

FY 2021 Individual Reports for 7048(a) Report

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Asia Pacific Economic Cooperation (APEC)

Table 1: APEC Ethics Policy

Question	Details
1. Total number of personnel (regardless of contract modality) subject to ethics policies	70
2. Total number of ethics related inquiries.	0
3. Total number of reports of misconduct.	0
4. Total number of retaliation claims.	0
5. Total number of prima facie determinations.	0
6. Total number of retaliation claims referred for investigations.	0
7. Total number of retaliation claims were found in favor of claimant.	0

Table 2: APEC Whistleblower Protection Policy

Question	Response	URL	Details
1. Were any changes made to your organization's whistleblower protection policy during 2021? If yes, please explain.	No	Not Required	Not Provided
2. How has your organization disseminated its whistleblower protection policy?	Yes	Whistleblower Protection Policy	It is available on the APEC Secretariat intranet and APEC website.

Question	Response	URL	Details
3. Does your organization have an operational channel for anonymous reporting of misconduct or wrongdoing? If yes, how has your organization communicated to all personnel information about channels for anonymous reporting?	No	Not Provided	Not Provided
4. Does your organization have investigators trained to investigate cases of sexual exploitation, abuse, and harassment (SEAH)?	No	Not Required	Not Provided
5. Please describe the protocol in your organization if criminal misconduct is suspected.	Not Required	Not Provided	If it is a reportable incident, APEC Secretariat will report the matter to the Police or the relevant authorities and subject the employee to disciplinary action (As in the Staff Handbook). Criminal misconduct will be handled by the Police or relevant authorities and misconduct may include: Sexual misconduct, Professional Misconduct, Willful Misconduct, Official misconduct, Theft, Fighting, Spying, Research misconduct, Corruption.
6. Does your organization provide an external, independent appeals process if reporting persons feel they have reasonable grounds for believing that the protection provided was inadequate or if	No	Not Required	Not Provided

Question	Response	URL	Details
finding of prima facie evidence was not determined? If yes, please describe.			
7. Does your organization have documented procedures for handling the investigation of allegations of misconduct against the organization's executive head?	No	Not Provided	Not Provided
8. Does your organization have documented procedures that provide authority to heads of internal oversight offices or investigation functions to open investigations without executive head approval?	No	Not Provided	Not Provided

Table 3: APEC Ethics Training

Question	Details
1. Ethics and Integrity at the United Nations: Personnel Trained in 2021	Not Applicable
2. Ethics and Integrity at the United Nations: Total Personnel Trained (as of December 31, 2021)	Not Applicable
3. Ethics and Integrity at the United Nations: Percent of Personnel Trained (as of December 31, 2021)	Not Applicable
4. Preventing Fraud and Corruption at the United Nations: Personnel Trained in 2021	Not Applicable

Question	Details
5. Preventing Fraud and Corruption at the United Nations: Total Personnel Trained (as of December 31, 2021)	Not Applicable
6. Preventing Fraud and Corruption at the United Nations: Percent of Personnel Trained (as of December 31, 2021)	Not Applicable
7. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Personnel Trained in 2021	Not Applicable
8. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Total Personnel Trained (as of December 31, 2021)	Not Applicable
9. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Percent of Personnel Trained (as of December 31, 2021)	Not Applicable
10. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Personnel Trained in 2021	Not Applicable
11. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Total Personnel Trained (as of December 31, 2021)	Not Applicable
12. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Percent of Personnel Trained (as of December 31, 2021)	Not Applicable
13. Other ethics training: Personnel Trained in 2021	Not Provided
14. Other ethics training: Total Personnel Trained (as of December 31, 2021)	Not Provided
15. Other ethics training: Percent of Personnel Trained (as of December 31, 2021)	Not Provided

Bureau of International Expositions (BIE)

Table 1: BIE Ethics Policy

Question	Details
1. Total number of personnel (regardless of contract modality) subject to ethics policies	18
2. Total number of ethics related inquiries.	0
3. Total number of reports of misconduct.	0
4. Total number of retaliation claims.	0
5. Total number of prima facie determinations.	0
6. Total number of retaliation claims referred for investigations.	0
7. Total number of retaliation claims found in favor of claimant.	0

Table 2: BIE Whistleblower Protection Policy

Question	Response	URL	Details
1. Were any changes made to your organization's whistleblower protection policy during 2021? If yes, please explain.	No	Not Required	Not Provided
2. How has your organization disseminated its whistleblower protection policy?	Yes	Not Provided	No
3. Does your organization have an operational channel for anonymous reporting of misconduct or wrongdoing? If yes, how has your organization	No	Not Provided	Not Provided

Question	Response	URL	Details
communicated to all personnel information about channels for anonymous reporting?			
4. Does your organization have investigators trained to investigate cases of sexual exploitation, abuse, and harassment (SEAH)?	No	Not Required	Not Provided
5. Please describe the protocol in your organization if criminal misconduct is suspected.	Not Required	Not Provided	Not Provided
6. Does your organization provide an external, independent appeals process if reporting persons feel they have reasonable grounds for believing that the protection provided was inadequate or if finding of prima facie evidence was not determined? If yes, please describe.	No	Not Required	Not Provided
7. Does your organization have documented procedures for handling the investigation of allegations of misconduct against the organization's executive head?	No	Not Provided	Not Provided
8. Does your organization have documented procedures that provide authority to heads of internal oversight offices or investigation functions to open investigations without executive head approval?	No	Not Provided	Not Provided

Table 3: BIE Ethics Training

Question	Details
1. Ethics and Integrity at the United Nations: Personnel Trained in 2021	0
2. Ethics and Integrity at the United Nations: Total Personnel Trained (as of December 31, 2021)	Not Provided

3. Ethics and Integrity at the United Nations: Percent of Personnel Trained (as of December 31, 2021)	Not Provided
4. Preventing Fraud and Corruption at the United Nations: Personnel Trained in 2021	0
5. Preventing Fraud and Corruption at the United Nations: Total Personnel Trained (as of December 31, 2021)	Not Provided
6. Preventing Fraud and Corruption at the United Nations: Percent of Personnel Trained (as of December 31, 2021)	Not Provided
7. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Personnel Trained in 2021	0
8. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Total Personnel Trained (as of December 31, 2021)	Not Provided
9. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Percent of Personnel Trained (as of December 31, 2021)	Not Provided
10. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Personnel Trained in 2021	0
11. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Total Personnel Trained (as of December 31, 2021)	Not Provided
12. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Percent of Personnel Trained (as of December 31, 2021)	Not Provided
13. Other ethics training: Personnel Trained in 2021	0
14. Other ethics training: Total Personnel Trained (as of December 31, 2021)	Not Provided
15. Other ethics training: Percent of Personnel Trained (as of December 31, 2021)	Not Provided

Colombo Plan Council for Technical Cooperation (CPCTC)

Table 1: CPCTC Ethics Policy

Question	Details
1. Total number of personnel (regardless of contract modality) subject to ethics policies	70
2. Total number of ethics related inquiries.	0
3. Total number of reports of misconduct.	0
4. Total number of retaliation claims.	0
5. Total number of prima facie determinations.	0
6. Total number of retaliation claims referred for investigations.	0
7. Total number of retaliation claims found in favor of claimant.	0

Table 2: CPCTC Whistleblower Protection Policy

Question	Response	URL	Details
1. Were any changes made to your organization's whistleblower protection policy during 2021? If yes, please explain.	No	Not Required	Not Provided
2. How has your organization disseminated its whistleblower protection policy?	Yes	Not Provided	Policy for ratification

Question	Response	URL	Details
3. Does your organization have an operational channel for anonymous reporting of misconduct or wrongdoing? If yes, how has your organization communicated to all personnel information about channels for anonymous reporting?	Yes	Not Provided	Misconduct or violation incidents can be reported in confidence to immediate supervisors and managers, HR, and Secretariat management. Policy manuals are shared with new employees.
4. Does your organization have investigators trained to investigate cases of sexual exploitation, abuse, and harassment (SEAH)?	No	Not Required	Not Provided
5. Please describe the protocol in your organization if criminal misconduct is suspected.	Not Required	CPCTC Criminal Misconduct Protocol	Colombo Plan will follow the disciplinary procedure which is mentioned in the HR Manual (Chapter 9).
6. Does your organization provide an external, independent appeals process if reporting persons feel they have reasonable grounds for believing that the protection provided was inadequate or if finding of prima facie evidence was not determined? If yes, please describe.	Yes	Not Required	During the investigation process, the employee/person can request an outside investigator to handle the inquiry, have a witness and bring legal representation.
7. Does your organization have documented procedures for handling the investigation of allegations of misconduct against the organization's executive head?	Yes	Not Provided	All employees, regardless of their position or length of service with the Secretariat, are subject to disciplinary action and possible termination if found guilty of misconduct.

Question	Response	URL	Details
8. Does your organization have documented procedures that provide authority to heads of internal oversight offices or investigation functions to open investigations without executive head approval?	Yes	Not Provided	The Consultative Committee has the authority to assess, evaluate and review the activities of the organization.

Table 3: CPCTC Ethics Training

Question	Details
1. Ethics and Integrity at the United Nations: Personnel Trained in 2021	Not Provided
2. Ethics and Integrity at the United Nations: Total Personnel Trained (as of December 31, 2021)	Not Provided
3. Ethics and Integrity at the United Nations: Percent of Personnel Trained (as of December 31, 2021)	Not Provided
4. Preventing Fraud and Corruption at the United Nations: Personnel Trained in 2021	Not Provided
5. Preventing Fraud and Corruption at the United Nations: Total Personnel Trained (as of December 31, 2021)	Not Provided
6. Preventing Fraud and Corruption at the United Nations: Percent of Personnel Trained (as of December 31, 2021)	Not Provided
7. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Personnel Trained in 2021	Not Provided
8. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Total Personnel Trained (as of December 31, 2021)	Not Provided
9. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Percent of Personnel Trained (as of December 31, 2021)	Not Provided
10. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Personnel Trained in 2021	Not Provided

Question	Details
11. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Total Personnel Trained (as of December 31, 2021)	Not Provided
12. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Percent of Personnel Trained (as of December 31, 2021)	Not Provided
13. Other ethics training: Personnel Trained in 2021	0
14. Other ethics training: Total Personnel Trained (as of December 31, 2021)	20
15. Other ethics training: Percent of Personnel Trained (as of December 31, 2021)	29%

Food and Agriculture Organization (FAO)

Table 1: FAO Ethics Policy

Question	Details
1. Total number of personnel (regardless of contract modality) subject to ethics policies	14810
2. Total number of ethics related inquiries.	427
3. Total number of reports of misconduct.	Not Applicable
4. Total number of retaliation claims.	13
5. Total number of prima facie determinations.	5
6. Total number of retaliation claims referred for investigations.	1
7. Total number of retaliation claims found in favor of claimant.	0

Table 2: FAO Whistleblower Protection Policy

Question	Response	URL	Details
<p>1. Were any changes made to your organization's whistleblower protection policy during 2021? If yes, please explain.</p>	Yes	Not Required	<p>The policy was amended to better align with best practices across the United Nations common system and to foster a culture of trust and ethical conduct in our Organization. Changes were made to ensure greater protection for whistleblowers. A revised WPP was released in June 2021. The language was tightened throughout in an attempt to make it clearer and more concise. For instance, only the term misconduct is used in line with the revised Investigation guidelines. To clarify that the WPP applies when a colleague is (or fears) being treated detrimentally because they reported misconduct or cooperated in an oversight activity, different from, for instance, speaking up against management regarding decisions on anything work-related the text saying "provides information in good faith on unsatisfactory conduct by FAO personnel" under protected activities was deleted, so that it is clear that this would in fact not constitute a protected activity. In relation to protected activities, "collaboration with the FAO Security Service in accordance with MS 550" was included to expand the definition.</p>
<p>2. How has your organization disseminated its whistleblower protection policy?</p>	Yes	FAO Whistleblower Protection Policy	<p>The WPP has been disseminated to all staff through: AC 2021/10. A Webinar on 14 April 2021 (the revised policy was not yet released at this point, but it was mentioned that a revision would be released soon). Numerous bilateral briefings with decentralized offices, in particular, where protection from retaliation has been discussed.</p>

Question	Response	URL	Details
<p>3. Does your organization have an operational channel for anonymous reporting of misconduct or wrongdoing? If yes, how has your organization communicated to all personnel information about channels for anonymous reporting?</p>	Yes	FAO Channel for Anonymous Reporting of Misconduct	<p>FAO has an online form, a confidential email address and a telephone number at Headquarters that can be contacted anonymously. FAO is also in the process of contracting a service to provide a local telephone number/hotline in over 100 countries where we are active. FAO publicizes the above ways to report misconduct on the OIG intranet and internet websites, and in mandatory trainings for new personnel. Finally, FAO's OIG and Ethics Office periodically hold webinar and briefing sessions during which applicable policies are explained and personnel are reminded of the different ways they can report misconduct, including retaliation. For reporting retaliation, Retaliation-Report@fao.org is a dedicated mailbox where anonymous reporting may be done. Anonymous reporting about retaliation will, however, limit the Ethics Office's ability to undertake a prima facie review because it may be challenging to obtain the relevant information.</p>
<p>4. Does your organization have investigators trained to investigate cases of sexual exploitation, abuse, and harassment (SEAH)?</p>	Yes	Not Required	<p>Further recruitment for additional, appropriately qualified staff was initiated earlier in 2022</p>
<p>5. Please describe the protocol in your organization if criminal misconduct is suspected.</p>	Not Required	FAO Protocol for Suspected Misconduct	<p>See Art 54 of the OIG Charter: "If the investigation results in credible allegations of criminal conduct of a serious nature, OIG shall submit a recommendation to the Director-General suggesting referral to national law enforcement authorities, as appropriate."</p>

Question	Response	URL	Details
<p>6. Does your organization provide an external, independent appeals process if reporting persons feel they have reasonable grounds for believing that the protection provided was inadequate or if finding of prima facie evidence was not determined? If yes, please describe.</p>	Yes	Not Required	<p>The WPP foresees a review of the Ethics Office determination through an alternative review mechanism, which will be decided by the DG. Paragraph 40 of the WPP indicates that a decision of no prima facie case by the Ethics Office can be reviewed upon a request to the Director-General. The WPP also foresees that an external review mechanism will undertake the prima facie review where there is a conflict of interest in the Ethics Office undertaking it. Furthermore, for staff members and COF.REGs, they may avail themselves of MS 331 on appeals regarding other administrative decisions</p>
<p>7. Does your organization have documented procedures for handling the investigation of allegations of misconduct against the organization's executive head?</p>	No	Not Provided	Not Provided
<p>8. Does your organization have documented procedures that provide authority to heads of internal oversight offices or investigation functions to open investigations without executive head approval?</p>	Yes	FAO Procedures to Open Investigations without Executive Head Approval	<p>See Art 37 of OIG Charter: 37. The Inspector General shall exercise operational independence in the conduct of his/her duties. S/he shall remain free from any interference, including regarding the selection, scope, procedures, frequency and timing of OIG's activities, access to records and the communication of results. See also Art 2.1 of FAO Investigation Guidelines: 2.1 FAO is dedicated to maintaining a workplace that fosters an overall environment of integrity, including in the implementation of its projects and other activities. In support of this goal, and pursuant to its Charter, OIG is responsible for investigating allegations of misconduct involving FAO personnel and allegations of sanctionable</p>

Question	Response	URL	Details
			actions involving third parties. OIG's investigative activities may be triggered by a complaint or undertaken on its own initiative based on available information.

Table 3: FAO Ethics Training

Question	Details
1. Ethics and Integrity at the United Nations: Personnel Trained in 2021	4094
2. Ethics and Integrity at the United Nations: Total Personnel Trained (as of December 31, 2021)	9642
3. Ethics and Integrity at the United Nations: Percent of Personnel Trained (as of December 31, 2021)	Staff: 90% Affiliated work-force (NSHRs): 58% Total: 65.1%
4. Preventing Fraud and Corruption at the United Nations: Personnel Trained in 2021	1738
5. Preventing Fraud and Corruption at the United Nations: Total Personnel Trained (as of December 31, 2021)	Not Provided
6. Preventing Fraud and Corruption at the United Nations: Percent of Personnel Trained (as of December 31, 2021)	Not Provided
7. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Personnel Trained in 2021	4559
8. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Total Personnel Trained (as of December 31, 2021)	12126
9. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Percent of Personnel Trained (as of December 31, 2021)	Staff: 96% Affiliated work-force (NSHRs): 78% Total: 81.9%

Question	Details
10. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Personnel Trained in 2021	5227
11. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Total Personnel Trained (as of December 31, 2021)	12269
12. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Percent of Personnel Trained (as of December 31, 2021)	Staff: 96% Affiliated work-force (NSHRs): 79% Total: 82.8%
13. Other ethics training: Personnel Trained in 2021	4446
14. Other ethics training: Total Personnel Trained (as of December 31, 2021)	12642
15. Other ethics training: Percent of Personnel Trained (as of December 31, 2021)	Staff: 100% Affiliated work-force (NSHRs): 81% Total: 85.4%

Hague Conference on Private International Law (HCOPIL)

Table 1: HCOPIL Ethics Policy

Question	Details
1. Total number of personnel (regardless of contract modality) subject to ethics policies	31
2. Total number of ethics related inquiries.	0
3. Total number of reports of misconduct.	0
4. Total number of retaliation claims.	0
5. Total number of prima facie determinations.	0

6. Total number of retaliation claims found in favor of claimant.	0
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Table 2: HCOPIIL Whistleblower Protection Policy

Question	Response	URL	Details
1. Were any changes made to your organization's whistleblower protection policy during 2021? If yes, please explain.	No	Not Required	The HCCH does not have a whistleblower policy.
2. How has your organization disseminated its whistleblower protection policy?	Yes	Not Provided	Not Applicable
3. Does your organization have an operational channel for anonymous reporting of misconduct or wrongdoing? If yes, how has your organization communicated to all personnel information about channels for anonymous reporting?	No	Not Provided	The HCCH does not have a whistleblower policy.
4. Does your organization have investigators trained to investigate cases of sexual exploitation, abuse, and harassment (SEAH)?	No	Not Required	The HCCH does not have a whistleblower policy.
5. Please describe the protocol in your organization if criminal misconduct is suspected.	Not Required	Not Provided	The HCCH does not have a whistleblower policy.
6. Does your organization provide an external, independent appeals process if reporting persons feel they have reasonable grounds for believing that the protection provided was inadequate or if finding of prima facie evidence was not determined? If yes, please describe.	Not Applicable	Not Required	The HCCH does not have a whistleblower policy.

Question	Response	URL	Details
7. Does your organization have documented procedures for handling the investigation of allegations of misconduct against the organization's executive head?	Not Applicable	Not Provided	The HCCH does not have a whistleblower policy.
8. Does your organization have documented procedures that provide authority to heads of internal oversight offices or investigation functions to open investigations without executive head approval?	Not Applicable	Not Provided	The HCCH does not have a whistleblower policy.

