulting in pregnancy by personnel of an implementing partner of another United Nations entity.	Nil	Referral made to another United Nations entity.
328	WCA	Sexual exploitation and abuse of two members of the local community by personnel of an implementing partner of another United Nations entity.	Nil	Referral made to another United Nations entity.
329	WCA	Transactional sex in exchange for beneficial treatment involving members of the local community by two implementing partner personnel of another United Nations entity.	Nil	Referral made to another United Nations entity.
330	WCA	Sexual exploitation and abuse of a member of the local community by personnel of an implementing partner of another United Nations entity.	Nil	Referral made to another United Nations entity and to a UNICEF office for partnership management.
331	WCA	Transactional sex in exchange for preferential treatment involving four beneficiaries by implementing partner personnel.	Nil	Referral made to another United Nations entity and to a UNICEF office for partnership management.
332	WCA	Sexual exploitation and abuse of a child beneficiary resulting in pregnancy by implementing partner personnel.	Nil	Referral made to another United Nations entity and to a UNICEF office for partnership management.
333	WCA	Transactional sex in exchange for money involving an internally displaced person resulting in pregnancy by a staff member of another United Nations entity.	Nil	Referral made to another United Nations entity and to a UNICEF office for partnership management.
334	WCA	Transactional sex in exchange for money and gifts involving an internally displaced person resulting in pregnancy by a staff member of another United Nations entity.	Nil	Referral made to another United Nations entity and to a UNICEF office for partnership management.

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335	WCA	Sexual exploitation and abuse of an internally displaced child resulting in pregnancy by a staff member of another United Nations entity.	Nil	Referral made to another United Nations entity and to a UNICEF office for partnership management.
<i>Sexual harassment</i>				
336	ECA	Sexual harassment of an individual external to UNICEF by a UNICEF Goodwill Ambassador.	Nil	For recording purposes. No further action was required as the allegations concerned conduct with no nexus to UNICEF that fell outside the mandate of OIAI.
337	ECA	Multiple instances of inappropriate and derogatory comments, many of which were of a sexual nature, towards a staff member by another staff member.	Nil	Investigation report submitted to the Deputy Executive Director, Management.
338	ESA	Sexual harassment, including unwanted sexual advances and an offer of a car in exchange for sex, towards a youth advocate by a staff member.	Nil	Case closed after initial assessment.
339	ESA	Sexual harassment, including unwanted sexual advances, by an individual contractor towards implementing partner personnel.	Nil	Case closed after initial assessment. Referral made to a UNICEF office for management intervention.
340	ESA	Sexual harassment, including inappropriate comments and physical touching, towards a staff member by another staff member.	Nil	Investigation report submitted to the Deputy Executive Director, Management.
341	ESA	Sexual harassment, including inappropriate comments and pressure to enter into sexual relations in exchange for preferential treatment, by a staff member towards other staff members, including a supervisee.	Nil	Investigation report submitted to the Deputy Executive Director, Management. Referral made to a UNICEF office for management intervention.
342	HQ	Sexual harassment and abuse of authority, including an intimate relationship, frequent communication exchanges of a sexual nature and engaging in unfair treatment after the matter was reported, towards a staff member by another staff member.	Nil	Case closed after initial assessment.
343	HQ	Sexual harassment and harassment, including inappropriate and non-consensual touching, gestures of a sexual nature and exposure to pornography, towards a former staff member by two staff members.	Nil	Case closed, as victim did not consent to a formal investigation.
344	HQ	Inappropriate touching and advances towards a staff member by a former staff member.	Nil	Investigation report submitted to the Deputy Executive Director, Management. Had the staff member remained in service, they would have been separated from service.
345	HQ	Sexual harassment, including inappropriate and non-consensual touching and groping, towards a staff member by another staff member.	Nil	Not substantiated.

