



1. On 16 January 2014, the Applicant's former "Proponent Assistent" (the United Nations Protection Unit - UN-PA), based in Copenhagen, filed an application contesting the decision of 23 December 2013 to award the "3rd Best" award to the Applicant.

2. On 27 January 2013, the Applicant entered the second phase of UN-PA (the Applicant's team of the "Proponent 1st phase" award). Pursuant to a one-year term of appointment.

3. The Applicant contends that in January 2013, she had a discussion with one of the "team members" during which she stated that she would be "working with" the Applicant.



6 (t\$ t\$(s ema(' ? am "e: uest(ng t\$at 4ou ma9e e2e"4 effo"t to add"ess t\$(s matte" as t\$(s (m&a#ts negat(2e'4 t\$e eff(#(en#4 and t\$e mo"a' of t\$e g"ou&.

T\$an9s fo" 4ou" unde"stand(ng and fo" 3o"9(ng on a 0e\$a2(ou" #s\$ange.

9. T\$e A&&'(#ant "e&'(ed on 23 June 2013 t\$at s\$e 3ou'd #om&'4 3(t\$ t\$e "e: uest. 1\$e (nd(#ated \$o3e2e" t\$at some ot\$e" team mem0e"s s\$ou'd a'so 0e ad2(sed to demonst"ate a d(ffe"ent att(tude to 3a"ds \$e".

10. n 9 Ju'4 2013% t\$e C\$(ef% P18% "e#e(2ed an e\*ma(' f"om t\$e 1< "e: uest(ng t\$e ea""4 te"m(nat(on of t\$e A&&'(#ant;s #ont"a#t (n 2(e3 of \$e" demonst"ated (na0('t4 to 3o"9 (n a team 3(t\$out #eat(ng 0(g d(s'u&t(ons to t\$e 3o"9 atmos&\$e"e. T\$e 1< des#"(0ed t\$e s(tuat(on as 0e(ng se2e"e s(n#e #o'eagues a"ound t\$e A&&'(#ant 3e"e fea"(ng \$a2(ng (nte"a#t(ons 3(t\$ \$e". n t\$e same da4% t\$e C\$(ef% P18% #onta#ted t\$e UN-PA D(2(s(on of Cuman <esou"#es ).DC</, to so'(#t ad2(#e as to \$o3 to &"o#eed to te"m(nate t\$e A&&'(#ant;s #ont"a#t.

11. Du"(ng t\$e mont\$ of Ju'4 2013% t\$e A&&'(#ant sent 2a"(ous ema('s to staff mem0e"s of t\$e Af"(#a team and to \$e" 1< % a"eg(ng t\$at s\$e 3as not 0e(ng t"eated 3e" 04 ot\$e"s% a s(tuat(on 3\$(#\$ s\$e stated \$ad sta"ted to affe#t \$e" &\$4s(#a'4 and \$ad a'so an (m&a#t on \$e" eff(#(en#4 at 3o"9.

12. n 11 Ju'4 2013% t\$e UN-PA Adm(n(st"at(on #onta#ted t\$e D("e#to"% Un(ted Nat(ons ).UN/, ! ed(#a' 1e"2(#es D(2(s(on (n Ne3 Eo"9% to s#\$edu'e a meet(ng to d(s#uss t\$e A&&'(#ant;s #ase% 3\$(#\$ 3as #on2ened on 12 Ju'4 2013. 84 e\*ma(' of 1+ Ju'4 2013% t\$e D("e#to"% UN ! ed(#a' 1e"2(#es D(2(s(on% &"o2(ded a 0"(ef summa"4 of t\$e meet(ng% 3(t\$ suggest(ons fo" a st"ateg4 to dea' 3(t\$ t\$e s(tuat(on. Among ot\$e"s% (t 3as suggested to (n2(te t\$e A&&'(#ant to see9 .su&&o"t and &"o&e" med(#a' "efe""a'/.