Table 3: HCOPIIL Ethics Training

Question	Details
1. Ethics and Integrity at the United Nations: Personnel Trained in 2021	0
2. Ethics and Integrity at the United Nations: Total Personnel Trained (as of December 31, 2021)	0
3. Ethics and Integrity at the United Nations: Percent of Personnel Trained (as of December 31, 2021)	0
4. Preventing Fraud and Corruption at the United Nations: Personnel Trained in 2021	0
5. Preventing Fraud and Corruption at the United Nations: Total Personnel Trained (as of December 31, 2021)	0
6. Preventing Fraud and Corruption at the United Nations: Percent of Personnel Trained (as of December 31, 2021)	0
7. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Personnel Trained in 2021	0
8. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Total Personnel Trained (as of December 31, 2021)	0

9. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Percent of Personnel Trained (as of December 31, 2021)	0
10. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Personnel Trained in 2021	0
11. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Total Personnel Trained (as of December 31, 2021)	0
12. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Percent of Personnel Trained (as of December 31, 2021)	0
13. Other ethics training: Personnel Trained in 2021	0
14. Other ethics training: Total Personnel Trained (as of December 31, 2021)	0
15. Other ethics training: Percent of Personnel Trained (as of December 31, 2021)	0

International Atomic Energy Agency (IAEA)

Table 1: IAEA Ethics Policy

Question	Details
1. Total number of personnel (regardless of contract modality) subject to ethics policies	3082
2. Total number of ethics related inquiries.	280
3. Total number of reports of misconduct.	25
4. Total number of retaliation claims.	1
5. Total number of prima facie determinations.	0

6. Total number of retaliation claims referred for investigations.	Not Applicable
7. Total number of retaliation claims found in favor of claimant.	Not Applicable

Table 2: IAEA Whistleblower Protection Policy

Question	Response	URL	Details
1. Were any changes made to your organization's whistleblower protection policy during 2021? If yes, please explain.	Yes	Not Required	A revised version of the International Atomic Energy Agency's (IAEA) Whistle-blower Policy was issued on 15 April 2021 to adjust the process for reviewing the findings of an investigation by OIOS such that the recommendation of the Chief of Ethics will be issued directly to the Director General.
2. How has your organization disseminated its whistleblower protection policy?	Yes	Not Provided	Online discussion fora: The Ethics Function, OIOS and Staff Council held a joint briefing for staff on the Whistle-blower Policy on 25 June 2021. Secretariat bulletins: The amendments to the Whistle-blower policy were announced on 15 April 2021, which adjust the process for reviewing the findings of an investigation by OIOS such that the recommendation of the Chief of Ethics will be issued directly to the Director General. In 2021, the Ethics Function significantly enhanced its dedicated page on the Agency's intranet to include new video messages from colleagues outlining key ethics-related topics, including whistle-blower protection, various infographics, and improved access to information and resources.
3. Does your organization have an operational channel for anonymous reporting of misconduct or	Yes	Not Provided	Anonymous channels outlined in Whistleblower Policy, which is publicly available and disseminated internally via above channels, across the intranet and through mandatory training

Question	Response	URL	Details
wrongdoing? If yes, how has your organization communicated to all personnel information about channels for anonymous reporting?			programmes: such as “Values in Action: Promoting a Respectful Workplace (all staff/personnel), “Accountability in Managerial Action” (all senior staff with supervisory responsibility at the P-5 level and above, as well as all Section Heads), and Ethics in Procurement (for staff of the Office of Procurement Services).
4. Does your organization have investigators trained to investigate cases of sexual exploitation, abuse, and harassment (SEAH)?	Yes	Not Required	The Agency issued a modified policy framework for Sexual Exploitation and Abuse in 2021 which takes into Account a risk-based Approach given we are not a field-based organization. A Guidance note to staff was also issued in order to clarify relevant provisions.
5. Please describe the protocol in your organization if criminal misconduct is suspected.	Not Required	Not Provided	In such event, in consultation with OIOS and the Office of the Director General, the Office of Legal Affairs may recommend referral to national authorities, depending on the facts and circumstances.
6. Does your organization provide an external, independent appeals process if reporting persons feel they have reasonable grounds for believing that the protection provided was inadequate or if finding of prima facie evidence was not determined? If yes, please describe.	No	Not Required	Issues related to protection of reporting persons are exclusively addressed in the Whistle-blower Policy. No independent appeals process is provided for, however under very narrow circumstances, a reporter could raise concerns outside the Agency in accordance with the stipulated terms of the Whistleblower policy.
7. Does your organization have documented procedures for handling the investigation of allegations of	Yes	Not Provided	The Director General is appointed by the Board of Governor pursuant to Article VII.A of the IAEA Statute upon approval of the General Conference. Consistent with the approach taken by the UN Secretariat in regard to the Secretary General, the

Question	Response	URL	Details
misconduct against the organization's executive head?			Director General is subject to the IAEA Statute and further to that reports to and is under the control of the Board of Governors. Therefore, any such matter involving possible investigation of the Director General, for which there is no precedent, would be referred to the Board of Governors.
8. Does your organization have documented procedures that provide authority to heads of internal oversight offices or investigation functions to open investigations without executive head approval?	Yes	Not Provided	Paragraph 8 of the OIOS Charter states that the Director OIOS has authority to, “on his/her own initiative, institute special audits, reviews, evaluations and investigations”.

Table 3: IAEA Ethics Training

Question	Details
1. Ethics and Integrity at the United Nations: Personnel Trained in 2021	Not Applicable
2. Ethics and Integrity at the United Nations: Total Personnel Trained (as of December 31, 2021)	Not Provided
3. Ethics and Integrity at the United Nations: Percent of Personnel Trained (as of December 31, 2021)	Not Provided
4. Preventing Fraud and Corruption at the United Nations: Personnel Trained in 2021	Not Applicable
5. Preventing Fraud and Corruption at the United Nations: Total Personnel Trained (as of December 31, 2021)	Not Provided
6. Preventing Fraud and Corruption at the United Nations: Percent of Personnel Trained (as of December 31, 2021)	Not Provided

Question	Details
7. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Personnel Trained in 2021	Not Applicable
8. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Total Personnel Trained (as of December 31, 2021)	Not Provided
9. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Percent of Personnel Trained (as of December 31, 2021)	Not Provided
10. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Personnel Trained in 2021	Not Applicable
11. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Total Personnel Trained (as of December 31, 2021)	Not Provided
12. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Percent of Personnel Trained (as of December 31, 2021)	Not Provided
13. Other ethics training: Personnel Trained in 2021	Not Provided
14. Other ethics training: Total Personnel Trained (as of December 31, 2021)	Not Provided
15. Other ethics training: Percent of Personnel Trained (as of December 31, 2021)	Not Provided

International Agency for Research on Cancer (IARC)

Table 1: IARC Ethics Policy

Question	Details
1. Total number of personnel (regardless of contract modality) subject to ethics policies	391
2. Total number of ethics related inquiries.	Not Provided
3. Total number of reports of misconduct.	2
4. Total number of retaliation claims.	0
5. Total number of prima facie determinations.	0
6. Total number of retaliation claims referred for investigations.	0
7. Total number of retaliation claims found in favor of claimant.	0

Table 2: IARC Whistleblower Protection Policy

Question	Response	URL	Details
1. Were any changes made to your organization's whistleblower protection policy during 2021? If yes, please explain.	No	Not Required	Not Provided
2. How has your organization disseminated its whistleblower protection policy?	Yes	Not Provided	A number of information days on the discussion, information available on Intranet in a "How to guide"

Question	Response	URL	Details
3. Does your organization have an operational channel for anonymous reporting of misconduct or wrongdoing? If yes, how has your organization communicated to all personnel information about channels for anonymous reporting?	Yes	Not Provided	WHO Integrity Hotline, managed by an external company and coordinated by the WHO Ethics Office. Promoted in information days, Ombudsman briefings at IARC townhalls, on intranet page under “How to guide”
4. Does your organization have investigators trained to investigate cases of sexual exploitation, abuse, and harassment (SEAH)?	Yes	Not Required	All investigations handled by WHO Ethics Office
5. Please describe the protocol in your organization if criminal misconduct is suspected.	Not Required	Not Provided	It is addressed immediately with the WHO Ethics Office, Human Resources Department (HRT) and Legal (LEG)
6. Does your organization provide an external, independent appeals process if reporting persons feel they have reasonable grounds for believing that the protection provided was inadequate or if finding of prima facie evidence was not determined? If yes, please describe.	Yes	Not Required	Use of the WHO Global Board of Appeals
7. Does your organization have documented procedures for handling the investigation of allegations of misconduct against the organization's executive head?	Yes	Not Provided	All such formal investigations are managed by the WHO Ethics Office
8. Does your organization have documented procedures that provide authority to heads of internal oversight offices or investigation	Yes	Not Provided	All is managed independently by WHO Ethics Office

Question	Response	URL	Details
functions to open investigations without executive head approval?			

Table 3: IARC Ethics Training

Question	Details
1. Ethics and Integrity at the United Nations: Personnel Trained in 2021	Not Applicable
2. Ethics and Integrity at the United Nations: Total Personnel Trained (as of December 31, 2021)	Not Applicable
3. Ethics and Integrity at the United Nations: Percent of Personnel Trained (as of December 31, 2021)	Not Applicable
4. Preventing Fraud and Corruption at the United Nations: Personnel Trained in 2021	Not Applicable
5. Preventing Fraud and Corruption at the United Nations: Total Personnel Trained (as of December 31, 2021)	Not Applicable
6. Preventing Fraud and Corruption at the United Nations: Percent of Personnel Trained (as of December 31, 2021)	Not Applicable
7. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Personnel Trained in 2021	Introduced in 2022. One training for managers and all personnel -WHO
8. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Total Personnel Trained (as of December 31, 2021)	Introduced in 2022 One training for managers and all personnel - WHO
9. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Percent of Personnel Trained (as of December 31, 2021)	Introduced in 2022 One training for managers and all personnel -WHO

Question	Details
10. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Personnel Trained in 2021	Introduced in 2022 One training for managers and all personnel -WHO
11. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Total Personnel Trained (as of December 31, 2021)	Introduced in 2022 One training for managers and all personnel -WHO
12. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Percent of Personnel Trained (as of December 31, 2021)	Introduced in 2022 One training for managers and all personnel -WHO
13. Other ethics training: Personnel Trained in 2021	Introduced in 2022 Discontinued in early 2021-WHO
14. Other ethics training: Total Personnel Trained (as of December 31, 2021)	Introduced in 2022 Discontinued in early 2021-WHO
15. Other ethics training: Percent of Personnel Trained (as of December 31, 2021)	Introduced in 2022 Discontinued in early 2021-WHO

International Bureau of the Permanent Court of Arbitration (IBPCA)

Table 1: IBPCA Ethics Policy

Question	Details
1. Total number of personnel (regardless of contract modality) subject to ethics policies	68
2. Total number of ethics related inquiries.	0
3. Total number of reports of misconduct.	0
4. Total number of retaliation claims.	0

5. Total number of prima facie determinations.	0
6. Total number of retaliation claims referred for investigations.	0
7. Total number of retaliation claims were found in favor of claimant.	0

Table 2: IBPCA Whistleblower Protection Policy

Question	Response	URL	Details
1. Were any changes made to your organization's whistleblower protection policy during 2021? If yes, please explain.	No	Not Required	Training for new arrivals and current staff. Policy available to all staff on "Policies and Guidelines" section of PCA intranet.
2. How has your organization disseminated its whistleblower protection policy?	No	Not Provided	Not Provided
3. Does your organization have an operational channel for anonymous reporting of misconduct or wrongdoing? If yes, how has your organization communicated to all personnel information about channels for anonymous reporting?	Yes	Not Provided	Anonymous procedure through designated Confidentiality Officers is clearly set out in Misconduct and Sexual Harassment Policy.
4. Does your organization have investigators trained to investigate cases of sexual exploitation, abuse, and harassment (SEAH)?	No	Not Required	Given the small size of the organization, the PCA does not have investigators on staff. However, as set out in the Misconduct and Sexual Harassment Policy, the PCA does have dedicated reporting points for sexual exploitation abuse and harassment and will

Question	Response	URL	Details
			appoint a qualified investigator from outside the organization in the event required.
5. Please describe the protocol in your organization if criminal misconduct is suspected.	Not Required	Not Provided	Reporting of criminal misconduct is covered by PCA's Misconduct and Sexual Harassment Policy. The PCA's Headquarters Agreement with the Kingdom of the Netherlands further provides that the PCA will cooperate with the authorities of the Netherlands to facilitate the administration of justice and waive the privileges and immunities applicable to staff where necessary to do so. The PCA will refer criminal misconduct suspected on the basis of internal reporting to the appropriate authorities and will cooperate with the Authorities of the Netherlands in keeping with its Headquarters Agreement.
6. Does your organization provide an external, independent appeals process if reporting persons feel they have reasonable grounds for believing that the protection provided was inadequate or if finding of prima facie evidence was not determined? If yes, please describe.	Yes	Not Required	The Misconduct and Sexual Harassment Policy provides for recourse to an external authority for alleged misconduct or harassment relates to the Secretary-General or where recourse to internal mechanisms has been ineffective.
7. Does your organization have documented procedures for handling the investigation of allegations of misconduct against the organization's executive head?	Yes	Not Provided	The Misconduct and Sexual Harassment Policy includes procedures specific to alleged misconduct or harassment by the Secretary-General.
8. Does your organization have documented procedures that provide	No	Not Provided	Given the small size of the organization, decisions with respect to the formal investigation and resolution of complaints are handled

Question	Response	URL	Details
authority to heads of internal oversight offices or investigation functions to open investigations without executive head approval?			by the Secretary-General, unless such complaints concern the Secretary-General or there are other grounds to activate the external procedure. Referral of a matter to the external authority does not require the approval of the Secretary-General. Section 4a: Whistleblower Protection Policy and Related Procedures

Table 3: IBPCA Ethics Training

Question	Details
1. Ethics and Integrity at the United Nations: Personnel Trained in 2021	Not Applicable
2. Ethics and Integrity at the United Nations: Total Personnel Trained (as of December 31, 2021)	Not Applicable
3. Ethics and Integrity at the United Nations: Percent of Personnel Trained (as of December 31, 2021)	Not Applicable
4. Preventing Fraud and Corruption at the United Nations: Personnel Trained in 2021	Not Applicable
5. Preventing Fraud and Corruption at the United Nations: Total Personnel Trained (as of December 31, 2021)	Not Applicable
6. Preventing Fraud and Corruption at the United Nations: Percent of Personnel Trained (as of December 31, 2021)	Not Applicable
7. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Personnel Trained in 2021	Not Applicable
8. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Total Personnel Trained (as of December 31, 2021)	Not Applicable
9. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Percent of Personnel Trained (as of December 31, 2021)	Not Applicable

Question	Details
10. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Personnel Trained in 2021	Not Applicable
11. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Total Personnel Trained (as of December 31, 2021)	Not Applicable
12. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Percent of Personnel Trained (as of December 31, 2021)	Not Applicable
13. Other ethics training: Personnel Trained in 2021	16
14. Other ethics training: Total Personnel Trained (as of December 31, 2021)	68
15. Other ethics training: Percent of Personnel Trained (as of December 31, 2021)	1

International Bureau of Weights and Measures (IBWM)

Table 1: IBWM Ethics Policy

Question	Details
1. Total number of personnel (regardless of contract modality) subject to ethics policies	Not Applicable
2. Total number of ethics related inquiries.	Not Applicable
3. Total number of reports of misconduct.	Not Applicable
4. Total number of retaliation claims.	Not Applicable
5. Total number of prima facie determinations.	Not Applicable

Question	Details
6. Total number of retaliation claims referred for investigations.	Not Applicable
7. Total number of retaliation claims found in favor of claimant.	Not Applicable

Table 2: IBWM Whistleblower Protection Policy

Question	Response	URL	Details
1. Were any changes made to your organization's whistleblower protection policy during 2021? If yes, please explain.	No	Not Required	Not Provided
2. How has your organization disseminated its whistleblower protection policy?	Yes	Not Provided	The Whistleblower protection measures have been communicated to staff in an email
3. Does your organization have an operational channel for anonymous reporting of misconduct or wrongdoing? If yes, how has your organization communicated to all personnel information about channels for anonymous reporting?	Yes	Not Provided	The BIPM has a procedure in place for whistleblowing and for reporting misconduct. The guiding principles of the BIPM's Code of Conduct and the regulations on disciplinary proceedings applicable to staff members address these issues. At the request of State parties in 2014, the BIPM raised awareness among its staff on this topic. Given the size of the organization (70 staff), we do not have an Ethics Office. Finally, the BIPM endeavors to apply any relevant ILO Administrative Tribunal's case-law on these issues. The BIPM policy on "Preventing and addressing discrimination, harassment and abuse of authority at the BIPM" includes information about channels for anonymous reporting.

Question	Response	URL	Details
4. Does your organization have investigators trained to investigate cases of sexual exploitation, abuse, and harassment (SEAH)?	No	Not Required	Not Provided
5. Please describe the protocol in your organization if criminal misconduct is suspected.	Not Required	Not Provided	An investigation will be conducted by an external expert and depending on the findings the Director of the organization or the President of the Governing body (CIPM) will take a decision.
6. Does your organization provide an external, independent appeals process if reporting persons feel they have reasonable grounds for believing that the protection provided was inadequate or if finding of prima facie evidence was not determined? If yes, please describe.	Yes	Not Required	Please refer to Article 16 of the Staff Regulations and Rules
7. Does your organization have documented procedures for handling the investigation of allegations of misconduct against the organization's executive head?	Yes	Not Provided	Not Provided
8. Does your organization have documented procedures that provide authority to heads of internal oversight offices or investigation functions to	Not Applicable	Not Provided	Not Provided

Question	Response	URL	Details
open investigations without executive head approval?			

Table 3: IBWM Ethics Training

Question	Details
1. Ethics and Integrity at the United Nations: Personnel Trained in 2021	Not Applicable
2. Ethics and Integrity at the United Nations: Total Personnel Trained (as of December 31, 2021)	Not Applicable
3. Ethics and Integrity at the United Nations: Percent of Personnel Trained (as of December 31, 2021)	Not Applicable
4. Preventing Fraud and Corruption at the United Nations: Personnel Trained in 2021	Not Applicable
5. Preventing Fraud and Corruption at the United Nations: Total Personnel Trained (as of December 31, 2021)	Not Applicable
6. Preventing Fraud and Corruption at the United Nations: Percent of Personnel Trained (as of December 31, 2021)	Not Applicable
7. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Personnel Trained in 2021	Not Applicable
8. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Total Personnel Trained (as of December 31, 2021)	Not Applicable

Question	Details
9. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Percent of Personnel Trained (as of December 31, 2021)	Not Applicable
10. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Personnel Trained in 2021	Not Applicable
11. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Total Personnel Trained (as of December 31, 2021)	Not Applicable
12. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Percent of Personnel Trained (as of December 31, 2021)	Not Applicable
13. Other ethics training: Personnel Trained in 2021	A training was organized in 2021 for the Management Team on “Healthy management practices and quality of life at work.”
14. Other ethics training: Total Personnel Trained (as of December 31, 2021)	Not Provided
15. Other ethics training: Percent of Personnel Trained (as of December 31, 2021)	Not Provided

International Cotton Advisory Committee (ICAC)

Table 1: ICAC Ethics Policy

Question	Details
1. Total number of personnel (regardless of contract modality) subject to ethics policies	10
2. Total number of ethics related inquiries.	0
3. Total number of reports of misconduct.	0
4. Total number of retaliation claims.	0
5. Total number of prima facie determinations.	0
6. Total number of retaliation claims referred for investigations.	0
7. Total number of retaliation claims found in favor of claimant.	0

Table 2: ICAC Whistleblower Protection Policy

Question	Response	URL	Details
1. Were any changes made to your organization's whistleblower protection policy during 2021? If yes, please explain.	No	Not Required	Not Provided
2. How has your organization disseminated its whistleblower protection policy?	Yes	Not Provided	Staff were consulted when it was drafted. New staff are inducted into its use (we haven't had any since the introduction)
3. Does your organization have an operational channel for anonymous reporting of misconduct or wrongdoing? If yes,	Yes	Not Provided	Not Provided

Question	Response	URL	Details
how has your organization communicated to all personnel information about channels for anonymous reporting?			
4. Does your organization have investigators trained to investigate cases of sexual exploitation, abuse, and harassment (SEAH)?	Yes	Not Required	The ED is qualified to investigate sexual, racial and religious discrimination and harassment
5. Please describe the protocol in your organization if criminal misconduct is suspected.	Not Required	Not Provided	Police would be called immediately.
6. Does your organization provide an external, independent appeals process if reporting persons feel they have reasonable grounds for believing that the protection provided was inadequate or if finding of prima facie evidence was not determined? If yes, please describe.	No	Not Required	Not Provided
7. Does your organization have documented procedures for handling the investigation of allegations of misconduct against the organization's executive head?	No	Not Provided	Not Provided
8. Does your organization have documented procedures that provide authority to heads of internal oversight offices or investigation functions to open investigations without executive head approval?	No	Not Provided	Not Provided