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346	HQ	Abuse of authority, harassment and sexual harassment, including threatening and negatively affecting career prospects, creating a hostile work environment, verbal threats and inappropriate comments of a sexual nature, towards a supervisee by a staff member.	Nil	Not substantiated.
347	LAC	Sexual harassment, including inappropriate and non-consensual verbal and physical sexual advances, towards vendor personnel by a former UNICEF consultant.	Nil	Investigation report submitted to a UNICEF office for management intervention.
348	LAC	Sexual harassment, including inappropriate communications and unwelcome advances by a staff member towards a staff member of another United Nations entity.	Nil	Investigation report submitted to the Deputy Executive Director, Management. Misconduct not established following disciplinary process.
349	MENA	Sexual intercourse on UNICEF premises between a staff member and a United Nations Volunteer.	Nil	Case closed after initial assessment.
350	MENA	Sexual harassment and harassment towards staff members, including inappropriate non-consensual physical contact, repeated verbal harassment and visiting staff members' homes without an invitation, by a staff member.	Nil	Case closed upon withdrawal of complaint. Referral to a UNICEF office for management intervention.
351	MENA	Sexual harassment, including use of personal information about staff members for the purpose of sexual and financial extortion, by a staff member.	Nil	Case closed after initial assessment.
352	MENA	Sexual harassment, including inappropriate and non-consensual touching, verbal and physical intimidation and unwanted sexual advances, towards a staff member by UNICEF vendor personnel.	Nil	Investigation report issued to a UNICEF office for management intervention.
353	MENA	Sexual harassment, including inappropriate and non-consensual physical contact, towards a United Nations Volunteer by another United Nations Volunteer.	Nil	Investigation report issued to the Executive Coordinator, United Nations Volunteers.
354	MENA	Sexual harassment, including inappropriate comments of a sexual nature and unwanted sexual advances, towards an individual external to UNICEF by a United Nations Volunteer.	Nil	Investigation report issued to the Executive Coordinator, United Nations Volunteers. The United Nations Volunteer was separated from service.
355	MENA	Sexual harassment, including inappropriate non-consensual physical contact and touching, towards a staff member by another staff member.	Nil	Investigation report submitted to the Deputy Executive Director, Management.
356	MENA	Sexual harassment, including inappropriate remarks of a sexual nature, repeated invitations to meet outside the office, and inappropriate non-consensual touching, towards a staff member by another staff member.	Nil	Investigation report submitted to the Deputy Executive Director, Management. Staff member was separated from service.
357	MENA	Sexual harassment, including inappropriate comments and touching of a sexual nature, towards a staff member by another staff member.	Nil	Investigation report submitted to the Deputy Executive Director, Management. Staff member was separated from service.

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358	Other	Sexual harassment, including inappropriate and non-consensual touching and physical contact of a sexual nature towards two interns of another United Nations entity by a consultant of another United Nations entity.	Nil	Investigation report submitted to another United Nations entity.
359	SA	Sexual harassment, including unwanted sexual advances, towards a consultant by a staff member.	Nil	Case closed as the victim did not consent to a formal investigation.
360	SA	Sexual harassment, including making inappropriate and unwelcome comments of a sexual nature and unwanted sexual advances, towards a United Nations Volunteer by a staff member.	Nil	Investigation report submitted to the Deputy Executive Director, Management. The staff member lost six steps in grade with deferment of consideration of eligibility for promotion for a period of three years.
361	WCA	Sexual harassment and abuse of authority, including promises of job offers in exchange for sex, towards staff members, as well as use of UNICEF vehicles and drivers for personal reasons, by a staff member.	Nil	Case closed after initial assessment.
362	WCA	Sexual harassment, including inappropriate comments of a sexual nature and inappropriate and non-consensual touching, towards an employee of a third-party entity by a staff member.	Nil	Investigation report submitted to the Deputy Executive Director, Management. Staff member was separated from service.
<i>Unauthorized outside activities and conflict of interest</i>				
363	EAP	Failure to disclose a relative's employment with implementing partner and unauthorized paid speaking engagements by a staff member.	Nil	Case closed after initial assessment.
364	EAP	Failure to disclose involvement in the management of and other work-related activities with two private entities by a staff member.	Nil	Investigation report submitted to the Deputy Executive Director, Management. Staff member lost six steps in grade.
365	ECA	Failure to disclose ownership of a private entity subcontracted by a UNICEF vendor to provide services to UNICEF by a staff member.	Nil	Case closed after initial assessment.
366	ECA	Unauthorized use of position and UNICEF resources by a staff to facilitate an exhibition of their spouse's art.	Nil	Investigation report submitted to the Deputy Executive Director, Management.
367	ESA	Failure to disclose marital relationship with the successful candidate in a consultancy recruitment process by a staff member.	Nil	Case closed after initial assessment.
368	HQ	Failure to disclose membership with the executive board of a private entity engaged by UNICEF to deliver training to implementing partners by a staff member.	Nil	Not substantiated. Referral made to another United Nations entity.

