



On Sexual Harassment

CEB TASK FORCE ON ADDRESSING SEXUAL HARASSMENT WITHIN THE ORGANIZATIONS OF THE UN SYSTEM





INITIATIVES AND PROGRESS

Harassment of any type is antithetical to the principles of the UN, and sexual harassment in particular undermines its credibility and degrades its staff. The Secretary-General and UN system leaders committed to a zero-tolerance approach to tackling sexual harassment, to strengthening victim-centred prevention and response efforts, and fostering a safe and inclusive working environment across the UN system. To realize these commitments, the UN System Chief Executives Board for Coordination (CEB) established in November 2017 the CEB Task Force on Addressing Sexual Harassment within the organizations of the UN system ('Task Force'), under the leadership of Ms. Jan Beagle, Under-Secretary-General for Management and Chair of the HLCM, to drive joint action in key priority areas.








Policy	
INITIATIVE	STATUS
Uniform definition of "sexual harassment"	✓ Completed May 2018
Compendium of UN sexual harassment policies available online	✓ Completed May 2018
Development of common principles representing 'best practices' to harmonize policy on sexual harassment across the UN system	✓ Completed May 2018
Model Policy on Sexual Harassment	✓ Approved by HLCM October 2018 on behalf of CEB
Staff Perception Survey on sexual harassment to be conducted by independent provider across 31 entities	↻ Ongoing: Survey to be conducted November 2018
Harmonized mechanism for system-wide collection and analysis of data	✓ Indicative data and analysis from system-wide Questionnaire on case reporting - Completed October 2018
	↻ Ongoing periodic data collection

Accountability	
INITIATIVE	→ STATUS
Operational and legal framework for a UN system-wide screening database to avoid rehire of individuals whose working relationship with an organization ended because of a finding they had perpetrated sexual harassment	✓ Completed May 2018
Launch of system-wide screening database 'ClearCheck'	✓ Launched June 2018
Expanded Guidelines for the Sexual Harassment Screening Database 'ClearCheck' to include pending allegations of sexual harassment to avoid re-hire of individuals whose employment with an organization ends while allegations are pending	✓ Approved by HLCCM October 2018 on behalf of CEB

Support and Outreach	
INITIATIVE	→ STATUS
Common Guide for Managers to deal with sexual abuse, including 'check list', as a tool for outreach and communication	✓ Completed May 2018, ongoing deployment
Stocktaking of existence and features of Hotlines/Helplines	✓ Completed May 2018
Development of a framework of various Hotlines/Helplines solutions with reference to best practices	↻ Agreed by HLCCM October 2018
Deployment of different Hotlines/Helplines at organizational level	↻ Ongoing (e.g., WHO, UNDP, UNHCR, UN Secretariat)
Support campaigns against sexual harassment	↻ Ongoing (e.g., 'Say no to sexism', UNOG)
Support campaigns for organizational change, including workplace civility	↻ Ongoing (e.g., development of workplace 'Civility Campaign' with UN Ombudsman)

<p>Development and promulgation of a Model Code of Conduct to Prevent Sexual Harassment During on Relation to UN Events</p>		<p>Draft Model Code of Conduct approved by HLCM October 2018</p>
		<p>Chair and Task Force members to undertake further informal consultations with Member States with a view to final adoption by end 2018</p>
<p>Staff training on sexual harassment at entity level</p>		<p>Ongoing (e.g., Secretariat mandatory programme, more than 18,000 staff undertook training in the period January - October 2018)</p>
<p>Development in coordination with DPI of internal and external communications strategy for UN (email, web-based)</p>		<p>Ongoing</p>

Strengthening Investigations

INITIATIVE	→	STRATEGY
<p>Prioritization of sexual harassment investigations</p>		<p>Ongoing (e.g., Higher priority given by UN OIOS to investigations involving allegations of sexual harassment (Category 1) implemented February 2018)</p>
<p>Recruitment of specialized sexual harassment investigators</p>		<p>Ongoing</p>
<p>Coordination of UN system investigations with Network of UN Representatives of Investigations Services (UN-RIS)</p>		<p>Ongoing</p>
<p>Development of UN investigative interviewing model adapted for sexual harassment cases</p>		<p>Ongoing in UN Office of Internal Oversight Services (OIOS), with input from Task Force</p>
<p>Specialized orientation training for investigators with focus on sexual harassment investigations</p>		<p>Ongoing</p>
<p>Joint meeting of the Task Force and Inter-Agency Standing Committee (IASC) members with heads of investigatory bodies</p>		<p>Meeting to be held Geneva, 26 November 2018</p>
<p>Establishment of Task Force Sub-working Group on Strengthening Investigative Capacity to ensure continued focus on improving UN system investigative capacity</p>		<p>Being established</p>

Crosscutting Strategies

Outreach & consultations

The Task Force continues to broaden its consultative process and engagement with stakeholders active and experienced in addressing sexual harassment including outreach to staff members, gender specialists, academics, NGOs and persons directly affected by sexual harassment. Consultations aim at seeking advice and highlighting best practices with a view to strengthening future system-wide efforts and have included outreach to the UN Ombudspersons, UN Feminists Network, UN Globe, UN Gender Focal Point Network, and the Inter-Agency Standing Committee humanitarian network. The Task Force has also developed support for the UN system's initiatives against sexual harassment in the broader community through partnerships, such as engagement with the Ambassadorial-level Group of Friends to Eliminate Sexual Harassment in New York.

Alignment with related UN policies

The UN's system-wide activities on sexual harassment take place in a broader context of social and cultural change around gender equality and women's empowerment, organizational change and UN system reform. These distinct but related activities are being implemented in parallel within the UN system, and close collaboration between the Task Force and these teams ensures the deliverables are mutually informed and enhanced:



Sexual harassment is fundamentally linked to unequal gender relations. The Secretary-General's **System-wide Strategy on Gender Parity**, launched in September 2017, comprehensively provides targets and tools to ensure gender parity and empowerment of women and effect positive organizational change.



A safe and inclusive working environment is a prerequisite to addressing sexual harassment. The **Enabling Environment Guidelines for the UN system**, developed by the CEB HR Network, OHRM and UN Women, will be published in November 2018 to provide guidance and best practices.



The issue of **sexual exploitation and abuse** is closely linked to the issue of sexual harassment and cooperation between the Task Force and the UN Special Coordinator on Improving UN Response to Sexual Exploitation and Abuse and the UN Victims' Rights Advocate ensures mutual support between the two action plans.