Table 3: ICAC Ethics Training

Question	Details
1. Ethics and Integrity at the United Nations: Personnel Trained in 2021	0
2. Ethics and Integrity at the United Nations: Total Personnel Trained (as of December 31, 2021)	0
3. Ethics and Integrity at the United Nations: Percent of Personnel Trained (as of December 31, 2021)	0
4. Preventing Fraud and Corruption at the United Nations: Personnel Trained in 2021	0
5. Preventing Fraud and Corruption at the United Nations: Total Personnel Trained (as of December 31, 2021)	0
6. Preventing Fraud and Corruption at the United Nations: Percent of Personnel Trained (as of December 31, 2021)	0
7. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Personnel Trained in 2021	0
8. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Total Personnel Trained (as of December 31, 2021)	0
9. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Percent of Personnel Trained (as of December 31, 2021)	0
10. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Personnel Trained in 2021	0
11. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Total Personnel Trained (as of December 31, 2021)	0
12. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Percent of Personnel Trained (as of December 31, 2021)	0
13. Other ethics training: Personnel Trained in 2021	0

Question	Details
14. Other ethics training: Total Personnel Trained (as of December 31, 2021)	0
15. Other ethics training: Percent of Personnel Trained (as of December 31, 2021)	0

International Civil Aviation Organization (ICAO)

Table 1: ICAO Ethics Policy

Question	Details
1. Total number of personnel (regardless of contract modality) subject to ethics policies	892
2. Total number of ethics related inquiries.	260
3. Total number of reports of misconduct.	18
4. Total number of retaliation claims.	0
5. Total number of prima facie determinations.	0
6. Total number of retaliation claims referred for investigations.	0
7. Total number of retaliation claims found in favor of claimant.	0

Table 2: ICAO Whistleblower Protection Policy

Question	Response	URL	Details
1. Were any changes made to your organization's whistleblower protection policy during 2021? If yes, please explain.	Yes	Not Required	Section 2 of Personnel Instruction, PI 1.6 – Protection against retaliation (whistle-blower protection)" was reviewed in order to include relevant provisions concerning

			the procedures for ensuring protection against retaliation, involving, among others, interim protective measures and preventive actions. Furthermore, during the reporting period the ICAO Council approved Appendices G, H and I to the Rules of Procedure for the Council, which include inter alia rules and procedures to address allegations of misconduct or retaliation against both the ICAO President of the Council and the ICAO Secretary General
2. How has your organization disseminated its whistleblower protection policy?	Yes	Not Provided	Via its internal website and via Staff Notices 5802 and 5834 informing personnel on revisions made to the ICAO Framework on Ethics in mid-2020 and Section 2 of Personnel Instruction PI/1.6 in mid-2021. Also, ICAO's Council endorsed the recommendation of the Ethics Officer (EO) to have the Annual Reports public on this link, as such reports include information on the retaliation / whistleblower protection at ICAO
3. Does your organization have an operational channel for anonymous reporting of misconduct or wrongdoing? If yes, how has your organization communicated to all personnel information about channels for anonymous reporting?	Yes	ICAO's Website to Report Misconduct	There is a link on ICAO's public page () that personnel can click to report misconduct. Instructions on how to report misconduct are also provided on the public webpage and the staff intranet. ICAO also issued staff notices reminding ICAO personnel of their obligation to report concerns relating to misconduct directly to the investigative entity (OIOS) using a dedicated hotline, email, facsimile or mail. It also provides the references and links to the procedures related to reports of misconduct.
4. Does your organization have investigators trained to investigate cases of sexual	No	Not Required	Investigations are handled by the Office of Internal Oversight Services on ICAO's behalf

exploitation, abuse, and harassment (SEAH)?			
5. Please describe the protocol in your organization if criminal misconduct is suspected.	Not Required	Not Provided	Staff members shall report concerns/allegations of misconduct directly to the investigative entity (OIOS) in accordance with the ICAO Framework on Ethics. These concerns and allegations shall be handled by the investigative entity on ICAO's behalf (ICAO Framework on Ethics, para 46-49 refers). If an investigation undertaken by the investigative entity establishes credible allegations of criminal conduct, the underlying matter shall be treated in accordance with the applicable legal framework, policies, administrative issuances and procedures governing misconduct, including possible disciplinary and administrative action, and referral of the matter to local/national authorities. ICAO recognizes that the affected or impacted individual can always choose to report possible criminal conduct directly to local/national authorities (PI/1.3 refers). ICAO follows a policy to closely cooperate with local and national authorities in cases of potential criminal misconduct.
6. Does your organization provide an external, independent appeals process if reporting persons feel they have reasonable grounds for believing that the protection provided was inadequate or if finding of prima facie evidence was not determined? If yes, please describe.	Yes	Not Required	If, following a determination by the ICAO Ethics Officer that there is no prima facie case of retaliation or threat of retaliation, the complainant wishes to have the matter reviewed further, the individual may, within 30 calendar days of notification of the determination, refer the matter, in writing to an external ethics entity for an independent review. In this regard, ICAO finalized an agreement with the United Nations Ethics Office to have the latter acting as the "external entity".

7. Does your organization have documented procedures for handling the investigation of allegations of misconduct against the organization's executive head?	Yes	Not Provided	Procedures for handling the allegations of misconduct against the President and the Secretary General are provided in the appendices G & H to the rules of Procedures for the Council (Doc 7559) and is referred to the ICAO Framework on Ethics.
8. Does your organization have documented procedures that provide authority to heads of internal oversight offices or investigation functions to open investigations without executive head approval?	Yes	Not Provided	Investigations are handled by the Office of Internal Oversight Services on ICAO's behalf and in accordance with their own rules and procedures, without ICAO executive head approval.

Table 3: ICAO Ethics Training

Question	Details
1. Ethics and Integrity at the United Nations: Personnel Trained in 2021	Not Applicable
2. Ethics and Integrity at the United Nations: Total Personnel Trained (as of December 31, 2021)	661
3. Ethics and Integrity at the United Nations: Percent of Personnel Trained (as of December 31, 2021)	84%
4. Preventing Fraud and Corruption at the United Nations: Personnel Trained in 2021	No training on Fraud and Corruption at the United Nations were provided. However, trainings on ICAO new Procurement Code were provided – see information below in “others”
5. Preventing Fraud and Corruption at the United Nations: Total Personnel Trained (as of December 31, 2021)	No training on Fraud and Corruption at the United Nations were provided. However, trainings on ICAO new Procurement Code were provided – see information below in others

Question	Details
6. Preventing Fraud and Corruption at the United Nations: Percent of Personnel Trained (as of December 31, 2021)	Not Provided
7. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Personnel Trained in 2021	Personnel were requested to participate in the “Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously”
8. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Total Personnel Trained (as of December 31, 2021)	Personnel were requested to participate in the “Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously”
9. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Percent of Personnel Trained (as of December 31, 2021)	Not Provided
10. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Personnel Trained in 2021	425
11. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Total Personnel Trained (as of December 31, 2021)	465
12. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Percent of Personnel Trained (as of December 31, 2021)	52%
13. Other ethics training: Personnel Trained in 2021	530; 50; 272
14. Other ethics training: Total Personnel Trained (as of December 31, 2021)	670; 50; 272

Question	Details
15. Other ethics training: Percent of Personnel Trained (as of December 31, 2021)	75%; 77%; 30%

International Center for the Study of Preservation and Restoration of Cultural Property (ICCROM)

Table 1: ICCROM Ethics Policy

Question	Details
1. Total number of personnel (regardless of contract modality) subject to ethics policies	43
2. Total number of ethics related inquiries.	0
3. Total number of reports of misconduct.	1
4. Total number of retaliation claims.	0
5. Total number of prima facie determinations.	2
6. Total number of retaliation claims referred for investigations.	0
7. Total number of retaliation claims found in favor of claimant.	0

Table 2: ICCROM Whistleblower Protection Policy

Question	Response	URL	Details
1. Were any changes made to your organization's whistleblower protection policy during 2021? If yes, please explain.	No	Not Required	Not Provided
2. How has your organization disseminated its whistleblower protection policy?	Yes	Not Provided	It is publicly available on the website.
3. Does your organization have an operational channel for anonymous reporting of misconduct or wrongdoing? If yes, how has your organization communicated to all personnel information about channels for anonymous reporting?	Yes	https://bit.ly/3JnSUR7	EthicsPoint platform for anonymous reporting, managed by an external supplier through hotline
4. Does your organization have investigators trained to investigate cases of sexual exploitation, abuse, and harassment (SEAH)?	No	Not Required	Not Provided
5. Please describe the protocol in your organization if criminal misconduct is suspected.	Not Required	Not Provided	When criminal misconduct is suspected we follow the Whistleblowing policy and procedure.

Question	Response	URL	Details
6. Does your organization provide an external, independent appeals process if reporting persons feel they have reasonable grounds for believing that the protection provided was inadequate or if finding of prima facie evidence was not determined? If yes, please describe.	Yes	Not Required	Under Regulation 11.2 of the Staff Regulations and Rules, any dispute that cannot be resolved internally, arising between ICCROM and a Staff Member regarding the alleged non-observance of his or her appointment terms, or a disciplinary action taken by ICCROM, shall be referred ultimately to the International Labour Organization Administrative Tribunal (ILOAT) for consideration and judgment.
7. Does your organization have documented procedures for handling the investigation of allegations of misconduct against the organization's executive head?	No	Not Provided	Not Provided
8. Does your organization have documented procedures that provide authority to heads of internal oversight offices or investigation functions to open investigations without executive head approval?	No	Not Provided	Not Provided

Table 3: ICCROM Ethics Training

Question	Details
1. Ethics and Integrity at the United Nations: Personnel Trained in 2021	0
2. Ethics and Integrity at the United Nations: Total Personnel Trained (as of December 31, 2021)	0
3. Ethics and Integrity at the United Nations: Percent of Personnel Trained (as of December 31, 2021)	0
4. Preventing Fraud and Corruption at the United Nations: Personnel Trained in 2021	0
5. Preventing Fraud and Corruption at the United Nations: Total Personnel Trained (as of December 31, 2021)	0
6. Preventing Fraud and Corruption at the United Nations: Percent of Personnel Trained (as of December 31, 2021)	0
7. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Personnel Trained in 2021	0
8. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Total Personnel Trained (as of December 31, 2021)	0
9. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Percent of Personnel Trained (as of December 31, 2021)	0
10. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Personnel Trained in 2021	0
11. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Total Personnel Trained (as of December 31, 2021)	0
12. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Percent of Personnel Trained (as of December 31, 2021)	0

Question	Details
13. Other ethics training: Personnel Trained in 2021	Not Provided
14. Other ethics training: Total Personnel Trained (as of December 31, 2021)	Not Provided
15. Other ethics training: Percent of Personnel Trained (as of December 31, 2021)	Not Provided

International Copper Study Group (ICSG) / International Lead and Zinc Study Group (ILZSG)

Table 1: ICSG & ILZSG Ethics Policy

Question	Details
1. Total number of personnel (regardless of contract modality) subject to ethics policies	5
2. Total number of ethics related inquiries.	0
3. Total number of reports of misconduct.	0
4. Total number of retaliation claims.	0
5. Total number of prima facie determinations.	0
6. Total number of retaliation claims referred for investigations.	0
7. Total number of retaliation claims found in favor of claimant.	0

Table 2: ICSG & ILZSG Whistleblower Protection Policy

Question	Response	URL	Details
1. Were any changes made to your organization's whistleblower protection policy during 2021? If yes, please explain.	No	Not Required	Not Provided
2. How has your organization disseminated its whistleblower protection policy?	Yes	Not Provided	Not Applicable
3. Does your organization have an operational channel for anonymous reporting of misconduct or wrongdoing? If yes, how has your organization communicated to all personnel information about channels for anonymous reporting?	No	Not Provided	Staff are able to contact to Member Government representatives, including those from the United States, at any time with concerns.
4. Does your organization have investigators trained to investigate cases of sexual exploitation, abuse, and harassment (SEAH)?	No	Not Required	The organization only employs 5 staff and has a very limited budget.
5. Please describe the protocol in your organization if criminal misconduct is suspected.	Not Required	Not Provided	Not Provided
6. Does your organization provide an external, independent appeals process if reporting persons feel they have reasonable grounds for believing that the protection provided was inadequate or if finding of prima facie evidence was not determined? If yes, please describe.	Not Applicable	Not Required	Not Provided
7. Does your organization have documented procedures for handling the investigation of allegations of misconduct against the organization's executive head?	No	Not Provided	Not Provided

Question	Response	URL	Details
8. Does your organization have documented procedures that provide authority to heads of internal oversight offices or investigation functions to open investigations without executive head approval?	No	Not Provided	Not Provided

Table 3: ICSG & ILZSG Ethics Training

Question	Details
1. Ethics and Integrity at the United Nations: Personnel Trained in 2021	0
2. Ethics and Integrity at the United Nations: Total Personnel Trained (as of December 31, 2021)	0
3. Ethics and Integrity at the United Nations: Percent of Personnel Trained (as of December 31, 2021)	0
4. Preventing Fraud and Corruption at the United Nations: Personnel Trained in 2021	0
5. Preventing Fraud and Corruption at the United Nations: Total Personnel Trained (as of December 31, 2021)	0
6. Preventing Fraud and Corruption at the United Nations: Percent of Personnel Trained (as of December 31, 2021)	0
7. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Personnel Trained in 2021	0
8. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Total Personnel Trained (as of December 31, 2021)	0
9. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Percent of Personnel Trained (as of December 31, 2021)	0
10. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Personnel Trained in 2021	0
11. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Total Personnel Trained (as of December 31, 2021)	0

Question	Details
12. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Percent of Personnel Trained (as of December 31, 2021)	0
13. Other ethics training: Personnel Trained in 2021	Not Provided
14. Other ethics training: Total Personnel Trained (as of December 31, 2021)	Not Provided
15. Other ethics training: Percent of Personnel Trained (as of December 31, 2021)	Not Provided

International Development Law Organization (IDLO)

Table 1: IDLO Ethics Policy

Question	Details
1. Total number of personnel (regardless of contract modality) subject to ethics policies	421
2. Total number of ethics related inquiries.	Not Applicable
3. Total number of reports of misconduct.	4
4. Total number of retaliation claims.	0
5. Total number of prima facie determinations.	3
6. Total number of retaliation claims referred for investigations.	0
7. Total number of retaliation claims found in favor of claimant.	0

Table 2: IDLO Whistleblower Protection Policy

Question	Response	URL	Details
1. Were any changes made to your organization's whistleblower protection policy during 2021? If yes, please explain.	No	Not Required	No changes were made to IDLO's Whistleblower and Anti-Retaliation Policy in 2021.
2. How has your organization disseminated its whistleblower protection policy?	Yes	Not Provided	IDLO's Code of Conduct is attached to every employee contract, and all employees are required to complete a mandatory ethics training course that includes a section on whistleblowing and anti-retaliation. IDLO's Whistleblower and Anti-Retaliation Policy is available on IDLO's intranet and website, and employees are provided annual reminders of the ethics-related policies.
3. Does your organization have an operational channel for anonymous reporting of misconduct or wrongdoing? If yes, how has your organization communicated to all personnel information about channels for anonymous reporting?	Yes	IDLO's Whistleblower and Anti-Retaliation Policy	Reports can be sent anonymously. This is communicated in the IDLO Whistleblower and Anti-Retaliation Policy (Section 7).
4. Does your organization have investigators trained to investigate cases of sexual exploitation, abuse, and harassment (SEAH)?	No	Not Required	Not Provided

5. Please describe the protocol in your organization if criminal misconduct is suspected.	Not Required	IDLO's Criminal Misconduct Protocol	An allegation of serious misconduct, including criminal misconduct, will be dealt with in accordance with IDLO's Employee Regulations and Rules and the HR Manual (Chapter 10), and can lead to the dismissal of an employee. In addition, an employee who is arrested, charged with an offence other than a minor fine, summoned before a court as a defendant in a criminal proceeding, convicted or imprisoned for any offence, or is the subject of a criminal investigation, must immediately report the fact to the Director-General in writing, including all relevant details. (Employee Regulations and Rules, HR Manual.)
6. Does your organization provide an external, independent appeals process if reporting persons feel they have reasonable grounds for believing that the protection provided was inadequate or if finding of prima facie evidence was not determined? If yes, please describe.	Yes	Not Required	Any dispute between IDLO and an employee regarding the alleged non-observance of his or her contract terms, or a disciplinary action taken by IDLO, that cannot be resolved internally, is referred to arbitration. (Employee Regulation 11.2.)
7. Does your organization have documented procedures for handling the investigation of allegations of misconduct against the organization's executive head?	Yes	IDLO's Whistleblower and Anti-Retaliation Policy	See Section 6, IDLO Whistleblower and Anti-Retaliation Policy.
8. Does your organization have documented procedures that provide authority to heads of	Yes	Not Provided	Where there is a reason to believe that an employee has engaged in misconduct, the supervisor of the concerned

internal oversight offices or investigation functions to open investigations without executive head approval?			employee is required to undertake a preliminary inquiry (IDLO Human Resource Manual, Chapter 10).
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Table 3: IDLO Ethics Training

Question	Details
1. Ethics and Integrity at the United Nations: Personnel Trained in 2021	Not Provided
2. Ethics and Integrity at the United Nations: Total Personnel Trained (as of December 31, 2021)	Not Provided
3. Ethics and Integrity at the United Nations: Percent of Personnel Trained (as of December 31, 2021)	Not Provided
4. Preventing Fraud and Corruption at the United Nations: Personnel Trained in 2021	Not Provided
5. Preventing Fraud and Corruption at the United Nations: Total Personnel Trained (as of December 31, 2021)	Not Provided
6. Preventing Fraud and Corruption at the United Nations: Percent of Personnel Trained (as of December 31, 2021)	Not Provided
7. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Personnel Trained in 2021	Not Provided
8. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Total Personnel Trained (as of December 31, 2021)	Not Provided
9. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Percent of Personnel Trained (as of December 31, 2021)	Not Provided
10. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Personnel Trained in 2021	Not Provided
11. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Total Personnel Trained (as of December 31, 2021)	Not Provided
12. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Percent of Personnel Trained (as of December 31, 2021)	Not Provided

Question	Details
13. Other ethics training: Personnel Trained in 2021	Not Provided
14. Other ethics training: Total Personnel Trained (as of December 31, 2021)	Not Provided
15. Other ethics training: Percent of Personnel Trained (as of December 31, 2021)	Not Provided

International Grains Council (IGC)

Table 1: IGC Ethics Policy

Question	Details
1. Total number of personnel (regardless of contract modality) subject to ethics policies	15
2. Total number of ethics related inquiries.	0
3. Total number of reports of misconduct.	0
4. Total number of retaliation claims.	0
5. Total number of prima facie determinations.	0
6. Total number of retaliation claims referred for investigations.	0
7. Total number of retaliation claims found in favor of claimant.	0

Table 2: IGC Whistleblower Protection Policy

Question	Response	URL	Details
1. Were any changes made to your organization's whistleblower protection policy during 2021? If yes, please explain.	No	Not Required	Not Provided

Question	Response	URL	Details
2. How has your organization disseminated its whistleblower protection policy?	Yes	Not Provided	To staff members by email and explained in staff meeting
3. Does your organization have an operational channel for anonymous reporting of misconduct or wrongdoing? If yes, how has your organization communicated to all personnel information about channels for anonymous reporting?	Yes	Not Provided	In staff memo on whistleblower protection policy
4. Does your organization have investigators trained to investigate cases of sexual exploitation, abuse, and harassment (SEAH)?	No	Not Required	Not Provided
5. Please describe the protocol in your organization if criminal misconduct is suspected.	Not Required	IGC's Criminal Misconduct Protocol	Staff rule 902: If a charge of misconduct is made against a staff member, and the Executive Director so decides, the staff member may be suspended from duty, pending investigation, the suspension being without prejudice to the rights of the staff member. If a charge of gross negligence or serious misconduct is made against the Executive Director, and the Council so decides, the Executive Director may be suspended from duty, pending investigation, the suspension being without prejudice to the rights of the Executive Director.

