



MINUSMA

Summary of Code of Conduct for all MINUSMA personnel

The core activity of MINUSMA's mandate is to assist the Malian Government in protecting its civilians, and in particular vulnerable groups such as women and children from any form of violence. All MINUSMA personnel should contribute to the fulfillment of the mandate by demonstrating a sense of commitment to and by upholding the highest standards of professional and personal conduct at all times.

All MINUSMA personnel must:

1. Treat the host population with respect, dignity and care.
2. Treat everyone/all UN Personnel with respect, courtesy and consideration, regardless of their status, nationality, ethnicity, religion, gender or sexual orientation. They must also be sensitive to the local culture, traditions and religions, within and outside the Mission area.
3. Be part of the solution/contribute to an environment that prevents acts of misconduct. Managers, supervisors and commanders, at all levels, have a particular responsibility to ensure compliance with the MINUSMA Code of Conduct by ensuring a work environment free of misconduct, intimidation, abuse of authority or harassment including sexual harassment as well as sexual exploitation and abuse (SEA).
4. Be accountable and exercise maximum care for all UN equipment assigned to them: do not smoke in enclosed UN premises and UN vehicles; exercise maximum care/precaution when driving UN vehicles; use seat belts at all times; respect the traffic rules; do not drive under the influence of alcohol or drugs; do not accept any non-UN passenger in UN vehicle without a written waiver.
5. Comply with the Secretary-General's Bulletin on Special measures for protection from sexual exploitation and abuse (SEA)¹ (ST/SGB/2003/13), and therefore **NOT** engage in:
 - i) any form of sexual activities in exchange for money, employment, goods or services;
 - ii) any type of sexual activities with children (persons under the age of 18 years);
 - iii) any other form of sexually humiliating, degrading, or exploitative behavior, use of children or adults to procure sexual services for others;
 - iv) using prostitutes and visiting brothels or places which are declared off-limits.

Any act of misconduct, notably sexual exploitation and abuse should be reported to the Conduct and Discipline Team by:

Hotline: 94 95 05 46 & Email: minusma-cdt@un.org (24 hours a day)

¹ Sexual exploitation means any actual or attempted abuse of a position of vulnerability, differential power, or trust, for sexual purposes, including, but not limited to, profiting monetarily, socially or politically from the sexual exploitation of another person. Sexual abuse means the actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions.



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MINUSMA personnel must:

- Dedicate themselves to achieving UN goals and the Mission mandate;
- Conduct themselves in a professional and disciplined manner;
- Treat everyone with respect, courtesy and consideration;
- Be sensitive to local culture, traditions and religions;
- Observe strict gender sensitive behaviour;
- Avoid discrimination, abuse of authority and harassment, including sexual harassment;
- Exercise discretion in handling confidential information and all matters of official business;
- Respect the curfew and avoid out-of-bounds premises;
- Comply with local laws and fulfil all private legal/financial obligations, including obeying traffic regulations, meeting alimony and child support payments, paying debts and bills, and paying for services rendered, as applicable;
- Comply with international law, including humanitarian and human rights provisions;
- Report misconduct when it occurs and cooperate with investigations.

MINUSMA personnel should not:

- Participate in any illegal activities or corrupt, unethical or improper practices (e.g.: any activity where there is potential conflict of interest);
- Use their position for personal advantage, make false claims or accept benefits to which they are not entitled;
- Purchase, traffic or trade in prohibited goods, including precious stones, metals, ivory, skins or endangered species;
- Engage in activities that are incompatible with their duties, including giving public statements that may adversely reflect on their status as peacekeepers or may compromise their impartiality.

SEXUAL EXPLOITATION AND ABUSE (SEA)¹:

Engagement of MINUSMA personnel in the following is strictly prohibited:

- Any act of sexual exploitation or abuse, or other form of sexually humiliating, degrading or exploitative behaviour;
- Any type of sexual activity with children (persons under the age of 18 years); mistaken belief in the age of the child is not a defence;
- Use of children or adults to procure sexual services for others;
- Exchange of money, employment, goods or services for sex with prostitutes or others;
- Visits to brothels or places which are declared off-limits (out-of-bounds);
- Any sexual favour in exchange for assistance, such as food or other items, provided to beneficiaries of assistance including refugees, displaced or other vulnerable persons.

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Sexual relationships with beneficiaries of assistance (even consensual) are discouraged (ST/SGB/2003/13). Note that a policy of strict non-fraternization with the local population applies to members of national military contingents.

The UN maintains a zero tolerance policy towards SEA and MINUSMA personnel are obligated to report any concerns regarding SEA by a fellow worker through the established reporting mechanisms. Any SEA activity will be investigated, and if substantiated will result in disciplinary measures being imposed, including possible suspension, immediate repatriation or summary dismissal.

ALCOHOL, SMOKING AND DRUGS

- Dealing or trafficking in drugs and the use of drugs is strictly prohibited;
- Refrain from excessive consumption of alcohol;
- Driving while intoxicated is forbidden;
- Smoking in enclosed UN premises and UN vehicles is forbidden.

MISSION PROPERTY AND ASSETS

- Be accountable and care for all UN equipment placed in your charge;
- Exercise maximum precaution when driving UN vehicles;
- Use seat belts at all times, drive with courtesy and respect national traffic rules;
- Do not take any non-UN passenger aboard without a written waiver;
- Inform Security immediately in case of an accident.

MANAGERIAL & COMMANDER'S RESPONSIBILITIES

Supervisors, managers and commanders, at all levels, have an additional duty to ensure that they create and maintain a work environment free of misconduct, intimidation, abuse of authority or harassment including sexual harassment as well as sexual exploitation and abuse.

IMMUNITY

Be reminded that privileges and immunities granted to UN personnel pertain only to the discharge of official duties. Immunity does not exempt UN personnel from prosecution for criminal offences, violations of host country laws or other possible acts of misconduct.

UN RULES AND REGULATIONS

Further details on the standards of conduct expected by MINUSMA personnel are given in: UN Staff Rules and Regulations, Secretary-General's Bulletins, Administrative Instructions, Information Circulars and other directives from the Secretary-General and his Special Representative, the Force Commander for the military component, the Police Commissioner for the police component and the Director of Mission Support.

What is Misconduct?

Misconduct is the failure by a member of UN personnel to:

- i) Comply with his/her obligations under the UN Charter, Staff Rules & Regulations, and relevant administrative instructions;
- ii) Observe standards of conduct expected of all UN personnel;
- iii) Comply with private obligations and respect local laws;
- iv) Avoid behaviour that could have a negative impact on the Organization.



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HOW TO REPORT MISCONDUCT

Any act of misconduct, notably sexual exploitation and abuse, should be reported to the Conduct and Discipline Team via:

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