

Lesson 2.2 Conduct and Discipline Standards

Learning Outcomes

- List three key principles of conduct
- Describe categories of misconduct
- Explain consequences of misconduct for victims, peacekeeping personnel and the mission
- List key entities addressing conduct and discipline

Content

- Conduct
- Misconduct
- Consequences of Misconduct
- Reporting Misconduct
- What Individual Peacekeeping Personnel Can Do



Introduction

- The UN Charter requires that all UN personnel must maintain the highest standards of integrity and conduct.
- The UN Standards of Conduct apply to all categories of personnel deployed in UN missions.
- 3-pronged strategy to address misconduct: prevention, enforcement and remedial action.
- All UN personnel are accountable for their conduct while in UN field mission.

Learning Activity 1

Film: Perceptions of UN Peacekeeping Personnel

- Instructions:
- Watch the long version of UN Peacekeeping Is
- Consider the media coverage of UN personnel
- How do the positive and negative images of personnel affect the image of the UN?

• **Time:** 15 minutes

Film: 3:10 minutes

Group work: 5-7 minutes

Conduct

- UN personnel deployed in field missions represent the Organization.
- Respect local laws, customs and practices, treat people with respect, courtesy and consideration, and act with impartiality, integrity and respect for diversity.



UN Standards of Conduct

 Three principles underpin UN standards of conduct:

> Highest standards of efficiency, competence and integrity

 Zero tolerance policy on sexual exploitation and abuse (SEA)

 Accountability of those in command or authority who fail to enforce the standards of conduct





Code of Conduct for Peacekeeping. Personnel

- UN Charter highest standards of integrity and conduct
- International Human Rights Law, International Humanitarian Law – fundamental basis for standards
- Public and private life pursue ideals of the UN



- To enable you to perform functions
- May be waived by Secretary-General when in the interests of the UN
- Does not mean that those who violate standards of conduct will get away with it

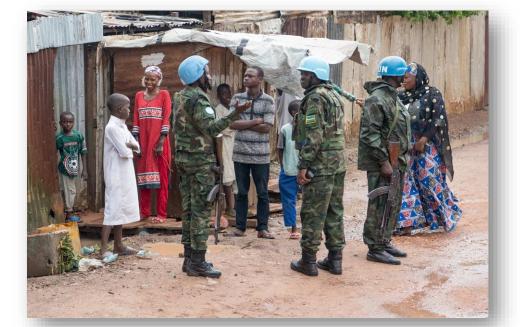
Misconduct

Definition of Misconduct

Defined differently for different categories of peacekeeping personnel

• All build on the same three principles of the UN standards

of conduct



Definition of Misconduct

For Members of National Contingent (TCC Personnel)

- Misconduct means any act or omission that is a violation of UN standards of conduct, mission-specific rules and regulations or the obligations towards national and local laws and regulations in accordance with the status-of-forces agreement where the impact is outside the national contingent.
- Serious Misconduct is misconduct, including criminal acts, that results in, or is likely to result in serious loss, damage or injury to an individual or to a mission. Sexual exploitation and abuse constitute serious misconduct.

Categories of Misconduct

- ☐ Category I: Serious Misconduct includes:
 - Sexual exploitation and abuse (SEA)
 - Criminal activities, e.g. offences against the person, offences against property, including fraud
- ☐ Category II: Misconduct includes:
 - Simple theft and fraud
 - Sexual or other work-related harassment
 - Traffic-related incidents, e.g. speeding

Learning Activity 2

Consequences of Misconduct

Instructions:

- What are the consequences for victims?
- Consider the negative media coverage
- What are the consequences for the mission?
- What are the consequences for personnel?

Time: 5 minutes

- Brainstorming: 3 minutes
- Discussion: 2 minutes

Consequences of Misconduct

For the Victim

- Violates victim's human rights
- Can involve physical injury, financial loss, property damage or loss
- Psychological and emotional effects
- May affect family and local community



For the Mission

- Violates human rights
- Undermines UN principles
- Violates integrity and impartiality
- Reduces credibility and image of UN
- Threatens security
- Undermines rule of law and fosters crime





For Peacekeeping Personnel

- Disciplinary action
- Repatriation/barring from future service
- Summary dismissal
- Criminal proceedings
- Financial liability

Reporting Misconduct

Key Entities

- Conduct and Discipline Unit (CDU)
- Office of the Internal Oversight Services (OIOS)
- National Investigation Officers (NIOs)
- Ethics Office
- UN Ombudsman



Reporting Duties for Personnel

- Report suspected misconduct
- Report in good faith supported by evidence
- Cooperate with UN investigations
- Make reports to UN officials, OIOS or to others in special circumstances
- Report misconduct directly to OIOS without a need for supervisory approval (ST/SGB/273, para 18)

Protection from Retaliation

- Retaliation: direct or indirect detrimental action recommended, threatened or taken against a person who reports misconduct
- Retaliation can be reported

Learning Activity 3

Promoting Good Conduct

Instructions:

- Consider your conduct as UN personnel
- What do you need to remember?
- Design a poster to put up in the mission as a reminder

Time: 10 minutes

Group work: 5-7 minutes

Discussion: 3 minutes



What Individual Peacekeeping Personnel Can Do?

- You are an ambassador of the UN
- Follow UN Charter, IHRL, IHL, UN specific rules, regulations and guidance
- You have a duty to report misconduct, cooperate in investigations, provide information in good faith



Leadership and Accountability

- Maintain standards of conduct
- Prevent, monitor and respond to misconduct
- Ensure misconduct prevention training
- Conduct periodic misconduct risk assessments
- Report all misconduct to CDU or OIOS

Summary of Key Messages

- Key principles of conduct high standards, zero tolerance of SEA, leadership accountability
- Categories of misconduct category 1 serious misconduct offences (high risk), category 2 misconduct offences (low risk)
- Serious consequences of misconduct for peacekeeping personnel, host population and mission
- Key entities for conduct and discipline CDU, OIOS, Ethics
 Office, UN Ombudsman



Questions?