Question	Response	URL	Details
6. Does your organization provide an external, independent appeals process if reporting persons feel they have reasonable grounds for believing that the protection provided was inadequate or if finding of prima facie evidence was not determined? If yes, please describe.	No	Not Required	Not Provided
7. Does your organization have documented procedures for handling the investigation of allegations of misconduct against the organization's executive head?	No	Not Provided	Staff Regulation IX.5: No: In the event of a serious misconduct or gross negligence in relation to the Executive Director's conduct, the Chairman of the Council would set up an investigation procedure and report to the Administrative Committee for recommendation to the Council.
8. Does your organization have documented procedures that provide authority to heads of internal oversight offices or investigation functions to open investigations without executive head approval?	No	Not Provided	Not Provided

Table 3: IGC Ethics Training

Question	Details
1. Ethics and Integrity at the United Nations: Personnel Trained in 2021	IGC is not part of the United Nations
2. Ethics and Integrity at the United Nations: Total Personnel Trained (as of December 31, 2021)	Not Provided
3. Ethics and Integrity at the United Nations: Percent of Personnel Trained (as of December 31, 2021)	Not Provided
4. Preventing Fraud and Corruption at the United Nations: Personnel Trained in 2021	IGC is not part of the United Nations
5. Preventing Fraud and Corruption at the United Nations: Total Personnel Trained (as of December 31, 2021)	Not Provided
6. Preventing Fraud and Corruption at the United Nations: Percent of Personnel Trained (as of December 31, 2021)	Not Provided
7. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Personnel Trained in 2021	IGC is not part of the United Nations
8. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Total Personnel Trained (as of December 31, 2021)	Not Provided
9. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Percent of Personnel Trained (as of December 31, 2021)	Not Provided
10. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Personnel Trained in 2021	IGC is not part of the United Nations
11. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Total Personnel Trained (as of December 31, 2021)	Not Provided
12. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Percent of Personnel Trained (as of December 31, 2021)	Not Provided

Question	Details
13. Other ethics training: Personnel Trained in 2021	IGC is not part of the United Nations
14. Other ethics training: Total Personnel Trained (as of December 31, 2021)	Not Provided
15. Other ethics training: Percent of Personnel Trained (as of December 31, 2021)	Not Provided

International Hydrographic Organization (IHO)

Table 1: IHO Ethics Policy

Question	Details
1. Total number of personnel (regardless of contract modality) subject to ethics policies	23
2. Total number of ethics related inquiries.	0
3. Total number of reports of misconduct.	0
4. Total number of retaliation claims.	0
5. Total number of prima facie determinations.	0
6. Total number of retaliation claims referred for investigations.	0
7. Total number of retaliation claims were found in favor of claimant.	0

Table 2: IHO Whistleblower Protection Policy

Question	Response	URL	Details
1. Were any changes made to your organization's whistleblower protection policy during 2021? If yes, please explain.	No	Not Required	Not Provided
2. How has your organization disseminated its whistleblower protection policy?	Yes	Not Provided	Not Applicable
3. Does your organization have an operational channel for anonymous reporting of misconduct or wrongdoing? If yes, how has your organization communicated to all personnel information about channels for anonymous reporting?	Not Applicable	Not Provided	Not Provided
4. Does your organization have investigators trained to investigate cases of sexual exploitation, abuse, and harassment (SEAH)?	No	Not Required	Not Provided
5. Please describe the protocol in your organization if criminal misconduct is suspected.	Not Required	Not Provided	Not Provided
6. Does your organization provide an external, independent appeals process if reporting persons feel they have reasonable grounds for believing that the protection provided was inadequate or if finding of prima facie evidence was not determined? If yes, please describe.	Not Applicable	Not Required	Not Provided
7. Does your organization have documented procedures for handling the investigation of allegations of misconduct against the organization's executive head?	Not Applicable	Not Provided	Not Provided
8. Does your organization have documented procedures that provide authority to heads of internal oversight offices or investigation functions to open investigations without executive head approval?	Not Applicable	Not Provided	Not Provided

Table 3: IHO Ethics Training

Question	Details
1. Ethics and Integrity at the United Nations: Personnel Trained in 2021	0
2. Ethics and Integrity at the United Nations: Total Personnel Trained (as of December 31, 2021)	0
3. Ethics and Integrity at the United Nations: Percent of Personnel Trained (as of December 31, 2021)	0
4. Preventing Fraud and Corruption at the United Nations: Personnel Trained in 2021	0
5. Preventing Fraud and Corruption at the United Nations: Total Personnel Trained (as of December 31, 2021)	0
6. Preventing Fraud and Corruption at the United Nations: Percent of Personnel Trained (as of December 31, 2021)	0
7. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Personnel Trained in 2021	0
8. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Total Personnel Trained (as of December 31, 2021)	0
9. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Percent of Personnel Trained (as of December 31, 2021)	0
10. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Personnel Trained in 2021	0
11. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Total Personnel Trained (as of December 31, 2021)	0
12. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Percent of Personnel Trained (as of December 31, 2021)	0
13. Other ethics training: Personnel Trained in 2021	Not Provided
14. Other ethics training: Total Personnel Trained (as of December 31, 2021)	Not Provided
15. Other ethics training: Percent of Personnel Trained (as of December 31, 2021)	Not Provided

Inter-American Institute for Cooperation on Agriculture (IICA)

Table 1: IICA Ethics Policy

Question	Details
1. Total number of personnel (regardless of contract modality) subject to ethics policies	530
2. Total number of ethics related inquiries.	0
3. Total number of reports of misconduct.	0
4. Total number of retaliation claims.	0
5. Total number of prima facie determinations.	0
6. Total number of retaliation claims referred for investigations.	0
7. Total number of retaliation claims found in favor of claimant.	0

Table 2: IICA Whistleblower Protection Policy

Question	Response	URL	Details
1. Were any changes made to your organization's whistleblower protection policy during 2021? If yes, please explain.	No	Not Required	Not Provided
2. How has your organization disseminated its whistleblower protection policy?	Yes	IICA Whistleblower Protection Policy	Yes, a customize orientation process for Managers. This policy is also posted on IICA website which is available to the public.

Question	Response	URL	Details
3. Does your organization have an operational channel for anonymous reporting of misconduct or wrongdoing? If yes, how has your organization communicated to all personnel information about channels for anonymous reporting?	Yes	Not Provided	Not Provided
4. Does your organization have investigators trained to investigate cases of sexual exploitation, abuse, and harassment (SEAH)?	No	Not Required	Not Provided
5. Please describe the protocol in your organization if criminal misconduct is suspected.	Not Required	Not Provided	<p>A claim is received through the official channel of the Ethics Committee (EC) – ec.ce@iica.int. The Chairperson of the EC opens a file and analyses the categorization of the claim. The analysis is shared with the EC to ratify how the claim should be treated (by EC, Investigating Committee or Other). The decision is shared with the corresponding instance, who carries out the procedure in compliance with its corresponding policy. The file is then sent back to the EC record keeper after it is closed and answered.</p> <p>See detail information of the process in this link Institute Protocol.</p>
6. Does your organization provide an external, independent appeals process if reporting persons feel they have	Yes	Not Required	The report may be made directly to the Chairperson of IICA's Executive Committee. If all the internal procedures were exhausted the international professional personnel

Question	Response	URL	Details
reasonable grounds for believing that the protection provided was inadequate or if finding of prima facie evidence was not determined? If yes, please describe.			can present the case before the Administrative Tribunal of the OAS; for the local personnel the instances may be according with the local law.
7. Does your organization have documented procedures for handling the investigation of allegations of misconduct against the organization's executive head?	Yes	Not Provided	Within the Policy for the Processing of Reports and the Protection of Whistleblowers and Witnesses
8. Does your organization have documented procedures that provide authority to heads of internal oversight offices or investigation functions to open investigations without executive head approval?	Yes	Not Provided	Within the Policy for the Processing of Reports and the Protection of Whistleblowers and Witnesses

Table 3: IICA Ethics Training

Question	Details
1. Ethics and Integrity at the United Nations: Personnel Trained in 2021	0
2. Ethics and Integrity at the United Nations: Total Personnel Trained (as of December 31, 2021)	0
3. Ethics and Integrity at the United Nations: Percent of Personnel Trained (as of December 31, 2021)	0
4. Preventing Fraud and Corruption at the United Nations: Personnel Trained in 2021	0
5. Preventing Fraud and Corruption at the United Nations: Total Personnel Trained (as of December 31, 2021)	0

6. Preventing Fraud and Corruption at the United Nations: Percent of Personnel Trained (as of December 31, 2021)	0
7. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Personnel Trained in 2021	0
8. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Total Personnel Trained (as of December 31, 2021)	0
9. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Percent of Personnel Trained (as of December 31, 2021)	0
10. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Personnel Trained in 2021	0
11. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Total Personnel Trained (as of December 31, 2021)	0
12. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Percent of Personnel Trained (as of December 31, 2021)	0
13. Other ethics training: Personnel Trained in 2021	81
14. Other ethics training: Total Personnel Trained (as of December 31, 2021)	81
15. Other ethics training: Percent of Personnel Trained (as of December 31, 2021)	15%

International Labor Organization (ILO)

Table 1: ILO Ethics Policy

Question	Details
1. Total number of personnel (regardless of contract modality) subject to ethics policies	3546
2. Total number of ethics related inquiries.	40
3. Total number of reports of misconduct.	44
4. Total number of retaliation claims.	1
5. Total number of prima facie determinations.	0
6. Total number of retaliation claims referred for investigations.	0
7. Total number of retaliation claims found in favor of claimant.	0

Table 2: ILO Whistleblower Protection Policy

Question	Response	URL	Details
1. Were any changes made to your organization's whistleblower protection policy during 2021? If yes, please explain.	Yes	Not Required	<p>In March 2021 the Office Directive Reporting misconduct and protection from retaliation (IGDS 551) was revised (Version 2) to take account recommendations from the Joint Inspection and UN system experiences and practices.</p> <p>The revision provided:</p> <ul style="list-style-type: none"> • Greater clarity regarding the channels for reporting misconduct; misconduct reports received by managers to be

Question	Response	URL	Details
			<p>forwarded to IAO. Staff reporting possible misconduct to managers are entitled to protection from retaliation.</p> <ul style="list-style-type: none"> • Second review of retaliation complaint by an external expert in cases where the Ethics Officer, following the preliminary review of the complaint, concludes that there is no prima facie case. • Ethics Officer may make recommendations to the Director-General in cases where no prima facie case, but managerial problems appear to exist; • Staff that have lodged a complaint of harassment have access to protection from retaliation as provided for under the Directive; • Following Internal Auditor investigation, Ethics Officer to make a determination whether she/he considers retaliation to have occurred; the final decision resting with the DG. • Possibility to appeal decisions in retaliation cases to the Joint Advisory Appeals Board.
2. How has your organization disseminated its whistleblower protection policy?	Yes	Not Provided	Through its internal governance document system, email broadcasting, Ethics Office website, as well Ethics trainings and outreach.
3. Does your organization have an operational channel for anonymous reporting of misconduct or wrongdoing? If yes, how has your	Yes	Not Provided	The designated email addresses where to report can be reached through anonymous emails, which are handled by the responsible units (Treasurer and Chief Internal Auditor).

Question	Response	URL	Details
organization communicated to all personnel information about channels for anonymous reporting?			
4. Does your organization have investigators trained to investigate cases of sexual exploitation, abuse, and harassment (SEAH)?	Yes	Not Required	For the investigation of SEA cases. However, when necessary, it is also possible to outsource the investigation to external professionals under Long Term Agreement (LTA) with the ILO. No for the investigation of harassment cases. This is done by independent external investigators nominated by the ILO as per Article 13.4 of the Staff Regulations.
5. Please describe the protocol in your organization if criminal misconduct is suspected.	Not Required	ILO Criminal Misconduct Policy	Please refer to an overview flowchart describing “ILO processes on the reporting and investigation of alleged wrongdoings and follow-up actions on substantiated cases” which includes different protocol for different scenarios of wrongdoings, and links to the various policies and procedures applicable to them.
6. Does your organization provide an external, independent appeals process if reporting persons feel they have reasonable grounds for believing that the protection provided was inadequate or if finding of prima facie evidence was not determined? If yes, please describe.	Yes	Not Required	<p>The procedure, set out in the above-mentioned IGDS, operates as follows (at present we are in the process of considering a review and update to it):</p> <ul style="list-style-type: none"> - In cases where the Ethics Officer, following the preliminary review of the requests of protection from retaliation, finds that there is no prima facie case of retaliation, the Ethics Officer shall notify the staff member accordingly. - Should the Ethics Officer determine in such cases that there is an interpersonal problem within a particular office it may advise the complainant on the available channels for informal conflict resolution, including the Office of the Mediator. The Ethics Officer

Question	Response	URL	Details
			<p>may also inform the Director-General if she or he considers there to be a managerial problem relating to a particular office. - Within 30 days of notification of the determination that there is no prima facie case of retaliation, the staff member may request the Ethics Officer, to refer the matter to an external and independent expert for further review. For this purpose, the Director-General establishes a list of qualified experts with experience regarding protection from retaliation in the UN system. - Following receipt of a request for further review, the Ethics Officer shall refer the matter to an expert from the above-mentioned list and shall inform the staff member accordingly. The expert may seek further information from the staff member, the Ethics Officer, and, with the consent of the staff member, other ILO units. The independent expert shall be tasked with making a recommendation as to whether the matter should be referred to the Internal Auditor's Office for investigation. If recommended so, the Ethics Officer shall refer the matter for investigation.</p>
<p>7. Does your organization have documented procedures for handling the investigation of allegations of misconduct against the organization's executive head?</p>	<p>Yes</p>	<p>Not Provided</p>	<p>The reporting of allegations of misconduct against the Director-General is the following: "Allegations of fraud or other misconduct concerning the Director-General shall be reported to the Chairperson of the Governing Body, either directly or through the Treasurer, the Chief Internal Auditor, or the Chairperson of the IOAC." This provision is included in the Office Directive IGDS 551. The same provision is also included in the SOP. Aside from the reporting procedure described above, the investigation procedures against the Director-General will be the same as those applicable to ILO staff, as described in the above-mentioned SOP.</p>

Question	Response	URL	Details
8. Does your organization have documented procedures that provide authority to heads of internal oversight offices or investigation functions to open investigations without executive head approval?	Yes	Not Provided	<p>This is documented in the SOP for investigation of the Office of Internal Audit and Oversight (IAO) – Section 6. In particular:</p> <ul style="list-style-type: none"> • Paragraph 57: (following initial assessment) “IAO has the exclusive authority for determining whether to close a case or proceed with an investigation on the basis of IAO’s assessment”. • Paragraph 61: “Based on the outcome of the preliminary investigation, the Chief Internal Auditor may decide to take no further action; • refer the information for resolution elsewhere within ILO as described above; defer further investigation for a specific time period pending further clarification of key facts; • direct that a full investigation be conducted.”

Table 3: ILO Ethics Training

Question	Details
1. Ethics and Integrity at the United Nations: Personnel Trained in 2021	Not Applicable
2. Ethics and Integrity at the United Nations: Total Personnel Trained (as of December 31, 2021)	Not Applicable
3. Ethics and Integrity at the United Nations: Percent of Personnel Trained (as of December 31, 2021)	Not Applicable
4. Preventing Fraud and Corruption at the United Nations: Personnel Trained in 2021	Not Applicable
5. Preventing Fraud and Corruption at the United Nations: Total Personnel Trained (as of December 31, 2021)	Not Applicable
6. Preventing Fraud and Corruption at the United Nations: Percent of Personnel Trained (as of December 31, 2021)	Not Applicable

Question	Details
7. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Personnel Trained in 2021	Not Applicable
8. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Total Personnel Trained (as of December 31, 2021)	Not Applicable
9. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Percent of Personnel Trained (as of December 31, 2021)	Not Applicable
10. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Personnel Trained in 2021	Not Applicable
11. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Total Personnel Trained (as of December 31, 2021)	Not Applicable
12. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Percent of Personnel Trained (as of December 31, 2021)	Not Applicable
13. Other ethics training: Personnel Trained in 2021	Not Provided
14. Other ethics training: Total Personnel Trained (as of December 31, 2021)	Not Provided
15. Other ethics training: Percent of Personnel Trained (as of December 31, 2021)	Not Provided

International Renewable Energy Agency (IRENA)

Table 1: IRENA Ethics Policy

Question	Details
1. Total number of personnel (regardless of contract modality) subject to ethics policies	228
2. Total number of ethics related inquiries.	8
3. Total number of reports of misconduct.	0
4. Total number of retaliation claims.	0

5. Total number of prima facie determinations.	0
6. Total number of retaliation claims referred for investigations.	0
7. Total number of retaliation claims found in favor of claimant.	0

Table 2: IRENA Whistleblower Protection Policy

Question	Response	URL	Details
1. Were any changes made to your organization's whistleblower protection policy during 2021? If yes, please explain.	No	Not Required	Not Provided
2. How has your organization disseminated its whistleblower protection policy?	Yes	Not Provided	IRENA Staff Regulations and Staff Rules, and Code of conduct are shared with staff members upon joining. They are also available on IRENA's intranet. Also refer to 1.1 above.
3. Does your organization have an operational channel for anonymous reporting of misconduct or wrongdoing? If yes, how has your organization communicated to all personnel information about channels for anonymous reporting?	No	Not Provided	Not Provided
4. Does your organization have investigators trained to investigate cases of sexual exploitation, abuse, and harassment (SEAH)?	No	Not Required	Not Provided
5. Please describe the protocol in your organization if criminal misconduct is suspected.	Not Required	Not Provided	Policy elements/components around this are covered in Staff Rule 111.4 and 112.4. We will be performing further assessment on how to better streamline and/or consolidate to ensure coverage of

Question	Response	URL	Details
			investigation procedures for all types of misconduct (including criminal misconduct) as well as strengthen adherence to applicable standards in the profession, taking into account input from our Internal Audit Office.
6. Does your organization provide an external, independent appeals process if reporting persons feel they have reasonable grounds for believing that the protection provided was inadequate or if finding of prima facie evidence was not determined? If yes, please describe.	Yes	Not Required	Arranged by the Director of Administration Management Services and Chief Human Resources Officer. We will be performing further assessment on how to better strengthen this area and consider including this provision as part of the policy as deemed appropriate, taking into account input from the Internal Audit Office.
7. Does your organization have documented procedures for handling the investigation of allegations of misconduct against the organization's executive head?	No	Not Provided	Also Refer to 1.2 above.
8. Does your organization have documented procedures that provide authority to heads of internal oversight offices or investigation functions to open investigations without executive head approval?	No	Not Provided	Not Provided

Table 3: IRENA Ethics Training

Question	Details
1. Ethics and Integrity at the United Nations: Personnel Trained in 2021	Not Provided
2. Ethics and Integrity at the United Nations: Total Personnel Trained (as of December 31, 2021)	Not Provided
3. Ethics and Integrity at the United Nations: Percent of Personnel Trained (as of December 31, 2021)	Not Provided
4. Preventing Fraud and Corruption at the United Nations: Personnel Trained in 2021	Not Provided
5. Preventing Fraud and Corruption at the United Nations: Total Personnel Trained (as of December 31, 2021)	Not Provided
6. Preventing Fraud and Corruption at the United Nations: Percent of Personnel Trained (as of December 31, 2021)	Not Provided
7. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Personnel Trained in 2021	Not Provided
8. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Total Personnel Trained (as of December 31, 2021)	Not Provided
9. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Percent of Personnel Trained (as of December 31, 2021)	Not Provided
10. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Personnel Trained in 2021	United Nations trainings are not applicable at IRENA – however the

	agency is planning to have this course as part of mandatory courses
11. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Total Personnel Trained (as of December 31, 2021)	Not Provided
12. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Percent of Personnel Trained (as of December 31, 2021)	Not Provided
13. Other ethics training: Personnel Trained in 2021	53
14. Other ethics training: Total Personnel Trained (as of December 31, 2021)	306
15. Other ethics training: Percent of Personnel Trained (as of December 31, 2021)	94%

