



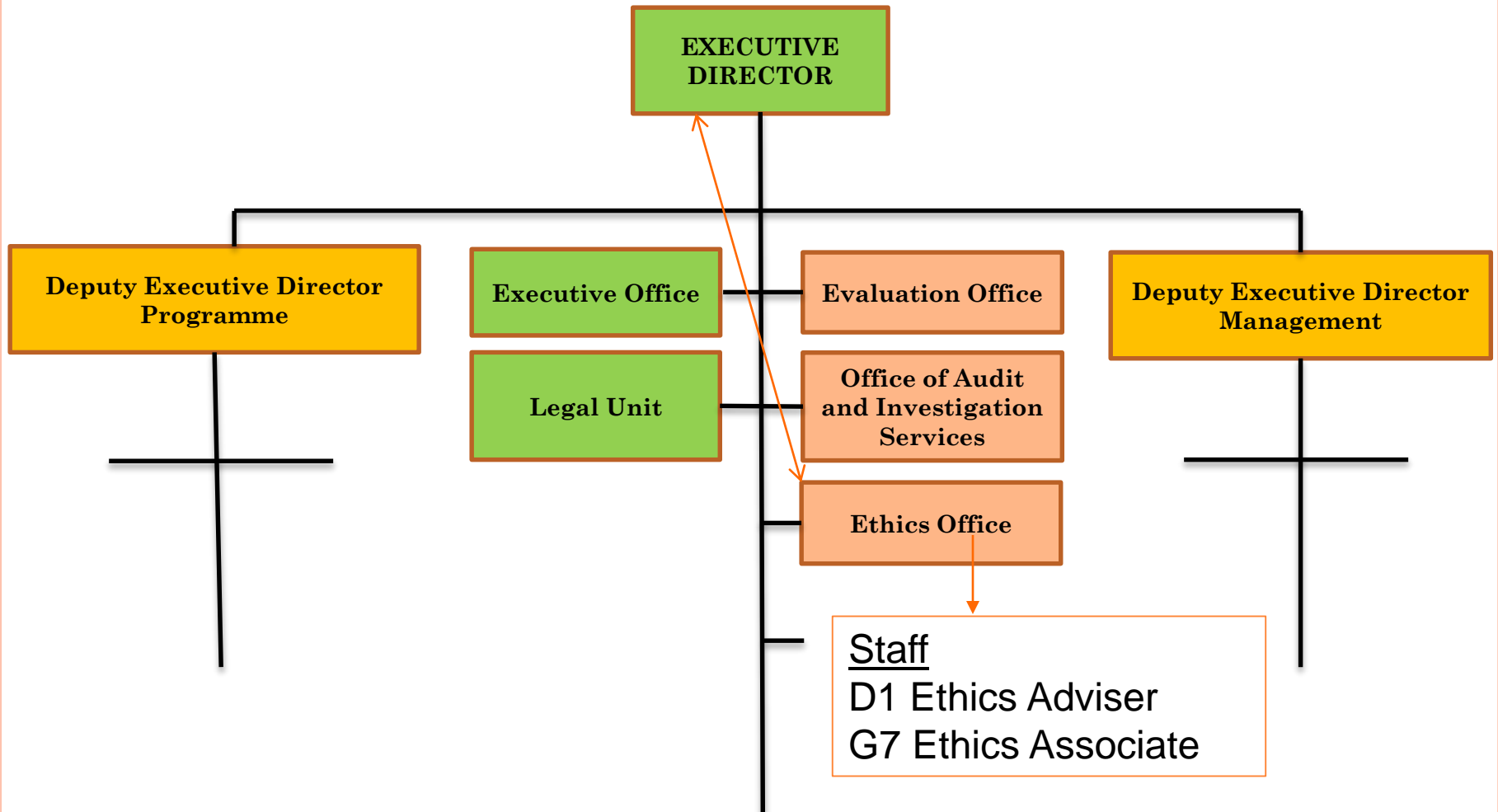
UNFPA ETHICS OFFICE
A BRIEFING FOR THE
EXECUTIVE BOARD
UN POPULATION FUND

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ETHICS ADVISER
JANUARY 2017

WHERE WE ARE



ORGANIZATIONAL STRUCTURE



GOAL OF THE ETHICS OFFICE

To cultivate and nurture a culture of ethics, integrity and accountability within the organization so that all staff:

- **treat each other with respect and dignity;**
- **work in environments free of discrimination, harassment including sexual harassment, and abuse of authority; and**
- **adopt sound and ethical business practices in their dealings with governments, partners, clients and vendors.**

UNITED NATIONS OATH OF OFFICE

- I solemnly declare and promise to exercise in all loyalty, discretion and conscience the functions entrusted to me as an international civil servant of the United Nations, to discharge these functions and regulate my conduct with the interests of the United Nations only in view, and not to seek or accept instructions in regard to the performance of my duties from any Government or other source external to the Organization.
- I also solemnly declare and promise to respect the obligations incumbent upon me as set out in the Staff Regulations and Rules.

MANDATE OF THE ETHICS OFFICE

1. Increase awareness of the core values and principles of the United Nations and their application **through training, education, and outreach**
2. Provide **confidential advice** and guidance on ethics-related issues, including on conflicts of interest
3. Administer the **Financial Disclosure Programme (FDP)**
4. **Review retaliation complaints and inquiries** from staff and advise the Executive Director on findings
5. Provide guidance to management on **ethics standard setting** and the inclusion of ethics principles in organizational rules and procedures

The Ethics Office does not:

- **receive reports of misconduct**
 - **Reports of misconduct should be made to OAIS or chief or higher level supervisors by whatever means appropriate under the circumstances**
- **mediate grievances**
 - **Go to your supervisor, DHR, and/or Ombudsman**
- **provide guidance on administrative decisions relating to employment**
 - **Go to UNFPA Legal Adviser for Management Evaluation, or to the UN Office Staff Legal Assistance for representation and advice**
- **advice on privileges and immunities**
 - **Go to the UNFPA Legal Adviser**
- **institute disciplinary measures**
 - **These are taken by the Executive Director**

COMMON ETHICS QUERIES

- Outside activities and employment
- Gifts, awards and hospitality
- Organizational conflicts of interest
- Use of UNFPA's assets and resources for personal purposes
- Personal relationships and effect on UNFPA work
- Procurement and implementing partner ethics
- Employment-related concerns
 - Fair application of policies
 - Workplace conduct concerns
 - Recruitment and promotion
- How to raise concerns and complaints
- Retaliation



QUESTIONS?

Katrina Campbell

UN Population Fund

Ethics Adviser

January 2017