

JUNE  
2015

# CONDUCT & DISCIPLINE TEAM

---

NEWSLETTER No.6 Q2 2015

## IN THIS ISSUE :


- CDT mandate
- Accountability and responsibility of managers
- Training activities and outreach for the local population
- REMINDER! Sexual exploitation and abuse are serious and can result in dismissal.
- FAQ / How to report and where to report misconduct.

{CDT}



---

Conduct & Discipline Team

 9495 0546

 [minusma-cdt@un.org](mailto:minusma-cdt@un.org)

W <http://bit.ly/minusma-cdt>

## CDT Mandate

The mandate of CDT consists of a three-pronged strategy: prevention, enforcement and remedial action. Our primary focus is on prevention which is visible through our training and awareness programmes, our posters which are displayed inside and outside the mission premises and our web page where we post our quarterly newsletters and updated information.

**PREVENTION** : with our limited financial and human resources, CDT aims to share information on the standards of conduct expected of UN personnel by participating not only in Induction training to reach as many as possible as soon as possible after their arrival in the Mission but also by providing specific targeted refresher training for all categories of Mission personnel including contractors associated with the Mission. In addition to internal training, CDT conducts external awareness-raising activities for the local population on standards of conduct expected of UN personnel and for them to know their roles vis a vis the UN e.g. where and how to report misconduct involving UN personnel in their communities.



**ENFORCEMENT** : consists primarily of case management and maintaining an accurate database. In this respect, CDT receives and assesses allegations/complaints from a variety of sources. When there is sufficient information to warrant an investigation, the allegations of misconduct are referred to the appropriate investigative entities, depending on the nature of the allegation and the category of personnel involved.

**REMEDIAL ACTION** : In cases where allegations of SEA involving UN or related personnel are received by the Mission, CDT facilitates the victim's access to emergency assistance and support, thus ensuring implementation of the UN's Victims Assistance Strategy. CDT also maintains a list of service providers and facilitates resolution of paternity and child support claims in conjunction with the Offices of Senior Legal Advisor and Human Resources Management for cases involving civilian personnel and through the Troop or Police Contributing Countries for uniformed personnel.

## Accountability and responsibility of managers

"Responsibility and therefore accountability for the conduct and discipline of UN personnel in field missions primarily rests with the senior managers. The exercise of such responsibility must be supported by personnel who have supervisory or command roles."

It is in the interest of the effective implementation of the Mission's mandate for senior managers, as well as supervisors and commanders, including commanders of national contingents to cooperate with CDT efforts to ensure that all UN personnel in the field mission receive appropriate induction, refresher and other mandatory training on UN standards of conduct. The objective being, to ensure all personnel are well informed. In addition, supervisors should develop and maintain an environment free from misconduct and support opportunities for welfare and recreational activities, which should in turn contribute to reduce potential misconduct.

On 24th June 2015, CDT was invited to provide a presentation to the Force Commander's Senior National Representative Conference in Bamako. This invitation provided CDT with an opportunity to sensitize the participants on their accountability to support and develop an environment that prevents misconducts



Intervention of the SE Commander emphasizing on the importance of the CD training

## Training activities and outreach for the local population

CDT's mantra is PREVENTION, PREVENTION, PREVENTION. Giving priority to prevention of misconduct with a focus on training and awareness-raising is cost effective. It saves precious resources that might otherwise be spent on investigations or imposition of sanctions. To date, CDT has trained more than 15,000 members of personnel and contractors in Bamako, Mopti, Timbuktu, Gao and Kidal regions on the expected standards of conduct.



Induction training on Conduct and Discipline- GAO



NEWSLETTER No.6 Q2 2015

## Outreach to the local population

CDT conducted outreach for members of the local population in Gao and Menaka. Community leaders: Mayor of Menaka, Chefs de villages and notables attended these sensitization sessions. Seven community leaders participated. The participants highly appreciated the sensitization/information delivered by CDT and requested that similar messages be broadcast through local radio to raise awareness of a larger local audience. To date, CDT has sensitized almost 3500 members of the local population in Bamako, Mopti, Timbuktu and Gao regions on UN standards of conduct.



Outreach for local population: community leaders, women and youth Gao

## Inside the blue? Can I still sign up for a workshop?

The Secretary-General's bulletin on Prohibition of discrimination, harassment, including sexual harassment, and abuse of authority (ST/SGB/2008/5), dated 11 February 2008 was promulgated "for the purpose of ensuring that all staff members of the Secretariat are treated with dignity and respect and are aware of their role and responsibilities in maintaining a workplace free of any form of discrimination, harassment, including sexual harassment, and abuse of authority".