International Seed Testing Association (ISTA)

Table 1: ISTA Ethics Policy

Question	Details
1. Total number of personnel (regardless of contract modality) subject to ethics policies	13
2. Total number of ethics related inquiries.	0
3. Total number of reports of misconduct.	0
4. Total number of retaliation claims.	0
5. Total number of prima facie determinations.	0
6. Total number of retaliation claims referred for investigations.	0
7. Total number of retaliation claims found in favor of claimant.	0

Table 2: ISTA Whistleblower Protection Policy

Question	Response	URL	Details
1. Were any changes made to your organization's whistleblower protection policy during 2021? If yes, please explain.	No	Not Required	Not Provided
2. How has your organization disseminated its whistleblower protection policy?	Yes	Not Provided	Team Meetings
3. Does your organization have an operational channel for anonymous reporting of misconduct or wrongdoing? If yes, how has your organization communicated to all personnel information about channels for anonymous reporting?	No	Not Provided	Not Provided
4. Does your organization have investigators trained to investigate cases of sexual exploitation, abuse, and harassment (SEAH)?	No	Not Required	Not Provided
5. Please describe the protocol in your organization if criminal misconduct is suspected.	Not Required	ISTA Criminal Misconduct Policy	HR Handbook
6. Does your organization provide an external, independent appeals process if reporting persons feel they have reasonable grounds for believing that the protection provided was inadequate or if finding of prima facie evidence was not determined? If yes, please describe.	Not Applicable	Not Required	Not Provided
7. Does your organization have documented procedures for handling the investigation of allegations of misconduct against the organization's executive head?	Not Applicable	Not Provided	Not Provided

Question	Response	URL	Details
8. Does your organization have documented procedures that provide authority to heads of internal oversight offices or investigation functions to open investigations without executive head approval?	Not Applicable	Not Provided	Not Provided

Table 3: ISTA Ethics Training

Question	Details
1. Ethics and Integrity at the United Nations: Personnel Trained in 2021	0
2. Ethics and Integrity at the United Nations: Total Personnel Trained (as of December 31, 2021)	Not Provided
3. Ethics and Integrity at the United Nations: Percent of Personnel Trained (as of December 31, 2021)	Not Provided
4. Preventing Fraud and Corruption at the United Nations: Personnel Trained in 2021	0
5. Preventing Fraud and Corruption at the United Nations: Total Personnel Trained (as of December 31, 2021)	Not Provided
6. Preventing Fraud and Corruption at the United Nations: Percent of Personnel Trained (as of December 31, 2021)	Not Provided
7. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Personnel Trained in 2021	0
8. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Total Personnel Trained (as of December 31, 2021)	Not Provided
9. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Percent of Personnel Trained (as of December 31, 2021)	Not Provided
10. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Personnel Trained in 2021	0

Question	Details
11. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Total Personnel Trained (as of December 31, 2021)	Not Provided
12. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Percent of Personnel Trained (as of December 31, 2021)	Not Provided
13. Other ethics training: Personnel Trained in 2021	0
14. Other ethics training: Total Personnel Trained (as of December 31, 2021)	Not Provided
15. Other ethics training: Percent of Personnel Trained (as of December 31, 2021)	Not Provided

International Tropical Timber Organization (ITTO)

Table 1: ITTO Ethics Policy

Question	Details
1. Total number of personnel (regardless of contract modality) subject to ethics policies	25
2. Total number of ethics related inquiries.	0
3. Total number of reports of misconduct.	0
4. Total number of retaliation claims.	0
5. Total number of prima facie determinations.	0
6. Total number of retaliation claims referred for investigations.	0
7. Total number of retaliation claims found in favor of claimant.	0

Table 2: ITTO Whistleblower Protection Policy

Question	Response	URL	Details
1. Were any changes made to your organization's whistleblower protection policy during 2021? If yes, please explain.	No	Not Required	Not Provided
2. How has your organization disseminated its whistleblower protection policy?	Yes	ITTO Whistleblower Protection Policy	The whistleblower protection policy is part of the revised Staff Rules, which is publicly available and adopted through a formal ITTC Decision. The policy was also discussed in the Committee on Finance & Administration which its report is also available on ITTO's website.
3. Does your organization have an operational channel for anonymous reporting of misconduct or wrongdoing? If yes, how has your organization communicated to all personnel information about channels for anonymous reporting?	Yes	ITTO Reporting Policy	See page 43 of SRR, Annex 1 "ITTO Whistleblower Policy" _Reporting misconduct through established internal/external mechanisms 5.1 & 6.10.
4. Does your organization have investigators trained to investigate cases of sexual exploitation, abuse, and harassment (SEAH)?	No	Not Required	Not Provided
5. Please describe the protocol in your organization if criminal misconduct is suspected.	Not Required	ITTO Criminal Misconduct Policy	See page 42-45 of SRR _Annex 1" ITTO Whistleblower Policy"

Question	Response	URL	Details
6. Does your organization provide an external, independent appeals process if reporting persons feel they have reasonable grounds for believing that the protection provided was inadequate or if finding of prima facie evidence was not determined? If yes, please describe.	Yes	Not Required	See page 43-44 of SRR _Annex 1” ITTO Whistleblower Policy” _ “Reporting Retaliation” 6.1-6.11
7. Does your organization have documented procedures for handling the investigation of allegations of misconduct against the organization's executive head?	Yes	ITTO Staff Policies	Draft Policy Documents – [E-CFA-7-R1-Policies] (adopted in November 2021 on an interim basis) – page 5, 3.6
8. Does your organization have documented procedures that provide authority to heads of internal oversight offices or investigation functions to open investigations without executive head approval?	Yes	Not Provided	Draft Policy Documents – [E-CFA-7-R1-Policies] (adopted in November 2021 on an interim basis) – page 5, 3.6

Table 3: ITTO Ethics Training

Question	Details
1. Ethics and Integrity at the United Nations: Personnel Trained in 2021	None
2. Ethics and Integrity at the United Nations: Total Personnel Trained (as of December 31, 2021)	None
3. Ethics and Integrity at the United Nations: Percent of Personnel Trained (as of December 31, 2021)	None
4. Preventing Fraud and Corruption at the United Nations: Personnel Trained in 2021	None
5. Preventing Fraud and Corruption at the United Nations: Total Personnel Trained (as of December 31, 2021)	None
6. Preventing Fraud and Corruption at the United Nations: Percent of Personnel Trained (as of December 31, 2021)	None

7. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Personnel Trained in 2021	None
8. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Total Personnel Trained (as of December 31, 2021)	None
9. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Percent of Personnel Trained (as of December 31, 2021)	None
10. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Personnel Trained in 2021	None
11. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Total Personnel Trained (as of December 31, 2021)	None
12. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Percent of Personnel Trained (as of December 31, 2021)	None
13. Other ethics training: Personnel Trained in 2021	None
14. Other ethics training: Total Personnel Trained (as of December 31, 2021)	None
15. Other ethics training: Percent of Personnel Trained (as of December 31, 2021)	None

International Telecommunication Union (ITU)

Table 1: ITU Ethics Policy

Question	Details
1. Total number of personnel (regardless of contract modality) subject to ethics policies	1197
2. Total number of ethics related inquiries.	95
3. Total number of reports of misconduct.	17
4. Total number of retaliation claims.	0
5. Total number of prima facie determinations.	Not Applicable

Total number of retaliation claims referred for investigations.	Not Applicable
Total number of retaliation claims found in favor of claimant.	Not Applicable

Table 2: ITU Whistleblower Protection Policy

Question	Response	URL	Details
1. Were any changes made to your organization's whistleblower protection policy during 2021? If yes, please explain.	No	Not Required	Not Provided
2. How has your organization disseminated its whistleblower protection policy?	Yes	Not Provided	Through trainings such as the Ethical Decision Making trainings in 2021; announcements on the intranet and on internal and external webpages; in the Declaration of Interests exercise which is mandatory for all staff; the Ethics Office's report to Council.
3. Does your organization have an operational channel for anonymous reporting of misconduct or wrongdoing? If yes, how has your organization communicated to all personnel information about channels for anonymous reporting?	Yes	Not Provided	ITU Ethics office can be contacted via our private, encrypted hotline at: HelplineITU@protonmail.com. The information is posted on each ITU external and internal webpage.
4. Does your organization have investigators trained to investigate cases of sexual exploitation, abuse, and harassment (SEAH)?	Yes	Not Required	Not Provided

Question	Response	URL	Details
5. Please describe the protocol in your organization if criminal misconduct is suspected.	Not Required	ITU Criminal Misconduct Policy	See the ITU Investigation Guidelines. The Guidelines allows for referral of cases to national law enforcement authorities for investigation and prosecution .
6. Does your organization provide an external, independent appeals process if reporting persons feel they have reasonable grounds for believing that the protection provided was inadequate or if finding of prima facie evidence was not determined? If yes, please describe.	Not Applicable	Not Required	Not Provided
7. Does your organization have documented procedures for handling the investigation of allegations of misconduct against the organization's executive head?	Yes	ITU Staff Policies	Service Order 19/10, "ITU investigation guidelines".
8. Does your organization have documented procedures that provide authority to heads of internal oversight offices or investigation functions to open investigations without executive head approval?	Yes	Not Provided	If the complaint is against the executive head. In any case the investigator cannot open an investigation without the executive head or the Chair of the Council.

Table 3: ITU Ethics Training

Question	Details
1. Ethics and Integrity at the United Nations: Personnel Trained in 2021	Yes: Working Ethically at ITU – Ethical Decision Making
2. Ethics and Integrity at the United Nations: Total Personnel Trained (as of December 31, 2021)	285
3. Ethics and Integrity at the United Nations: Percent of Personnel Trained (as of December 31, 2021)	24%
4. Preventing Fraud and Corruption at the United Nations: Personnel Trained in 2021	In 2019 and 2020. An online course is available since 2020
5. Preventing Fraud and Corruption at the United Nations: Total Personnel Trained (as of December 31, 2021)	Figure is not known as submission of completion certificates was not required.
6. Preventing Fraud and Corruption at the United Nations: Percent of Personnel Trained (as of December 31, 2021)	Not Applicable
7. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Personnel Trained in 2021	Not Applicable
8. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Total Personnel Trained (as of December 31, 2021)	Not Applicable
9. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Percent of Personnel Trained (as of December 31, 2021)	Not Applicable

Question	Details
10. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Personnel Trained in 2021	Training offered in 2022.
11. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Total Personnel Trained (as of December 31, 2021)	Not Applicable
12. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Percent of Personnel Trained (as of December 31, 2021)	Not Applicable
13. Other ethics training: Personnel Trained in 2021	Not Provided
14. Other ethics training: Total Personnel Trained (as of December 31, 2021)	Not Provided
15. Other ethics training: Percent of Personnel Trained (as of December 31, 2021)	Not Provided

International Union for the Conservation of Natural Resources (IUCN)

Table 1: IUCN Ethics Policy

Question	Details
1. Total number of personnel (regardless of contract modality) subject to ethics policies	Not Provided
2. Total number of ethics related inquiries.	Not Provided
3. Total number of reports of misconduct.	Not Provided
4. Total number of retaliation claims.	Not Provided
5. Total number of prima facie determinations.	Not Provided
6. Total number of retaliation claims referred for investigations.	Not Provided

7. Total number of retaliation claims found in favor of claimant.	Not Provided
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Table 2: IUCN Whistleblower Protection Policy

Question	Response	URL	Details
1. Were any changes made to your organization's whistleblower protection policy during 2021? If yes, please explain.	No	Not Required	Not Provided
2. How has your organization disseminated its whistleblower protection policy?	Yes	Not Provided	Yes, this is communicated widely in the code of conduct and during onboarding. As referenced above a new Whistle-Blower policy has been drafted and will be rolled out with training / communication in Q4 2022.
3. Does your organization have an operational channel for anonymous reporting of misconduct or wrongdoing? If yes, how has your organization communicated to all personnel information about channels for anonymous reporting?	Yes	Not Provided	There is anonymous reporting via a dedicated email to the Oversight Unit. Employees also have access to report matters to the Ethics Committee.
4. Does your organization have investigators trained to investigate cases of sexual exploitation, abuse, and harassment (SEAH)?	Yes	Not Required	Staff with Human Resources and the Oversight Unit are trained to investigate SEAH.
5. Please describe the protocol in your organization if criminal misconduct is suspected.	Not Required	Not Provided	Matters of criminal misconduct if substantiated during an initial evaluation or investigation or referred to the relevant

			authority. Aspects of duty of care and jurisdiction are also considered.
6. Does your organization provide an external, independent appeals process if reporting persons feel they have reasonable grounds for believing that the protection provided was inadequate or if finding of prima facie evidence was not determined? If yes, please describe.	No	Not Required	Not currently but this will be considered. Currently, reporting persons have access to the Ethics Committee and Ombudsperson in such instances.
7. Does your organization have documented procedures for handling the investigation of allegations of misconduct against the organization's executive head?	No	Not Provided	But this has been considered in the new Whistle-blower Policy and the related amendments to the investigation protocol.
8. Does your organization have documented procedures that provide authority to heads of internal oversight offices or investigation functions to open investigations without executive head approval?	No	Not Provided	But this is implied in the existing charter and manual. It has been considered in the new Whistle-blower Policy and the related amendments to the investigation protocol.

Table 3: IUCN Ethics Training

Question	Details
1. Ethics and Integrity at the United Nations: Personnel Trained in 2021	Not Provided
2. Ethics and Integrity at the United Nations: Total Personnel Trained (as of December 31, 2021)	Not Provided
3. Ethics and Integrity at the United Nations: Percent of Personnel Trained (as of December 31, 2021)	Not Provided
4. Preventing Fraud and Corruption at the United Nations: Personnel Trained in 2021	Not Provided
5. Preventing Fraud and Corruption at the United Nations: Total Personnel Trained (as of December 31, 2021)	Not Provided

Question	Details
6. Preventing Fraud and Corruption at the United Nations: Percent of Personnel Trained (as of December 31, 2021)	Not Provided
7. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Personnel Trained in 2021	Not Provided
8. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Total Personnel Trained (as of December 31, 2021)	Not Provided
9. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Percent of Personnel Trained (as of December 31, 2021)	Not Provided
10. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Personnel Trained in 2021	Not Provided
11. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Total Personnel Trained (as of December 31, 2021)	Not Provided
12. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Percent of Personnel Trained (as of December 31, 2021)	Not Provided
13. Other ethics training: Personnel Trained in 2021	Not Provided
14. Other ethics training: Total Personnel Trained (as of December 31, 2021)	Not Provided
15. Other ethics training: Percent of Personnel Trained (as of December 31, 2021)	Not Provided

North Atlantic Treaty Organization (NATO)

Table 1: NATO Ethics Policy

Question	Details
1. Total number of personnel (regardless of contract modality) subject to ethics policies	7611

2. Total number of ethics related inquiries.	2
3. Total number of reports of misconduct.	Not Applicable
4. Total number of retaliation claims.	Not Applicable
5. Total number of prima facie determinations.	Not Applicable
6. Total number of retaliation claims referred for investigations.	Not Applicable
7. Total number of retaliation claims found in favor of claimant.	Not Applicable

Table 2: NATO Whistleblower Protection Policy

Question	Response	URL	Details
1. Were any changes made to your organization's whistleblower protection policy during 2021? If yes, please explain.	Yes	Not Required	The Office of Internal Audit and Risk Management (OIARM), established in 2020, has issued in March 2021, an audit advisory report on the establishment of a whistleblowing framework in NATO IS. The Secretary General has validated the recommendation to set up and implement a whistleblowing policy and to develop the NATO IS ethics framework. An ethics officer post was established within OIARM in 2021 to develop whistleblowing policy, including whistleblower protection policy. The Ethics Officer was selected in 2021 and will join in Autumn 2022.
2. How has your organization disseminated its whistleblower protection policy?	Yes	Not Provided	Not Applicable

Question	Response	URL	Details
3. Does your organization have an operational channel for anonymous reporting of misconduct or wrongdoing? If yes, how has your organization communicated to all personnel information about channels for anonymous reporting?	No	Not Provided	Not currently
4. Does your organization have investigators trained to investigate cases of sexual exploitation, abuse, and harassment (SEAH)?	No	Not Required	Not Provided
5. Please describe the protocol in your organization if criminal misconduct is suspected.	Not Required	NATO Criminal Misconduct Policy	In accordance with the Civilian Personnel Regulations (CPRs), where staff members are the subject of criminal proceedings, the Head of the NATO body may, in pursuance of Article 60.2 of the CPRs, suspend them from their functions while such proceedings are taking place. A final decision regarding the disciplinary action to be taken against such staff members for the same acts shall not be taken until the verdict of the court hearing the case has been confirmed.
6. Does your organization provide an external, independent appeals process if reporting persons feel they have reasonable grounds for believing that the protection provided was inadequate or if finding of prima facie evidence was not determined? If yes, please describe.	Yes	Not Required	Possibility to appeal to the NATO Administrative Tribunal (AT), an independent body. The AT is competent to decide any individual dispute brought by a staff member or a member of the retired NATO staff or his or her legal successor, who is affected by a decision, which is allegedly not in compliance with the Civilian Personnel

Question	Response	URL	Details
			Regulations or the terms of his appointment with the Organization.
7. Does your organization have documented procedures for handling the investigation of allegations of misconduct against the organization's executive head?	Yes	Not Provided	In the context of the implementation of the policy on the prevention of harassment, discrimination, bullying in the workplace. The decision to appoint an internal or external inquiry officer will take into account any potential conflict of interest, the nature of the complaint and the grades of the complainant and alleged offender. By default, an inquiry officer external to the Organization will be appointed, unless circumstances provide otherwise.
8. Does your organization have documented procedures that provide authority to heads of internal oversight offices or investigation functions to open investigations without executive head approval?	No	Not Provided	Not Provided

Table 3: NATO Ethics Training

Question	Details
1. Ethics and Integrity at the United Nations: Personnel Trained in 2021	4042
2. Ethics and Integrity at the United Nations: Total Personnel Trained (as of December 31, 2021)	4042
3. Ethics and Integrity at the United Nations: Percent of Personnel Trained (as of December 31, 2021)	53%

Question	Details
4. Preventing Fraud and Corruption at the United Nations: Personnel Trained in 2021	6000
5. Preventing Fraud and Corruption at the United Nations: Total Personnel Trained (as of December 31, 2021)	9999
6. Preventing Fraud and Corruption at the United Nations: Percent of Personnel Trained (as of December 31, 2021)	78%
7. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Personnel Trained in 2021	821
8. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Total Personnel Trained (as of December 31, 2021)	821
9. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Percent of Personnel Trained (as of December 31, 2021)	33%
10. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Personnel Trained in 2021	883
11. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Total Personnel Trained (as of December 31, 2021)	883
12. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Percent of Personnel Trained (as of December 31, 2021)	17%
13. Other ethics training: Personnel Trained in 2021	Not Provided
14. Other ethics training: Total Personnel Trained (as of December 31, 2021)	Not Provided
15. Other ethics training: Percent of Personnel Trained (as of December 31, 2021)	Not Provided

Organization of American States (OAS)

Table 1: OAS Ethics Policy

Question	Details
1. Total number of personnel (regardless of contract modality) subject to ethics policies	1230
2. Total number of ethics related inquiries.	391
3. Total number of reports of misconduct.	4
4. Total number of retaliation claims.	0
5. Total number of prima facie determinations.	1
6. Total number of retaliation claims referred for investigations.	0
7. Total number of retaliation claims found in favor of claimant.	0

Table 2: OAS Whistleblower Protection Policy

Question	Response	URL	Details
1. Were any changes made to your organization's whistleblower protection policy during 2021? If yes, please explain.	No	Not Required	Not Provided
2. How has your organization disseminated its whistleblower protection policy?	Yes	Not Provided	Via organizational email reminders, Ombudsperson circulars and mandatory online ethics-related seminars.
3. Does your organization have an operational channel for anonymous reporting of misconduct	Yes	Not Provided	The OAS OIG maintains a dedicated U.S.-based toll-free "Hotline" telephone number and an associated

or wrongdoing? If yes, how has your organization communicated to all personnel information about channels for anonymous reporting?			in-house office extension, as well as an email account for this purpose. These mechanisms have been covered in administrative emailed circulars, as well as ethics-related seminars.
4. Does your organization have investigators trained to investigate cases of sexual exploitation, abuse, and harassment (SEAH)?	Yes	Not Required	One investigator has received training in this regard.
5. Please describe the protocol in your organization if criminal misconduct is suspected.	Not Required	Not Provided	The OAS General Secretariat Code of Ethics states that sanctions for violations of internal norms and standards “may be criminal in nature and punishable by fine, imprisonment and other measures.”
6. Does your organization provide an external, independent appeals process if reporting persons feel they have reasonable grounds for believing that the protection provided was inadequate or if finding of prima facie evidence was not determined? If yes, please describe.	Yes	Not Required	Per the GS/OAS whistleblower policy, Exec. Order No. 14-03, external disclosure and protections against retaliation by and for Staff members are allowed, once all internal administrative steps have been exhausted, including the OAS Administrative Tribunal.
7. Does your organization have documented procedures for handling the investigation of allegations of misconduct against the organization's executive head?	No	Not Provided	All allegations against any and all Staff Members, including the organization’s executive head, are handled in the same manner, regardless of source or target of complaint.
8. Does your organization have documented procedures that provide authority to heads of internal oversight offices or investigation functions to open investigations without executive head approval?	No	Not Provided	The OAS Inspector General, per organizational norms and standards, enjoys autonomy and independence to launch investigations without the executive head’s approval.

