

Update on strengthening protections against workplace harassment



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Goals

Ensure:

- High caliber staff – integrity, values and principles aligned with UNICEF.
- Continue development of interpersonal competencies along with supervisory and technical skills.
- Commitment to reflect on and periodically recommit to the values and principles of the organization.

Workplace to Which We Aspire

- A supportive environment in which each member of our diverse, multicultural, highly-committed and skilled workforce can thrive and that brings out the best in them in service of the world's children.
- A culture that recognizes and rewards the behaviors exhibited as well as the results delivered, where people treat each other with respect and where teamwork and a collaborative working style are demonstrated at every level.

Policy change

- Broader protections
 - **Workplace harassment and discrimination policy** revised to permit complaints more than 6 months' old, complaints by non-staff personnel and anonymous complaints. *(Complete)*
 - **Whistleblower protection policy revision** to permit complaints of retaliation more than 6 months' old, complaints by non-staff personnel; to add OIAI-Ethics referrals, new interim and remedial measures, and update complainants on progress in the case. *(In process)*
- **Inter-agency measures**
 - **UN System Chief Executives Board Task Force on sexual harassment** - UN common reference model released May 2018; UNICEF already in compliance, subject to minor technical revisions (to be made).
 - **UN ethics system** review of best practices in whistleblower protection. *(Complete)*
 - **Inter-agency disclosure of information** about separations due to discipline or while under investigation permitted by amendments by UNICEF of policy on personnel records. *(Complete)*

Recruitment and vetting

- Improved standards and vetting from job advertisement to onboarding
 - **Vacancy announcements** will further underscore core values. (*Complete*)
 - **Self-disclosure** questions improved for staff, consultants; consent to disclosure to UNICEF of other UN records required. (*eff. 1 July 2018*)
 - **Reference check** process fortified through OneHR UN Center, mandatory verbal reference checks, review of 'culture left behind' for senior leadership roles. (*Ongoing*)
 - **Induction/onboarding packages** include mandatory workplace harassment and discrimination training. (*Complete*)
- **Inter-agency coordination**
 - **Inter-agency vetting databases** for staff separated for or under investigation for SEA (UN system-wide, *eff. June 2018*), staff separated for sexual harassment. (UN system-wide, *eff. September 2018*)

Staff engagement and support

- **Leadership engagement** in-person
 - All-staff Meeting, Global Management Team, each Regional Management Team, Global Joint Consultative Committee, Ethics webinar. (*Complete, ongoing*)
- **Better guidance** (digital/print)
 - Intranet sites (“Be the Change”, Reporting Misconduct), managerial and staff guides created **utilizing UN CEB model**. (*Complete, ongoing*)
 - Mandatory training (**UN/F&P-standard**) completion raised from ~40% to 91%/95%. (SHA/PSEA)
- **Continuously managed commitment**
 - Performance management framework update underway (*eff. 2019-cycle*), refreshment of oath, self-disclosure questions, training. (*eff. Q3 2018*)
 - New Representatives’ induction and management Masterclass mid-level training module on workplace harassment and discrimination. (*Complete, ongoing*)

Reporting improvements

- **New mechanisms**
 - **'One click' anonymous registration** of sexual harassment (*Complete*), expansion to other workplace harassment and abuse of authority. (*eff. June 2018*)
 - **Telephone hotline** for reporting misconduct. (2018)
- **Investigator recruitment** to increase staffing by 40% (*Ongoing*), interim retainer of consultants.
- **Improved systems coordination**
 - Weekly meetings with OED, investigations, other stakeholders. (*Ongoing*)
 - Regular coordination between investigations and Staff Wellbeing to ensure complainants supported (*Ongoing*); Peer Support Volunteers (400) receiving additional training. (*Ongoing*)
- **Information-sharing to fortify staff confidence**
 - Sharing of complaints received monthly with staff. (*Complete, ongoing*)
 - Apparent increase in confidence – Jan-May 2018: 70 complaints; Jan-Dec 2017: 74 complaints.
 - Regular updates to staff on the system improvements underway.

Independent review

- Sexual harassment
 - Law firm retained to review handling of cases in last 5 years.
 - Report expected Q3 2018; outcome will be made public.
- Independent Task Force on Workplace Gender Discrimination & Harassment at UNICEF
 - Report expected September 2018; findings will be made public.

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Thank You