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369	LAC	Unauthorized outside work with a government entity while employed with UNICEF by personnel of UNICEF.	Nil	Case closed after initial assessment.
370	LAC	Unauthorized outside employment with a university while employed with UNICEF by a staff member.	Nil	Investigation report submitted to the Deputy Executive Director, Management.
371	MENA	Inappropriate assistance rendered to two candidates in a recruitment process and failure to disclose familial relationship with said candidates by a staff member.	Nil	Investigation report submitted to Deputy Executive Director, Management. Staff member was separated from service.
372	MENA	Failure to disclose personal and financial interests in private entities contracted by UNICEF by a staff member.	Nil	Not substantiated.
373	MENA	Failure to disclose personal and financial interests in three private entities contracted to provide services to UNICEF by a staff member.	Nil	Not substantiated.
374	SA	Failure to disclose personal relationship with a contractor and undue interference in contracting process by a staff member.	Nil	Case closed after initial assessment.
375	SA	Failure to disclose relationship with spouse and undue influence over third-party service provider recruitment process for the purpose of hiring spouse by a staff member.	Nil	Not substantiated. Referral made to a UNICEF office for management intervention.
376	WCA	Recommendation for an individual to be hired by a UNICEF vendor despite that individual having prior involvement in criminal activities by a staff member.	Nil	Case closed after initial assessment.
377	WCA	Entering into a contractual agreement to provide services to another United Nations entity by a staff member.	Nil	Case closed after initial assessment. Referral made to a UNICEF office for management intervention.
378	WCA	Failure by a staff member to disclose intimate relationships with two other staff members while acting as their supervisor.	Nil	Investigation report submitted to the Deputy Executive Director, Management.
379	WCA	Failure to disclose ownership and financial interests in a third-party service provider contracted by UNICEF.	Nil	Investigation report submitted to the Deputy Executive Director, Management. Staff member was separated from service.
380	WCA	Unauthorized outside employment with a government entity while employed with UNICEF by a staff member.	Nil	Investigation report submitted to the Deputy Executive Director, Management. Staff member was separated from service.
381	WCA	Unauthorized outside employment, including a management role, with an implementing partner while employed with UNICEF by a staff member.	Nil	Investigation report submitted to the Deputy Executive Director, Management. Staff member was separated from service.



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382	WCA	Unauthorized outside activities and a conflict of interest involving several companies, including UNICEF vendors, by a staff member.	Nil	Investigation report submitted to the Deputy Executive Director, Management. Staff member was separated from service.
<i>Unauthorized use, misuse or waste of UNICEF funds or property</i>				
383	MENA	Mismanagement of funds for the purposes of paying for hosted dinners and to obtain better accommodations and creation of a toxic work environment by a staff member.	Nil	Case closed after initial assessment.
384	SA	Signing, endorsing and cashing a UNICEF cheque without authorization by a staff member.	Nil	Not substantiated.
385	WCA	Signing a Programme Cooperation Agreement with an implementing partner without authorization by a staff member.	Nil	Referral made to a UNICEF office for management intervention.

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

<sup>b</sup> 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.