Table 3: OAS Ethics Training

Question	Details
1. Ethics and Integrity at the United Nations: Personnel Trained in 2021	N/A - United Nations, not OAS
2. Ethics and Integrity at the United Nations: Total Personnel Trained (as of December 31, 2021)	Not Provided
3. Ethics and Integrity at the United Nations: Percent of Personnel Trained (as of December 31, 2021)	Not Provided
4. Preventing Fraud and Corruption at the United Nations: Personnel Trained in 2021	N/A - United Nations, not OAS
5. Preventing Fraud and Corruption at the United Nations: Total Personnel Trained (as of December 31, 2021)	Not Provided
6. Preventing Fraud and Corruption at the United Nations: Percent of Personnel Trained (as of December 31, 2021)	Not Provided
7. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Personnel Trained in 2021	N/A - United Nations, not OAS
8. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Total Personnel Trained (as of December 31, 2021)	Not Provided
9. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Percent of Personnel Trained (as of December 31, 2021)	Not Provided
10. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Personnel Trained in 2021	N/A - United Nations, not OAS
11. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Total Personnel Trained (as of December 31, 2021)	Not Provided

12. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Percent of Personnel Trained (as of December 31, 2021)	Not Provided
13. Other ethics training: Personnel Trained in 2021	Not Provided
14. Other ethics training: Total Personnel Trained (as of December 31, 2021)	Not Provided
15. Other ethics training: Percent of Personnel Trained (as of December 31, 2021)	Not Provided

Organization for Economic Cooperation and Development (OECD)

Table 1: OECD Ethics Policy

Question	Details
1. Total number of personnel (regardless of contract modality) subject to ethics policies	3
2. Total number of ethics related inquiries.	210
3. Total number of reports of misconduct.	Not Applicable
4. Total number of retaliation claims.	0
5. Total number of prima facie determinations.	0
6. Total number of retaliation claims referred for investigations.	0
7. Total number of retaliation claims found in favor of claimant.	0

Table 2: OECD Whistleblower Protection Policy

Question	Response	URL	Details
1. Were any changes made to your organization's whistleblower protection policy during 2021? If yes, please explain.	No	Not Required	Not Provided
2. How has your organization disseminated its whistleblower protection policy?	Yes	OECD Whistleblower Protection Policy	Staff Rules are publicly available to all staff members as an annex to the Organisation's staff rules. The content and scope of the policy has been disseminated to staff members as part of on-boarding Organisational ethics training as well as through several directorate wide ethics awareness sessions.
3. Does your organization have an operational channel for anonymous reporting of misconduct or wrongdoing? If yes, how has your organization communicated to all personnel information about channels for anonymous reporting?	Yes	Not Provided	<p>Staff members can report any type of misconduct through the mechanisms and channels established by the Staff Regulations, Rules and Instructions applicable to officials. According to Instruction 103/3, officials must report to the Secretary-General either directly or through the relevant Director or Head of Service, the Director of Internal Audit or the Executive Director, misconduct in the form of fraud, corruption or misuse of the Organisation's resources. Officials are expected to report other forms of misconduct to the Secretary-General either directly or through the relevant Director or Head of Service, the Director of Internal Audit or the Executive Director.</p> <p>According to Instruction 103/3.1, if an official considers that an allegation of fraud, corruption or misuse of the</p>

			<p>Organisation's resources, or of any other type of misconduct, that he/she brought to the attention of the Organisation in accordance with Instruction 103/3, has not been properly addressed, the official must bring it to the attention of the External Auditor and may bring it to the attention of the Council through the Permanent Representative holding the position of Dean.</p> <p>The Policy on Conflict and Harassment Prevention and Resolution (Annex XX to the Staff Regulations) protects staff members who consider themselves to be the target of harassment, sexual harassment or abuse of authority, and who may submit a written report of alleged misconduct to the Secretary-General, either directly or through the relevant Director or Head of Service, the Director of Internal Audit or the Executive Director. When reporting any type of misconduct, staff members are protected against retaliation in accordance with the Whistle-blower Protection Policy set out in Annex XXVIII to the Staff Regulations. When information is brought to the Head of Human Resources Management attention regarding conduct that might, if it were confirmed, constitute a breach of the internal rules of the Organisation, he may decide to open an investigation in accordance with Annex XXV to the Staff Regulations.</p>
4. Does your organization have investigators trained to investigate cases of sexual exploitation, abuse, and harassment (SEAH)?	Yes	Not Required	<p>The Organisation has a roster of independent, expert external investigators. The establishment and renewal of the investigators roster is overseen by the Executive Director for the Secretary-General with required involvement of the Director of Legal Affairs, Head of</p>

			Human Resources, Director of Internal Audit and Head of Ethics. The roster includes experts in investigation sexual abuse and harassment. In terms of the make-up of the OECD's expert investigation roster, it may be worth noting the nature of the OECD's activities, which are distinct from many UN and or international financial institutions. The OECD's activities typically do not involve, field offices, delivery of aid programmes, engagement of local staff, the provision of local contracts or financial services or loans.
5. Please describe the protocol in your organization if criminal misconduct is suspected.	Not Required	Not Provided	Not Provided
6. Does your organization provide an external, independent appeals process if reporting persons feel they have reasonable grounds for believing that the protection provided was inadequate or if finding of prima facie evidence was not determined? If yes, please describe.	Yes	Not Required	According to Instruction 103/3.1 and Paragraph 2 of Annex XXVIII on the Whistle-blower Protection Policy: "If staff members consider that the reports mentioned in paragraphs 1 (a) and (b) above have not been properly addressed, staff members must bring it to the attention of the External Auditor and may bring it to the attention of the Council through the Permanent Representative holding the position of Dean."
7. Does your organization have documented procedures for handling the investigation of allegations of misconduct against the organization's executive head?	No	Not Provided	Not Provided
8. Does your organization have documented procedures that provide	Yes	Not Provided	According to Annex XXV to the Staff Regulations, the Head of Human Resource Management may decide to

authority to heads of internal oversight offices or investigation functions to open investigations without executive head approval?			open an investigation when information is brought to his/her attention regarding conduct that might, if it were confirmed, constitute a breach of the internal rules of the Organisation. Anonymous reports may be allowed on an exceptional basis when sufficiently convincing evidence corroborates the allegations made or when the allegations concern a risk of physical harm to an individual or a financial risk to the Organisation or possible serious prejudice to the image or interests of the Organisation. The decision to open an investigation on the basis of an anonymous report shall be taken by the Executive Director, after the Head of Human Resource Management has submitted the matter to him/her. In this context, it is only if there is any doubt regarding a conflict of interest of appearance thereof involving the Head of Human Resource Management and Executive Director that the officials concerned shall refer the matter to the Secretary-General, who shall decide, if appropriate, to appoint a replacement.
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Table 3: OECD Ethics Training

Question	Details
1. Ethics and Integrity at the United Nations: Personnel Trained in 2021	Not Provided
2. Ethics and Integrity at the United Nations: Total Personnel Trained (as of December 31, 2021)	Not Provided
3. Ethics and Integrity at the United Nations: Percent of Personnel Trained (as of December 31, 2021)	Not Provided
4. Preventing Fraud and Corruption at the United Nations: Personnel Trained in 2021	Not Provided

Question	Details
5. Preventing Fraud and Corruption at the United Nations: Total Personnel Trained (as of December 31, 2021)	Not Provided
6. Preventing Fraud and Corruption at the United Nations: Percent of Personnel Trained (as of December 31, 2021)	Not Provided
7. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Personnel Trained in 2021	Not Provided
8. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Total Personnel Trained (as of December 31, 2021)	Not Provided
9. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Percent of Personnel Trained (as of December 31, 2021)	Not Provided
10. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Personnel Trained in 2021	Not Provided
11. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Total Personnel Trained (as of December 31, 2021)	Not Provided
12. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Percent of Personnel Trained (as of December 31, 2021)	Not Provided
13. Other ethics training: Personnel Trained in 2021	Not Provided
14. Other ethics training: Total Personnel Trained (as of December 31, 2021)	Not Provided
15. Other ethics training: Percent of Personnel Trained (as of December 31, 2021)	Not Provided

Organization for the Prohibition of Chemical Weapons (OPCW)

Table 1: OPCW Ethics Policy

Question	Details
1. Total number of personnel (regardless of contract modality) subject to ethics policies	463
2. Total number of ethics related inquiries.	2
3. Total number of reports of misconduct.	7
4. Total number of retaliation claims.	0
5. Total number of prima facie determinations.	0
6. Total number of retaliation claims referred for investigations.	0
7. Total number of retaliation claims found in favor of claimant.	0

Table 2: OPCW Whistleblower Protection Policy

Question	Response	URL	Details
1. Were any changes made to your organization's whistleblower protection policy during 2021? If yes, please explain.	No	Not Required	There is an ongoing project to update the internal investigations framework, which includes a reference to the whistleblower procedures/policy.
2. How has your organization disseminated its whistleblower protection policy?	Yes	OPCW Whistleblower Protection Policy	The OPCW has a whistleblower protection policy. It is contained in Administrative Directive "Procedure to Provide for Direct Confidential Access of Staff Members or Others to the Office of Internal

Question	Response	URL	Details
			Oversight” (AD/ADM/9/Rev.1) (enclosed). It is not publicly accessible.
3. Does your organization have an operational channel for anonymous reporting of misconduct or wrongdoing? If yes, how has your organization communicated to all personnel information about channels for anonymous reporting?	Yes	Not Provided	The OPCW has operational channels for confidential reporting of misconduct and potential breaches which are published on the OPCW Intranet and communicated during Code of Conduct training (sessions scheduled throughout the year).
4. Does your organization have investigators trained to investigate cases of sexual exploitation, abuse, and harassment (SEAH)?	Yes	Not Required	Not Provided
5. Please describe the protocol in your organization if criminal misconduct is suspected.	Not Required	OPCW Criminal Misconduct Policy	Paragraph IV - Procedural guidelines - The Administrative Directive 26 (AD/ADM/26) “Uniform Guidelines for Investigations” details the procedure that is applicable (enclosed). In addition, AD/PER/9 and AD/PER/42 are applicable depending on whether the alleged misconduct is sexual harassment. There is an ongoing project to update the investigation framework in line with best practices.
6. Does your organization provide an external, independent appeals process if reporting persons feel they have reasonable grounds for believing that the protection provided was inadequate or if	Yes	Not Required	Please refer to Regulation 11.1 and 11.3 and Rule 11.3.01 of the Staff Regulations and Interim Staff Rules of the Technical Secretariat (enclosed).

Question	Response	URL	Details
finding of prima facie evidence was not determined? If yes, please describe.			
7. Does your organization have documented procedures for handling the investigation of allegations of misconduct against the organization's executive head?	Not Applicable	Not Provided	Not Provided
8. Does your organization have documented procedures that provide authority to heads of internal oversight offices or investigation functions to open investigations without executive head approval?	Yes	Not Provided	In the case of potential fraud allegations. Refer to "Procedure to Provide for Direct Confidential Access of Staff Members or Others to the Office of Internal Oversight" (AD/ADM/9/Rev.1) and to Uniform Guidelines for Investigations." (AD/ADM/26). There is an ongoing project to update this process as referenced in response 4a.5.

Table 3: OPCW Ethics Training

Question	Details
1. Ethics and Integrity at the United Nations: Personnel Trained in 2021	Not Applicable
2. Ethics and Integrity at the United Nations: Total Personnel Trained (as of December 31, 2021)	Not Applicable
3. Ethics and Integrity at the United Nations: Percent of Personnel Trained (as of December 31, 2021)	Not Applicable
4. Preventing Fraud and Corruption at the United Nations: Personnel Trained in 2021	Not Applicable
5. Preventing Fraud and Corruption at the United Nations: Total Personnel Trained (as of December 31, 2021)	Not Applicable

Question	Details
6. Preventing Fraud and Corruption at the United Nations: Percent of Personnel Trained (as of December 31, 2021)	Not Applicable
7. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Personnel Trained in 2021	Not Applicable
8. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Total Personnel Trained (as of December 31, 2021)	Not Applicable
9. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Percent of Personnel Trained (as of December 31, 2021)	Not Applicable
10. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Personnel Trained in 2021	Not Applicable
11. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Total Personnel Trained (as of December 31, 2021)	Not Applicable
12. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Percent of Personnel Trained (as of December 31, 2021)	Not Applicable
13. Other ethics training: Personnel Trained in 2021	Not Provided
14. Other ethics training: Total Personnel Trained (as of December 31, 2021)	Not Provided
15. Other ethics training: Percent of Personnel Trained (as of December 31, 2021)	Not Provided

Pan American Health Organization (PAHO)

Table 1: PAHO Ethics Policy

Question	Details
1. Total number of personnel (regardless of contract modality) subject to ethics policies	2375
2. Total number of ethics related inquiries.	199
3. Total number of reports of misconduct.	32
4. Total number of retaliation claims.	0
5. Total number of prima facie determinations.	0
6. Total number of retaliation claims referred for investigations.	0
7. Total number of retaliation claims found in favor of claimant.	0

Table 2: PAHO Whistleblower Protection Polic

Question	Response	URL	Details
1. Were any changes made to your organization's whistleblower protection policy during 2021? If yes, please explain.	Yes	Not Required	PAHO's Protection Against Retaliation policy was updated in 2021 to: Make it easier to submit a retaliation complaint; Expand the scope of protection to include people who seek advice or assistance to resolve a workplace concern or who file an appeal against an administrative or disciplinary decision; Specify the right of recourse for individuals who wish to challenge a

2. How has your organization disseminated its whistleblower protection policy?	Yes	Not Provided	A PAHO Information Bulletin was issued to all personnel upon publication of the Protection Against Retaliation Policy. The Ethics Office includes the topic in all training/briefing opportunities, as well as individual meetings with personnel who solicit guidance on workplace concerns.
3. Does your organization have an operational channel for anonymous reporting of misconduct or wrongdoing? If yes, how has your organization communicated to all personnel information about channels for anonymous reporting?	Yes	PAHO Reporting Policy	PAHO has had a Helpline since 2006. It offers users the choice to pose a question to the Ethics Office or report an allegation of misconduct to the Investigations Office. Enquiries are directed to the appropriate office based on the nature of the query (question or report). The Helpline offers users the ability to remain anonymous for both consultations and reports and is available in all four official languages of the Organization. Telephone access to the Helpline is being added back to make it more accessible for people outside the Organization. Every training conducted by the Ethics Office includes a specific section on the PAHO Helpline and how to access and use it. The link to the Helpline website is also available to all personnel through the Intranet and the public-facing website. The Ethics Office issues an Information Bulletin on an annual basis to remind personnel how to use the Helpline to ask questions on ethical issues or to report suspected misconduct.
4. Does your organization have investigators trained to investigate cases of sexual exploitation, abuse, and harassment (SEAH)?	Yes	Not Required	Investigators attend regular trainings on investigating SEAH cases. Most recently, investigators participated in trainings conducted by the CHS Alliance (https://www.chsalliance.org/)
5. Please describe the protocol in your organization if criminal misconduct is suspected.	Not Required	Not Provided	The matter is submitted to the Legal Office to determine if the misconduct should be referred to the national authorities for criminal prosecution.

6. Does your organization provide an external, independent appeals process if reporting persons feel they have reasonable grounds for believing that the protection provided was inadequate or if finding of prima facie evidence was not determined? If yes, please describe.	Not Applicable	Not Required	PAHO provides the right of staff to appeal decisions that impact their conditions of service. The first avenue of appeal is to an internal Board of Appeal and then to the International Labor Organization Administrative Tribunal in Geneva, Switzerland. The Investigation Policy is currently being revised and providing the right of recourse for reporting persons is under discussion, with the understanding that staff must also be able to appeal in such situations.
7. Does your organization have documented procedures for handling the investigation of allegations of misconduct against the organization's executive head?	Yes	PAHO Criminal Misconduct Policy	Not Provided
8. Does your organization have documented procedures that provide authority to heads of internal oversight offices or investigation functions to open investigations without executive head approval?	Yes	Not Provided	Not Provided

Table 3: PAHO Ethics Training

Question	Details
1. Ethics and Integrity at the United Nations: Personnel Trained in 2021	Not Provided
2. Ethics and Integrity at the United Nations: Total Personnel Trained (as of December 31, 2021)	Not Provided
3. Ethics and Integrity at the United Nations: Percent of Personnel Trained (as of December 31, 2021)	Not Provided
4. Preventing Fraud and Corruption at the United Nations: Personnel Trained in 2021	Not Provided
5. Preventing Fraud and Corruption at the United Nations: Total Personnel Trained (as of December 31, 2021)	Not Provided
6. Preventing Fraud and Corruption at the United Nations: Percent of Personnel Trained (as of December 31, 2021)	Not Provided
7. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Personnel Trained in 2021	Not Provided
8. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Total Personnel Trained (as of December 31, 2021)	Not Provided

Question	Details
9. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Percent of Personnel Trained (as of December 31, 2021)	Not Provided
10. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Personnel Trained in 2021	Not Provided
11. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Total Personnel Trained (as of December 31, 2021)	Not Provided
12. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Percent of Personnel Trained (as of December 31, 2021)	Not Provided
13. Other ethics training: Personnel Trained in 2021	In 2021, the Ethics Office provided face-to-face virtual training that included the topics noted above to nine institutional entities including five country offices. In addition, all PAHO/WHO country representatives received face-to-face virtual training on the different institutional resources available to assist them in matters of integrity and conflict resolution, navigating difficult political environments, and the new conflict of interest disclosure requirements for new hires and consultants. It should be noted that a new mandatory course has been introduced for 2022 on PRSEAH.
14. Other ethics training: Total Personnel Trained (as of December 31, 2021)	227
15. Other ethics training: Percent of Personnel Trained (as of December 31, 2021)	9.6%

Pan American Institute of Geography and History (PAIGH)

Table 1: PAIGH Ethics Policy

Question	Details
1. Total number of personnel (regardless of contract modality) subject to ethics policies	Not Applicable
2. Total number of ethics related inquiries.	Not Applicable
3. Total number of reports of misconduct.	Not Applicable
4. Total number of retaliation claims.	Not Applicable
5. Total number of prima facie determinations.	Not Applicable
6. Total number of retaliation claims referred for investigations.	Not Applicable
7. Total number of retaliation claims found in favor of claimant.	Not Applicable

Table 2: PAIGH Whistleblower Protection Policy

Question	Response	URL	Details
1. Were any changes made to your organization's whistleblower protection policy during 2021? If yes, please explain.	No	Not Required	Not Provided
2. How has your organization disseminated its whistleblower protection policy?	Yes	Not Provided	Not Applicable
3. Does your organization have an operational channel for anonymous reporting of misconduct or wrongdoing? If yes, how has your organization communicated to all personnel information about channels for anonymous reporting?	No	Not Provided	Not Provided