6 e \$a2e a'so \$ad \$e" 3o"9(ng f"om \$ome Afo"B t3o 3ee9s% 3\$(#\$ s\$e (s no 'onge" 3(''(ng to do. A'' (n a'' t\$e s(tuat(on (s gett(ng 3o"se and 3o"se and (s no3 \$(g\$'4 demo"a'(s(ng not on'4 fo" Af"("#a team staff% Out a'so fo" t\$e "est of P18 staff.

1D. n D August 2013% t\$e De&ut4 C\$(ef% P18% sent an e\*ma(' to t\$e A&&'(#ant% #o&(ed to \$e" - < % 1< % t\$e C\$(ef% P18% and t\$e UN-PA Cuman <esou"#es Ass(stant% #onta(n(ng . ! anage"(a' ?nst"u#t(ons/ and "e:uest(ng t\$e A&&'(#ant to .not% unde" an4 #("umstan#es% #onta#t Af"("#a team A\$e"se'fB/% Out to send .an4 :uest(ons% #omments o" an4t\$(ng )"ega"d'ess of t\$e #ontent of A\$e"B e\*ma(', to Af"("#a team/ to \$(m% #o&4(ng \$e" - < and 1< . Ce fu"\$t\$e" (nd(#ated t\$at at t\$e meet(ng &'anned on t\$e same da4% t\$e A&&'(#ant;s 3o"9oad and tas9s 3ou'd 0e d(s#ussed% (n o"de" to .mo2e to 3a"ds a &os(t(2e% 3o"9a0'e and &"odu#t(2e so'ut(on A1AP/.

17. -o''o3(ng t\$e meet(ng t\$at 3as \$e'd on t\$e same da4% t\$at (s% on D August 2013% t\$e A&&'(#ant 3"ote to t\$e De&ut4 C\$(ef% P18% and ment(oned t\$e 0e\$a2(ou" of anot\$e" staff mem0e" of t\$e Af"("#a team t\$at s\$e deemed 3as (nte"fe"(ng 3(t\$ \$e" 3o"9. ?n t\$e same ema(' s\$e (nd(#ated% \$o3e2e"% t\$at s\$e 3ou'd .t"4 to #a'm do3n/ and not to 3"(te an4 fu"\$t\$e" 'ong ema('s.

19.







d.





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?n e@#e&t(ona' #ases% t\$e 1e#"eta"4\*Gene"a' ma4% at \$(s o" \$e"  
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o" s\$e #ons(de"s su#\$ 'ea2e to 0e (n t\$e (nte"est of t\$e  
"gan(Hat(on.

36. <ega"d(ng t\$e Un(ted Nat(ons 1e#"eta"(at% 0ased on adm(n(st"at(2e  
(nst"u#t(on 1T/A?/234/<e2.1 on t\$e Adm(n(st"at(on of t\$e 1taff <egu"at(ons and  
1taff <u'es and (ts Anne@ ??% t\$e aut\$0"(t4 to &'a#e a staff mem0e" on 15 6 -P  
.ot\$e" t\$an fo" Ju"4 se"2(#e/ 3as de'egated to t\$e Ass(stant 1e#"eta"4\*Gene"a' fo"  
Cuman <esou"#es !anagement ).A1G/ C< ! /,% "efe""(ng to fo"me" staff "u'e  
10+.2)a, 3\$(#\$ "ead% unde" (ts '(t.)a,-

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ad2an#ed stud4 o" "esea"#\$ (n t\$e (nte"est of t\$e Un(ted Nat(ons% (n  
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e@#e&t(ona' #ases% t\$e 1e#"eta"4\*Gene"a' ma4% at \$(s o" \$e"  
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#ons(de"s su#\$ 'ea2e to 0e (n t\$e (nte"est of t\$e "gan(Hat(on.

