



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

<https://youtu.be/egjBqs3o6XY>

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

Immunities & Privileges

- 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?