Question	Response	URL	Details
4. Does your organization have investigators trained to investigate cases of sexual exploitation, abuse, and harassment (SEAH)?	No	Not Required	Not Provided
5. Please describe the protocol in your organization if criminal misconduct is suspected.	Not Required	Not Provided	Not Applicable
6. Does your organization provide an external, independent appeals process if reporting persons feel they have reasonable grounds for believing that the protection provided was inadequate or if finding of prima facie evidence was not determined? If yes, please describe.	Not Applicable	Not Required	Not Provided
7. Does your organization have documented procedures for handling the investigation of allegations of misconduct against the organization's executive head?	Not Applicable	Not Provided	Not Provided
8. Does your organization have documented procedures that provide authority to heads of internal oversight offices or investigation functions to open investigations without executive head approval?	Not Applicable	Not Provided	Not Provided

Table 3: PAIGH Ethics Training

Question	Details
1. Ethics and Integrity at the United Nations: Personnel Trained in 2021	Not Applicable
2. Ethics and Integrity at the United Nations: Total Personnel Trained (as of December 31, 2021)	Not Applicable
3. Ethics and Integrity at the United Nations: Percent of Personnel Trained (as of December 31, 2021)	Not Applicable
4. Preventing Fraud and Corruption at the United Nations: Personnel Trained in 2021	Not Applicable
5. Preventing Fraud and Corruption at the United Nations: Total Personnel Trained (as of December 31, 2021)	Not Applicable

Question	Details
6. Preventing Fraud and Corruption at the United Nations: Percent of Personnel Trained (as of December 31, 2021)	Not Applicable
7. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Personnel Trained in 2021	Not Applicable
8. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Total Personnel Trained (as of December 31, 2021)	Not Applicable
9. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Percent of Personnel Trained (as of December 31, 2021)	Not Applicable
10. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Personnel Trained in 2021	Not Applicable
11. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Total Personnel Trained (as of December 31, 2021)	Not Applicable
12. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Percent of Personnel Trained (as of December 31, 2021)	Not Applicable
13. Other ethics training: Personnel Trained in 2021	Not Provided
14. Other ethics training: Total Personnel Trained (as of December 31, 2021)	Not Provided
15. Other ethics training: Percent of Personnel Trained (as of December 31, 2021)	Not Provided

The Pacific Community (SPC)

Table 1: SPC Ethics Policy

Question	Details
1. Total number of personnel (regardless of contract modality) subject to ethics policies	658

2. Total number of ethics related inquiries.	0
3. Total number of reports of misconduct.	3
4. Total number of retaliation claims.	0
5. Total number of prima facie determinations.	2
6. Total number of retaliation claims referred for investigations.	0
7. Total number of retaliation claims found in favor of claimant.	0

Table 2: SPC Whistleblower Protection Policy

Question	Response	URL	Details
1. Were any changes made to your organization's whistleblower protection policy during 2021? If yes, please explain.	No	Not Required	Not Provided
2. How has your organization disseminated its whistleblower protection policy?	Yes	SPC Whistleblower Policy	Via our intranet website. Details of relevant policies are publicly available in Chapter XI.a.5 Workplace culture and behaviours.
3. Does your organization have an operational channel for anonymous reporting of misconduct or wrongdoing? If yes, how has your organization communicated to all personnel information about channels for anonymous reporting?	Yes	SPC Reporting Policy	The complaints@spc.int email address has been set up to receive allegations of fraud, corruption and other misconduct and can be used by whistleblowers. Details are set out on our website and are provided to all staff during recruitment in the Staff Manual.

Question	Response	URL	Details
4. Does your organization have investigators trained to investigate cases of sexual exploitation, abuse, and harassment (SEAH)?	No	Not Required	Not Provided
5. Please describe the protocol in your organization if criminal misconduct is suspected.	Not Required	SPC Criminal Misconduct Policy	This protocol is outlined in Chapter XII.4.19, Criminal offences
6. Does your organization provide an external, independent appeals process if reporting persons feel they have reasonable grounds for believing that the protection provided was inadequate or if finding of prima facie evidence was not determined? If yes, please describe.	Yes	Not Required	SPC staff may file an appeal to the International Labour Organisation Administrative Tribunal (ILOAT). Chapter XIII.C.8, Appeals to the International Labour Organisation Administrative Tribunal (ILOAT)
7. Does your organization have documented procedures for handling the investigation of allegations of misconduct against the organization's executive head?	Yes	Not Provided	Via an investigations process and ARC and Chair and informed.
8. Does your organization have documented procedures that provide authority to heads of internal oversight offices or investigation functions to open investigations without executive head approval?	Yes	SPC Staff Policies	Chapter XII.4.1-3, Investigations and disciplinary actions

Table 3: SPC Ethics Training

Question	Details
1. Ethics and Integrity at the United Nations: Personnel Trained in 2021	0
2. Ethics and Integrity at the United Nations: Total Personnel Trained (as of December 31, 2021)	0
3. Ethics and Integrity at the United Nations: Percent of Personnel Trained (as of December 31, 2021)	0
4. Preventing Fraud and Corruption at the United Nations: Personnel Trained in 2021	0
5. Preventing Fraud and Corruption at the United Nations: Total Personnel Trained (as of December 31, 2021)	0
6. Preventing Fraud and Corruption at the United Nations: Percent of Personnel Trained (as of December 31, 2021)	0
7. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Personnel Trained in 2021	0
8. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Total Personnel Trained (as of December 31, 2021)	0
9. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Percent of Personnel Trained (as of December 31, 2021)	0
10. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Personnel Trained in 2021	0
11. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Total Personnel Trained (as of December 31, 2021)	0
12. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Percent of Personnel Trained (as of December 31, 2021)	0
13. Other ethics training: Personnel Trained in 2021	0
14. Other ethics training: Total Personnel Trained (as of December 31, 2021)	0
15. Other ethics training: Percent of Personnel Trained (as of December 31, 2021)	0

Secretariat of the Pacific Regional Environment Program (SPREP)

Table 1: SPREP Ethics Policy

Question	Details
1. Total number of personnel (regardless of contract modality) subject to ethics policies	125
2. Total number of ethics related inquiries.	0
3. Total number of reports of misconduct.	0
4. Total number of retaliation claims.	0
5. Total number of prima facie determinations.	0
6. Total number of retaliation claims referred for investigations.	0
7. Total number of retaliation claims found in favor of claimant.	0

Table 2: SPREP Whistleblower Protection Policy

Question	Response	URL	Details
1. Were any changes made to your organization's whistleblower protection policy during 2021? If yes, please explain.	No	Not Required	Not Provided
2. How has your organization disseminated its whistleblower protection policy?	Yes	Whistleblower Protection Policy	Through our governance and transparency page and staff awareness session for existing staff (2 sessions are held (6 monthly), 50 staff attended) and staff induction session for new staff.

Question	Response	URL	Details
3. Does your organization have an operational channel for anonymous reporting of misconduct or wrongdoing? If yes, how has your organization communicated to all personnel information about channels for anonymous reporting?	Yes	Anonymous Reporting Channel	Through our governance and transparency page and staff awareness session and staff induction session.
4. Does your organization have investigators trained to investigate cases of sexual exploitation, abuse, and harassment (SEAH)?	No	Not Required	Not Provided
5. Please describe the protocol in your organization if criminal misconduct is suspected.	Not Required	Not Provided	There is currently no written protocol but the process would follow these steps: Once criminal misconduct is suspected, Legal Counsel would be required to provide an assessment for consideration by the DG as to whether a prima facie case of misconduct exists. Whether Legal Counsel is satisfied or not, the DG can still require that a full internal investigation be conducted. If there is no investigation a report on the incident will be filed. If there is an investigation and some irregularity (whether of a criminal character or not) is shown a decision would be made as to whether disciplinary measures would be taken under the Staff Regulations or whether the Police would be contacted to conduct a criminal investigation, or

Question	Response	URL	Details
			both. The DG will consult with relevant senior staff such as Legal Counsel, Head of HR and the Internal Auditor in this process.
6. Does your organization provide an external, independent appeals process if reporting persons feel they have reasonable grounds for believing that the protection provided was inadequate or if finding of prima facie evidence was not determined? If yes, please describe.	No	Not Required	Not Provided
7. Does your organization have documented procedures for handling the investigation of allegations of misconduct against the organization's executive head?	No	Not Provided	While there is no documented procedure in place, the Staff Regulations apply.
8. Does your organization have documented procedures that provide authority to heads of internal oversight offices or investigation functions to open investigations without executive head approval?	Yes	Not Provided	If the Executive Head is implicated, the Audit Committee will approve the investigation.

Table 3: SPREP Ethics Training

Question	Details
1. Ethics and Integrity at the United Nations: Personnel Trained in 2021	Not Applicable
2. Ethics and Integrity at the United Nations: Total Personnel Trained (as of December 31, 2021)	Not Applicable

Question	Details
3. Ethics and Integrity at the United Nations: Percent of Personnel Trained (as of December 31, 2021)	Not Applicable
4. Preventing Fraud and Corruption at the United Nations: Personnel Trained in 2021	Not Applicable
5. Preventing Fraud and Corruption at the United Nations: Total Personnel Trained (as of December 31, 2021)	Not Applicable
6. Preventing Fraud and Corruption at the United Nations: Percent of Personnel Trained (as of December 31, 2021)	Not Applicable
7. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Personnel Trained in 2021	Not Applicable
8. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Total Personnel Trained (as of December 31, 2021)	Not Applicable
9. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Percent of Personnel Trained (as of December 31, 2021)	Not Applicable
10. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Personnel Trained in 2021	Not Applicable
11. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Total Personnel Trained (as of December 31, 2021)	Not Applicable
12. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Percent of Personnel Trained (as of December 31, 2021)	Not Applicable
13. Other ethics training: Personnel Trained in 2021	Not Applicable
14. Other ethics training: Total Personnel Trained (as of December 31, 2021)	Not Applicable
15. Other ethics training: Percent of Personnel Trained (as of December 31, 2021)	Not Applicable

United Nations (UN)

Table 1: UN Ethics Policy

Question	Details
1. Total number of personnel (regardless of contract modality) subject to ethics policies	47671
2. Total number of ethics related inquiries.	1848
3. Total number of reports of misconduct.	1313
4. Total number of retaliation claims.	37
5. Total number of prima facie determinations.	3
6. Total number of retaliation claims referred for investigations.	3
7. Total number of retaliation claims found in favor of claimant.	1

Table 2: UN Whistleblower Protection Policy

Question	Response	URL	Details
1. Were any changes made to your organization's whistleblower protection policy during 2021? If yes, please explain.	No	Not Required	No revisions to the protection against retaliation policy have been issued since 28 November 2017, the date ST/SGB/2017/2/Rev.1 was issued. As required by section 12 of the policy, the Ethics Office met with relevant stakeholders on numerous occasions in 2021 in meetings chaired by the Department of Management Strategy, Policy and Compliance (DMSPC), to assist the Secretary-General with his review and assessment of the policy. Revisions to the policy to bring it in

			line with other policies were presented to the staff management committee and are under consideration.
2. How has your organization disseminated its whistleblower protection policy?	Yes	Whistleblower Protection Policy	The policy is publicly available. The Ethics Office developed fact sheets, including one on protection against retaliation, which is distributed electronically prior to outreach events and is also available on its website.
3. Does your organization have an operational channel for anonymous reporting of misconduct or wrongdoing? If yes, how has your organization communicated to all personnel information about channels for anonymous reporting?	Yes	Not Provided	<p>OIOS already allows for anonymous reports via its website and states the following: Information received from anonymous sources will be assessed and may lead to an investigation. However, anonymous allegations are often more difficult to pursue as there may be no way for OIOS to clarify the information provided or to ask questions. If you choose to remain anonymous, please provide as much detail as possible and also consider providing OIOS with a means to contact you if further information or clarification is needed - for example, consider providing us with a free web-based e-mail address (e.g. hotmail, yahoo or gmail) with an assumed name or alias that will allow you to retain your anonymity. The OIOS website is public and therefore can be accessed by all personnel, vendors and beneficiaries. There are also links on the homepages of the United Nations website and Intranet for reporting wrongdoing. ST/SGB/2019/8 expressly provides that “formal reports [of discrimination, harassment and abuse of authority] may be made anonymously and are not subject to time limits.”</p> <p>In addition to the 2018 Leadership Dialogue that addressed how to report misconduct and wrongdoing, the UN’s awareness-raising material in field missions includes information on how to report is conduct/wrongdoing, whether at mission-level,</p>

			through OIOS, through dedicated hotlines or web-based electronic reporting forms. This material targets all UN personnel, including vendors and beneficiaries. In addition, field missions have established Community-Based Reporting Mechanisms to allow for more rapid and accessible reporting of misconduct/wrongdoing by beneficiaries, particularly for sexual exploitation and abuse, and information on this is provided through outreach activities with local populations. This information is available in the working languages of the Organization and in local languages for information destined for beneficiaries.
4. Does your organization have investigators trained to investigate cases of sexual exploitation, abuse, and harassment (SEAH)?	Yes	Not Required	OIOS has a team of dedicated sexual harassment investigators and professionally trained investigators to handle sexual exploitation and abuse investigations.
5. Please describe the protocol in your organization if criminal misconduct is suspected.	Not Required	Not Provided	Where OIOS investigations substantiate reported misconduct and the misconduct amounts to a criminal offence or may be in violation of national laws, the Investigation report is shared with the Office of Legal Affairs (OLA) for consideration of referral to national authorities in accordance with General Assembly resolutions. In resolution 62/63 on Criminal accountability of United Nations officials and experts on mission as well as in subsequent resolutions on the same topic, the General Assembly has requested the Secretary-General to refer credible allegations of criminal conduct by United Nations officials and experts on mission to their States of nationality. The resolution applies to personnel of funds and programmes as well as the Secretariat. Referrals are effected by the United Nations Office of Legal Affairs (OLA) on the basis of investigative

			findings indicating credible allegations of criminal conduct that are shared with OLA. Referrals may also be effected when credible allegations of criminal conduct that do not fall within the scope of the General Assembly resolutions are identified (e.g., allegations concerning United Nations vendors). The Secretary-General writes to all programme heads of the Organization, including the funds and programmes, on an annual basis, reminding them that any investigative finding indicating possible criminal conduct by individuals or entities in the context of their engagements with the United Nations should be brought to OLA's attention.
6. Does your organization provide an external, independent appeals process if reporting persons feel they have reasonable grounds for believing that the protection provided was inadequate or if finding of prima facie evidence was not determined? If yes, please describe.	Yes	Not Required	<p>In accordance with section 9 of ST/SGB/2017/2/Rev.1, a staff member of the UN Secretariat may request further review of a determination when the Ethics Office does not find a prima facie case of retaliation to the Alternate Chair of the Ethics Panel of the United Nations (EPUN). The Alternate Chair of EPUN is the head of the ethics office of a separately administered organ or program of the United Nations and is therefore external to and independent from the UN Secretariat. Staff members may seek to challenge any administrative decision that they consider to be retaliatory under chapter XI of the Staff Rules. Such recourse must comply with the deadlines specified under those Rules.</p> <p>The action, or non-action, of the Administration on a recommendation from the Ethics Office under section 8 of ST/SGB/2017/2/Rev.1 (recommendations made following an investigation) will constitute a contestable administrative decision under chapter XI of the Staff Rules if it has direct legal consequences affecting the terms and conditions of</p>

			appointment of the complainant and may be contested within the deadlines specified under those Rules.
7. Does your organization have documented procedures for handling the investigation of allegations of misconduct against the organization's executive head?	Yes	Not Provided	All Heads of United Nations entities appointed by the Secretary-General fall under OIOS' jurisdiction and may be investigated without any need of approval in accordance with OIOS' mandate and procedures.
8. Does your organization have documented procedures that provide authority to heads of internal oversight offices or investigation functions to open investigations without executive head approval?	Yes	Not Provided	See above.

Table 3: UN Ethics Training

Question	Details
1. Ethics and Integrity at the United Nations: Personnel Trained in 2021	4717
2. Ethics and Integrity at the United Nations: Total Personnel Trained (as of December 31, 2021)	27696
3. Ethics and Integrity at the United Nations: Percent of Personnel Trained (as of December 31, 2021)	77.4%
4. Preventing Fraud and Corruption at the United Nations: Personnel Trained in 2021	4279
5. Preventing Fraud and Corruption at the United Nations: Total Personnel Trained (as of December 31, 2021)	25989
6. Preventing Fraud and Corruption at the United Nations: Percent of Personnel Trained (as of December 31, 2021)	72.7%
7. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Personnel Trained in 2021	4339

Question	Details
8. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Total Personnel Trained (as of December 31, 2021)	26404
9. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Percent of Personnel Trained (as of December 31, 2021)	73.8%
10. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Personnel Trained in 2021	4785
11. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Total Personnel Trained (as of December 31, 2021)	27163
12. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Percent of Personnel Trained (as of December 31, 2021)	76%
13. Other ethics training: Personnel Trained in 2021	1306
14. Other ethics training: Total Personnel Trained (as of December 31, 2021)	2335
15. Other ethics training: Percent of Personnel Trained (as of December 31, 2021)	6.5%

United Nations Human Settlements Program (UN-Habitat)

Table 1: UN-Habitat Ethics Policy

Question	Details
1. Total number of personnel (regardless of contract modality) subject to ethics policies	1927
2. Total number of ethics related inquiries.	15
3. Total number of reports of misconduct.	2
4. Total number of retaliation claims.	0
5. Total number of prima facie determinations.	0
6. Total number of retaliation claims referred for investigations.	0
7. Total number of retaliation claims found in favor of claimant.	0

Table 2: UN-Habitat Whistleblower Protection Policy

Question	Response	URL	Details
1. Were any changes made to your organization's whistleblower protection policy during 2021? If yes, please explain.	No	Not Required	Not Provided
2. How has your organization disseminated its whistleblower protection policy?	Yes	Not Provided	Through UN-Habitat's and the Ethics Office respective websites; through online and outreach trainings, UN-Habitat's HabPost and the Executive broadcast to all UN-Habitat personnel.