3D. 6(t\$ "es&e#t to UN-PA% t\$e T"(0una' notes t\$at 04 (ts de#(s(on  
DIC.+7/+77% ado&tad on 23 De#em0e" 2003 )see A/+7/PV.D9 and A/+7/+77,% t\$e  
Gene"a' Assem0'4 de#(ded t\$at .fo"ma' aut\$0"(t4 (n matte"s of &e"sonne' of t\$e  
AUN-PAB s\$a'' 0e de'egated 04 t\$e 1e#"eta"4\*Gene"a' to t\$e I@e#ut(2e D("e#to" of  
t\$e AUN-PAB/. 6(t\$ t\$(s (n m(nd% t\$e T"(0una' #ons(de"ed 3\$et\$e" t\$e de'egat(on  
of aut\$0"(t4 as &e" 1T/A?/234/<e2.1% Anne@ ??% f"om t\$e 1e#"eta"4\*Gene"a' to t\$e  
A1G/ C< ! \$as an4 (m&a#t on t\$e aut\$0"(t4 of t\$e I@e#ut(2e D("e#to"% UN-PA%  
to &'a#e a staff mem0e" on 15 6 -P 3(t\$(n UN-PA.

37. Pu"suant to se#. 2.3 of t\$e 1e#"eta"4\*Gene"a';s Ou''et(n on P"o#edu"es fo"  
t\$e &"omu'gat(on of adm(n(st"at(2e (ssuan#es )1T/1G8/2009/4,% adm(n(st"at(2e  
(ssuan#es F '(9e 1T/A?/234/<e2.1 F s\$a'' not a&&'4 to t\$e se&a"ate'4 adm(n(ste"ed  
funds% o"gans and &"og"ammes of t\$e Un(ted Nat(ons% un'ess stated ot\$e"3(se  
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e@&"ess'4 a##e&tad t\$e(" a&&'(#a0('t4. 1(n#e UN-PA% a se&a"ate'4 adm(n(ste"ed





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0"ea#\$ of t\$e &"o#edu"a' due &"o#ess ent(t'ements t\$e"e(n

and 'ate" : uoted aga(n (n Williams "de" No. 146 )UNAT/2013, .AtB\$e names of '(t(gants a"e "out(ne'4 (n#'uded (n Judgments of t\$e (nte"na' Just(#e s4stem of t\$e Un(ted Nat(ons (n t\$e (nte"ests of t"ans&a"en#4 and (indeed a##ounta0('t4/ )see a'so Ahmed "de" No. 132 )UNAT/2013,,.

+0. ?n 2(e3 of t\$e fo'ego(ng t\$e T"(0una' DIC?DI1=

a. T\$e de#(s(on to &'a#e t\$e A&&'(#ant on 15 6 -P dated 23 1e&tem0e" 2013 (s "es#(nded>

0. T\$e A&&'(#ant (s to 0e #om&ensated (n t\$e tota' sum of U1D1%000 fo" mo"a' damage due to t\$e 0"ea#\$ of \$e" "(g\$ts>

#. T\$(s amount s\$a'' 0e &(d 3(t\$(n 60 da4s f"om t\$e date t\$(s Judgment 0e#omes e@e#uta0'e% du"(ng 3\$(#\$ &e"(od t\$e U1 P"(me <ate a&&'(#a0'e as at t\$at date s\$a'' a&&'4. ?f t\$e sum (s not &(d 3(t\$(n t\$e 60\*da4 &e"(od an add(t(ona' +G s\$a'' 0e added to t\$e U1 P"(me <ate unt(' t\$e date of &a4ment>

d. T\$e <es&ondent s\$a'' &'a#e t\$(s Judgment on#e e@e#uta0'e% (n t\$e A&&'(#ant;s off(#(a' f('e at UN-PA> and

e. A'' fu"t\$e" &'eas a"e "eJe#ted.

)Signed,

Judge T\$omas 5a9e"

Dated t\$(s 9<sup>ts</sup> da4 of De#em0e" 2014

Inte"ed (n t\$e <eg(ste" on t\$(s 9<sup>ts</sup> da4 of De#em0e" 2014

)Signed,

<enK !. Va"gas !.% <eg(st"a"% Gene2a