"Inside the blue" a mandatory training programme, provided the opportunity for staff members to revisit the definitions of prohibited conduct as described in ST/SGB/2008/5, to understand the main steps for effective prevention of prohibited conduct and to know about the resources available to support complainants.



Inside the blue training - Bamako MINUSMA HQ

"Inside the Blue" aims to:

- Stem the tide of false complaints
- Address the sources of conflict in the workplace and provide tools to better resolve them...
- Prevent genuine prohibited conducts

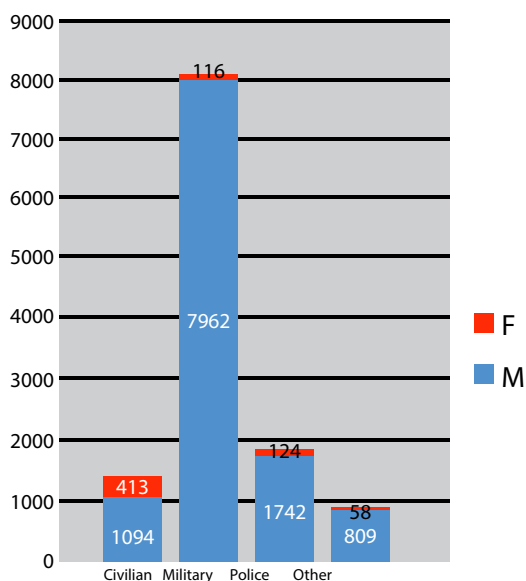
*The Conduct and Discipline Team is available to facilitate training sessions for all MINUSMA sections.*

## FAQ

Q What is misconduct?

A According to UN Rules, misconduct is defined as failure by a staff member to comply with his or her obligations under the Charter of the United Nations, the Staff Regulations and Staff Rules or other relevant administrative issuances or to observe the standards of conduct expected of an international civil servant. Misconduct may lead to the institution of a disciplinary process and the imposition of disciplinary measures. Similar provisions apply to all other categories of UN peacekeeping personnel.

## The latest on C&D training data:



## REMEMBER!!! Sexual exploitation and abuse are serious misconduct

Sexual exploitation and sexual abuse violate universally recognized international legal norms and standards and have always been unacceptable behaviour and prohibited conduct for United Nations personnel. The UN has a policy of zero tolerance to all acts of misconduct in general and to Sexual Exploitation and Abuse in particular.

MINUSMA enforces this policy which includes prohibition of:

- Committing any acts of sexual exploitation and abuse.
- Engaging in a sexual relationship with a child (below 18 years of age) or using children or adults to procure sexual services for others
- Exchanging money, employment, goods or services for sexual favours (e.g.: prostitution).

## How to report and where to report misconduct ?

- Report to CDT as soon as the incident occurs :
  - o Hotline: [9495 0546](tel:94950546)
  - o Email: [minusma-cdt@un.org](mailto:minusma-cdt@un.org)
- Provide as many details as possible e.g. Who? When? Where, What ?
- Making a false allegation is a misconduct and diverts valuable resources.

### Useful documents & other tools

- MINUSMA Code of Conduct, August 2013
- ST/SGB/2003/13 Special measures for protection from sexual exploitation and abuse
- ST/SGB/2008/5 Prohibition of discrimination, harassment, including sexual harassment, and abuse of authority
- «To Serve with Pride»: A film aiming at sensitizing on sexual exploitation and abuse and its impact on individuals and communities: <http://www.pseataaskforce.org/>

*These documents are available upon request from CDT.*



CDT new Office location:  
Hotel El Farouk – Bamako  
Offices: Rooms 206-207-215 & 216  
Hotline: 9495-0546  
Email: [minusma-cdt@un.org](mailto:minusma-cdt@un.org)  
Intranet: [point.un.org/SitePages/cdu.aspx](http://point.un.org/SitePages/cdu.aspx)  
Internet: [bit.ly/minusma-cdt](http://bit.ly/minusma-cdt)

MINUSMA Conduct & Discipline Team



9495 0546



[minusma-cdt@un.org](mailto:minusma-cdt@un.org)

W <http://bit.ly/minusma-cdt>

