Report of the Ethics Office of UNICEF for 2020

El Cid Butuyan
Director, Ethics Office

UNICEF Executive Board
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Reference document: E/ICEF/2021/16
Key Milestones

- Strengthened institutional independence as separate unit
- More than one third of UNICEF personnel benefited from training and outreach activities
- Ethics Month 2020 included participation by 5,133 personnel in 54 headquarters, regional & and country offices (123% increase in participation)
- Enhanced cross-divisional collaboration on ethics, organizational culture and values
- Conflict of Interest and Financial Disclosure Programme (CIFDP) – 100% compliance rate on filing requirements
555 requests for ethics services
THE ETHICS OFFICE WILL

1. **ADDRESS INAPPROPRIATE BEHAVIOURS**
   - before they rise to the level of misconduct or ripen to full conflict

2. **FOCUS ON NEEDS**
   - of the affected UNICEF personnel

3. **PURSUE INFORMAL RESOLUTION**
   - refer and/or apply process to stop/correct the inappropriate behaviour or address emerging risks

4. **OFFER SUPPORT**
   - throughout the entire process

THE ETHICS OFFICE WILL NOT

1. **CONDUCT FACT-FINDING**
   - investigations, nor make any factual determinations

2. **ACT AS AN ADVOCATE**
   - for any party, to preserve its Independent and impartial status

3. **REFER MATTERS FOR INVESTIGATION, MEDIATION OR OTHER MECHANISMS**
   - without the consent of the affected personnel

4. **REVIEW MANAGERIAL DECISIONS**
   - or performance evaluations

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IDENTIFIES the nature of the problem and advises on the best way it can be resolved.

OPTIONS MAY INCLUDE:
- coaching, advice and guidance
- referring the matter for investigation, mediation or other informal resolution or to the appropriate support service
- with consent of personnel, assist in early interventions to address issues

ADVISES/CAUTIONS personnel and managers about inappropriate behaviour that is out of line with values, but do not rise to the level of misconduct.

WORKS with management to secure protective or remedial measures.

PRESERVES anonymity and confidentiality, when appropriate.

FOLLOWS UP REGULARLY with involved parties to verify the effectiveness of the interventions and offer additional support.

MONITORS the status of the affected individual to prevent retaliation, and to provide immediate support if retaliation is suspected.

KEEPS CONFIDENTIAL records of interventions that are only accessible to the Ethics Office.

Thank You.

Ethics Office