Question	Response	URL	Details
3. Does your organization have an operational channel for anonymous reporting of misconduct or wrongdoing? If yes, how has your organization communicated to all personnel information about channels for anonymous reporting?	Yes	Not Provided	We have developed several tools such as the “Speak-Up” campaign tool etc.; UN Secretariat-wide 24-hour hotline for reporting of misconduct. See also the Whistle Policy under section 1.1 above.
4. Does your organization have investigators trained to investigate cases of sexual exploitation, abuse, and harassment (SEAH)?	Yes	Not Required	Not Provided
5. Please describe the protocol in your organization if criminal misconduct is suspected.	Not Required	Misconduct Protocol	The organization refers criminal cases to the Office of Legal Affairs, (OLA), who conduct a review and referral of such cases to the relevant national authorities for further investigation and possible prosecution, pursuant to General Assembly Resolution . There are Directives and guidance on the procedures involved in such referrals.
6. Does your organization provide an external, independent appeals process if reporting persons feel they have reasonable grounds for believing that the protection provided was inadequate or if finding of prima facie evidence was not determined? If yes, please describe.	Yes	Not Required	There is an appeal mechanism for this, including seeking review of the Ethics Office’s decision before the United Nations Dispute Tribunal (UNDT).
7. Does your organization have documented procedures for handling the investigation of	Yes	Allegations Against Executive Head Procedures	See: Unsatisfactory Conduct, Investigations and The Disciplinary Process, Addressing Discrimination, Harassment, Including Sexual Harassment, and Abuse of Authority, and The

Question	Response	URL	Details
allegations of misconduct against the organization's executive head?			Terms of Reference (TOR) of the Office of Internal Oversight Services (OIOS) under section 1.3 above. The above outline the procedures for the handling of investigations against the executive head relating to misconduct.
8. Does your organization have documented procedures that provide authority to heads of internal oversight offices or investigation functions to open investigations without executive head approval?	Yes	Procedures Without Executive Head Approval	See the Terms of Reference (TOR) of the Office of Internal Oversight Services (OIOS) under section 1.3 above

Table 3: UN-Habitat Ethics Training

Question	Details
1. Ethics and Integrity at the United Nations: Personnel Trained in 2021	260
2. Ethics and Integrity at the United Nations: Total Personnel Trained (as of December 31, 2021)	273
3. Ethics and Integrity at the United Nations: Percent of Personnel Trained (as of December 31, 2021)	95.2%
4. Preventing Fraud and Corruption at the United Nations: Personnel Trained in 2021	257
5. Preventing Fraud and Corruption at the United Nations: Total Personnel Trained (as of December 31, 2021)	267
6. Preventing Fraud and Corruption at the United Nations: Percent of Personnel Trained (as of December 31, 2021)	96.3%
7. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Personnel Trained in 2021	263

Question	Details
8. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Total Personnel Trained (as of December 31, 2021)	269
9. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Percent of Personnel Trained (as of December 31, 2021)	97.8%
10. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Personnel Trained in 2021	273
11. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Total Personnel Trained (as of December 31, 2021)	280
12. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Percent of Personnel Trained (as of December 31, 2021)	97.5%
13. Other ethics training: Personnel Trained in 2021	Not Provided
14. Other ethics training: Total Personnel Trained (as of December 31, 2021)	Not Provided
15. Other ethics training: Percent of Personnel Trained (as of December 31, 2021)	Not Provided

United Nations Entity for Gender Equality and the Empowerment of Women (UN Women)

Table 1: UN Women Ethics Policy

Question	Details
1. Total number of personnel (regardless of contract modality) subject to ethics policies	3534
2. Total number of ethics related inquiries.	106
3. Total number of reports of misconduct.	Not Provided
4. Total number of retaliation claims.	Not Provided
5. Total number of prima facie determinations.	Not Provided
6. Total number of retaliation claims referred for investigations.	Not Provided
7. Total number of retaliation claims found in favor of claimant.	Not Provided

Table 2: UN Women Whistleblower Protection Policy

Question	Response	URL	Details
1. Were any changes made to your organization's whistleblower protection policy during 2021? If yes, please explain.	No	Not Required	Not Provided

Question	Response	URL	Details
2. How has your organization disseminated its whistleblower protection policy?	Yes	Whistleblower Protection Policy	UN Women includes information on the whistleblower protection policy (policy on protection against retaliation) in its trainings, internal communications on ethics related matters, and the Sharepoint pages on standards of conduct. The policy is also publicly available on UN Women’s public website’s Accountability page under “Accountability Framework” for easy public access.
3. Does your organization have an operational channel for anonymous reporting of misconduct or wrongdoing? If yes, how has your organization communicated to all personnel information about channels for anonymous reporting?	Yes	Not Provided	<p>Formal reports of misconduct or wrongdoing can be made anonymously through various channels to OIOS: by phone at +1 212 963-1111; online reporting link ; by regular mail to the Director of OIOS.</p> <p>UN Women personnel are informed of this formal reporting channel, as well as the informal process, to report misconduct or wrongdoing, including through the mandatory trainings that include courses on Fraud and Corruption Awareness and Prevention, and Ethics and Integrity to the regular and thematic trainings on standards of conduct, The annual Leadership Dialogue, and the annual publication of the Executive Director’s report on disciplinary decisions. In addition, on 9 December (Anti-Corruption Day), IEAS and management organized anti-fraud and anti-corruption campaign to remind UN Women personnel about anti-fraud programme elements including the reporting.</p>

Question	Response	URL	Details
4. Does your organization have investigators trained to investigate cases of sexual exploitation, abuse, and harassment (SEAH)?	Yes	Not Required	OIOS has been entrusted with the responsibility of providing investigation services to UN Women. OIOS has investigators who are trained in investigating cases of sexual exploitation, abuse, and harassment (SEAH), and employs a specialized team focusing on the investigation of sexual harassment
5. Please describe the protocol in your organization if criminal misconduct is suspected.	Not Required	Not Provided	When a case is substantiated, the UN-Women Legal Adviser may consider, in consultation with the United Nations Office of Legal Affairs, whether a referral to criminal authorities is appropriate, including whether a referral is required in accordance with UN General Assembly Resolution 62/63. When an investigation reveals credible evidence that a violation of law has occurred to warrant referral to the law enforcement authorities of a Member State, UN-Women refers such matters to the Secretary-General through the UN Office of Legal Affairs (OLA) for its review and appropriate action.
6. Does your organization provide an external, independent appeals process if reporting persons feel they have reasonable grounds for believing that the protection provided was inadequate or if finding of prima facie evidence	Not Applicable	Not Required	Please refer to the UN Ethics Office procedure in that specific case.

Question	Response	URL	Details
was not determined? If yes, please describe.			
7. Does your organization have documented procedures for handling the investigation of allegations of misconduct against the organization's executive head?	Yes	Not Provided	The Executive Director, as appointed by the UN Secretary General, is considered to be a UN Secretariat staff member and thus the UN legal framework applies to this situation. As the internal oversight body of the UN, please refer to OIOS and its applicable procedure in that specific case.
8. Does your organization have documented procedures that provide authority to heads of internal oversight offices or investigation functions to open investigations without executive head approval?	Yes	Not Provided	OIOS has been entrusted with the responsibility of providing investigation services to UN Women. Please refer to its procedure in that specific case.

Table 3: UN Women Ethics Training

Question	Details
1. Ethics and Integrity at the United Nations: Personnel Trained in 2021	865
2. Ethics and Integrity at the United Nations: Total Personnel Trained (as of December 31, 2021)	2850
3. Ethics and Integrity at the United Nations: Percent of Personnel Trained (as of December 31, 2021)	78.6%
4. Preventing Fraud and Corruption at the United Nations: Personnel Trained in 2021	899

Question	Details
5. Preventing Fraud and Corruption at the United Nations: Total Personnel Trained (as of December 31, 2021)	3292
6. Preventing Fraud and Corruption at the United Nations: Percent of Personnel Trained (as of December 31, 2021)	81.7%
7. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Personnel Trained in 2021	866
8. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Total Personnel Trained (as of December 31, 2021)	3339
9. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Percent of Personnel Trained (as of December 31, 2021)	78.7%
10. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Personnel Trained in 2021	885
11. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Total Personnel Trained (as of December 31, 2021)	3072
12. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Percent of Personnel Trained (as of December 31, 2021)	80.4%
13. Other ethics training: Personnel Trained in 2021	1086
14. Other ethics training: Total Personnel Trained (as of December 31, 2021)	1400
15. Other ethics training: Percent of Personnel Trained (as of December 31, 2021)	Not Provided

United Nations Development Program (UNDP)

Table 1: UNDP Ethics Policy

Question	Details
1. Total number of personnel (regardless of contract modality) subject to ethics policies	21565
2. Total number of ethics related inquiries.	1205
3. Total number of reports of misconduct.	285
4. Total number of retaliation claims.	2
5. Total number of prima facie determinations.	Not Applicable
6. Total number of retaliation claims referred for investigations.	Not Applicable
7. Total number of retaliation claims found in favor of claimant.	Not Applicable

Table 2: UNDP Whistleblower Protection Policy

Question	Response	URL	Details
1. Were any changes made to your organization's whistleblower protection policy during 2021? If yes, please explain.	Yes	Not Required	In December 2021, UNDP's Policy For Protection Against Retaliation (PaR) was updated to, inter alia, expressly provide that the Ethics Office may engage in retaliation prevention actions, and to expressly stipulate that all UNDP personnel may request Ethics Panel of the United Nations (EPUN) reviews of UNDP Ethics Office PaR determinations. While noting that these revisions constitute formalizations of existing Ethics Office

Question	Response	URL	Details
			practices, UNDP remains committed to ensuring that its PaR policy remains robust and effective, and continues to adhere to applicable best practices and standards (first enacted in 2008, the UNDP PaR policy has undergone regular updates in 2012, 2015, 2018, and 2021).
2. How has your organization disseminated its whistleblower protection policy?	Yes	Whistleblower Protection Policy	UNDP's Protection Against Retaliation Policy is available, in multiple languages, to all UNDP personnel on its online Programme and Operations Policies and Procedures site. The UNDP Ethics Office furthermore maintains a public webpage with links for all essential documents and policies, including PaR. Lastly, following the revisions to the UNDP PaR policy in December 2021, in January 2022 the Ethics Office issued a PaR information bulletin to all UNDP personnel, including a link to the revised policy.
3. Does your organization have an operational channel for anonymous reporting of misconduct or wrongdoing? If yes, how has your organization communicated to all personnel information about channels for anonymous reporting?	Yes	Not Provided	UNDP has a centralized intake system supported by the Investigations Hotline and other reporting features. Anyone with information regarding fraud or other misconduct against UNDP programmes or involving UNDP personnel is strongly encouraged to report this information through the Investigations Hotline. Online referral form (link directs to an independent third-party site). The online referral form is available to complainants in 27 languages. Worldwide telephone numbers (interpreters available 24 hours/day) Within the USA, call +1-844-595-5206 Email: reportmisconduct@undp.org Mailing address: Deputy Director (Investigations), Office of Audit and Investigations (OAI) United Nations

Question	Response	URL	Details
			<p>Development Programme One UN Plaza, DC1 - 4th Floor New York, NY 10017 USA Persons reporting wrongdoing to the Investigations Hotline have the option to leave relevant contact information or to remain anonymous. The identity of a complainant whether anonymous or otherwise, will not be shared by OAI unless the latter stages of an OAI investigation demand. The subject of the investigation's due process rights require they know the identity of their accuser to present their defense. The exceptions would include where there is a credible threat to the safety and security of the complainant which would be assessed on a case-by-case basis with consideration of other corroborative evidence to continue the case with an anonymous or undisclosed complainant.</p>
4. Does your organization have investigators trained to investigate cases of sexual exploitation, abuse, and harassment (SEAH)?	Yes	Not Required	<p>OAI has a Sexual Misconduct Team comprising 1x P4 and 2 x P3 Investigations Specialists. They are trained and experienced in the investigation of sexual misconduct.</p>
5. Please describe the protocol in your organization if criminal misconduct is suspected.	Not Required	Suspected Criminal Misconduct Protocol	<p>All UNDP personnel are obliged to report misconduct. OAI is the sole office within UNDP mandated to conduct investigations. When allegations of misconduct are reported to OAI they are assessed in accordance with established procedures and assigned for investigation where appropriate. See UNDP Legal Framework and OAI Investigation Guidelines. Standard Operating Procedure</p>

Question	Response	URL	Details
			no. 620 (Intake of Complaints and Assessment), updated 4 March 2021 – currently under further review.
6. Does your organization provide an external, independent appeals process if reporting persons feel they have reasonable grounds for believing that the protection provided was inadequate or if finding of prima facie evidence was not determined? If yes, please describe.	Yes	Not Required	Please see Section 11, Request for Review by Ethics Panel of the United Nations, UNDP Policy For Protection Against Retaliation, which provides: If, following the notification of a determination by the UNDP Ethics Office on an individual's complaint of Retaliation, the individual wishes to have the matter reviewed further, the individual should refer the matter in writing to the Chairperson of the Ethics Panel of the United Nations.
7. Does your organization have documented procedures for handling the investigation of allegations of misconduct against the organization's executive head?	Yes	Not Provided	OAI Standard Operating Procedure no. 692 (Investigations of Allegations of Misconduct against UNDP Senior Management and OAI personnel), updated 14 May 2022
8. Does your organization have documented procedures that provide authority to heads of internal oversight offices or investigation functions to open investigations without executive head approval?	Yes	Not Provided	Not Provided

Table 3: UNDP Ethics Training

Question	Details
1. Ethics and Integrity at the United Nations: Personnel Trained in 2021	2077
2. Ethics and Integrity at the United Nations: Total Personnel Trained (as of December 31, 2021)	14208
3. Ethics and Integrity at the United Nations: Percent of Personnel Trained (as of December 31, 2021)	86%
4. Preventing Fraud and Corruption at the United Nations: Personnel Trained in 2021	2268
5. Preventing Fraud and Corruption at the United Nations: Total Personnel Trained (as of December 31, 2021)	14286
6. Preventing Fraud and Corruption at the United Nations: Percent of Personnel Trained (as of December 31, 2021)	86%
7. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Personnel Trained in 2021	1862
8. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Total Personnel Trained (as of December 31, 2021)	14434
9. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Percent of Personnel Trained (as of December 31, 2021)	87%
10. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Personnel Trained in 2021	1853
11. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Total Personnel Trained (as of December 31, 2021)	14330
12. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Percent of Personnel Trained (as of December 31, 2021)	86%

Question	Details
13. Other ethics training: Personnel Trained in 2021	Not Provided
14. Other ethics training: Total Personnel Trained (as of December 31, 2021)	Not Provided
15. Other ethics training: Percent of Personnel Trained (as of December 31, 2021)	Not Provided

United Nations Population Fund (UNFPA)

Table 1: UNFPA Ethics Policy

Question	Details
1. Total number of personnel (regardless of contract modality) subject to ethics policies	4365
2. Total number of ethics related inquiries.	996
3. Total number of reports of misconduct.	Not Applicable
4. Total number of retaliation claims.	8
5. Total number of prima facie determinations.	3
6. Total number of retaliation claims referred for investigations.	3
7. Total number of retaliation claims found in favor of claimant.	2

Table 2: UNFPA Whistleblower Protection Policy

Question	Response	URL	Details
1. Were any changes made to your organization's whistleblower protection policy during 2021? If yes, please explain.	No	Not Required	Not Provided
2. How has your organization disseminated its whistleblower protection policy?	Yes	Not Provided	The policy is posted on the Organization's intranet page. The policy is communicated through a range of training and outreach interventions, including mandatory online training, live training, Vlog's and as part of the suite of online resources for Ethics
3. Does your organization have an operational channel for anonymous reporting of misconduct or wrongdoing? If yes, how has your organization communicated to all personnel information about channels for anonymous reporting?	Yes	Anonymous Reporting Channel	UNFPA operates multiple avenues for internal and external persons seeking to report wrongdoing, including provisions for anonymous reporting whether by staff members, beneficiaries, Implementing Partners (IP), or any third party. Any one of these can use UNFPA's email hotline (investigationshotline@unfpa.org), web-based portal (http://web2.unfpa.org/help/hotline.cfm), postal mail, or telephone number (+1 (212) 297 5200) to report allegations of proscribed practices to UNFPA's Office of Audit and Investigation Services (OAIS). The web-based portal in particular allows for reporting anonymously for any given complainant. A full overview of UNFPA's mechanisms for reporting wrongdoing is available online.
4. Does your organization have investigators trained to investigate cases	Yes	Not Required	OAIS employs within its Investigation Branch professional investigators who have received training in investigating cases of sexual exploitation and abuse. This includes

of sexual exploitation, abuse, and harassment (SEAH)?			investigators who have been certified through the Core Humanitarian Alliance (https://www.chsalliance.org/). More information on CHS Alliance training on training on Protection from Sexual Exploitation, Abuse and Sexual Harassment, including conducting investigations and certification, can be found online. Additionally, OAIS Investigations Branch includes a senior investigator who previously served as the Co-Chairperson of Inter-Agency Standing Committee (IASC) Task Force on Protection from Sexual Exploitation and Abuse.
5. Please describe the protocol in your organization if criminal misconduct is suspected.	Not Required	Not Provided	OAIS will assess every complaint received through its reporting mechanisms pursuant to its standard procedures. If OAIS assesses that there are credible allegations that a crime has been committed by a UNFPA official or expert on mission, OAIS will request through the UNFPA Legal Unit that a referral of those allegations be made to the appropriate national authorities. In accordance with General Assembly resolution 62/63, the UN Secretary-General is requested “to bring credible allegations that reveal that a crime may have been committed by United Nations officials and experts on mission to the attention of the States against whose nationals such allegations are made...” On a case-by-case basis, the UNFPA Legal Unit liaises with the UN Office of Legal Affairs (OLA) for consideration of such referrals.
6. Does your organization provide an external, independent appeals process if reporting persons feel they have reasonable grounds for believing that the	Not Applicable	Not Required	UNFPA staff may appeal a no prima facie determination by the Ethics Office to the Chair of the Ethics Panel of the United Nations. The Chair conducts an independent review.

protection provided was inadequate or if finding of prima facie evidence was not determined? If yes, please describe.			
7. Does your organization have documented procedures for handling the investigation of allegations of misconduct against the organization's executive head?	Yes	Reporting Executive Head Procedures	As set forth in OAIS in paragraph 53, allegations of misconduct against the Executive Director of UNFPA cannot be reviewed or investigated by OAIS and shall be reported by the Director of OAIS to the Under Secretary General of the United Nations Office of Internal Oversight Services. OAIS shall extend any support necessary to the United Nations Office of Internal Oversight Services in dealing with such allegations.
8. Does your organization have documented procedures that provide authority to heads of internal oversight offices or investigation functions to open investigations without executive head approval?	Yes	Procedures Without Executive Head Approval	OAIS' Investigation Branch (OAIS/INV) has the sole responsibility for receiving and investigating all complaints of wrongdoing received and can do so without approval of the Executive Director. OAIS/INV perform investigations into allegations of fraud, misconduct and other wrongdoing in the programmes and operations of UNFPA that involve UNFPA staff, vendors (a legal person such as an implementing partner or a vendor, or an individual independent contractor such as a consultant) under its own authority. This authority is codified in the OAIS Charter and Disciplinary Framework.

Table 3: UNFPA Ethics Training

Question	Details
1. Ethics and Integrity at the United Nations: Personnel Trained in 2021	3081
2. Ethics and Integrity at the United Nations: Total Personnel Trained (as of December 31, 2021)	4279
3. Ethics and Integrity at the United Nations: Percent of Personnel Trained (as of December 31, 2021)	72%
4. Preventing Fraud and Corruption at the United Nations: Personnel Trained in 2021	440
5. Preventing Fraud and Corruption at the United Nations: Total Personnel Trained (as of December 31, 2021)	3467
6. Preventing Fraud and Corruption at the United Nations: Percent of Personnel Trained (as of December 31, 2021)	80%
7. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Personnel Trained in 2021	1985
8. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Total Personnel Trained (as of December 31, 2021)	3955
9. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Percent of Personnel Trained (as of December 31, 2021)	91%
10. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Personnel Trained in 2021	499
11. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Total Personnel Trained (as of December 31, 2021)	3339
12. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Percent of Personnel Trained (as of December 31, 2021)	77%

Question	Details
13. Other ethics training: Personnel Trained in 2021	Not Provided
14. Other ethics training: Total Personnel Trained (as of December 31, 2021)	Not Provided
15. Other ethics training: Percent of Personnel Trained (as of December 31, 2021)	Not Provided

United Nations Children's Fund (UNICEF)

Table 1: UNICEF Ethics Policy

Question	Details
1. Total number of personnel (regardless of contract modality) subject to ethics policies	20970
2. Total number of ethics related inquiries.	1020
3. Total number of reports of misconduct.	380
4. Total number of retaliation claims.	10
5. Total number of prima facie determinations.	3
6. Total number of retaliation claims referred for investigations.	1
7. Total number of retaliation claims found in favor of claimant.	0

Table 2: UNICEF Whistleblower Protection Policy

Question	Response	URL	Details
1. Were any changes made to your organization's whistleblower protection policy during 2021? If yes, please explain.	No	Not Required	The current UNICEF Policy on Whistle-blower Protection against Retaliation was recently issued in June 2018 and provides for a mandatory review date by June 21, 2023. UNICEF is currently discussing whether an earlier review, revision and update of the policy will be appropriate before this date. Any revision of the Policy may need to align with the related UN-wide framework for consistency and coherence.
2. How has your organization disseminated its whistleblower protection policy?	Yes	Whistleblower Protection Policy	The policy has been disseminated in various platforms, during training/outreach and on various websites, including through UNICEF's Reporting wrongdoing page.
3. Does your organization have an operational channel for anonymous reporting of misconduct or wrongdoing? If yes, how has your organization communicated to all personnel information about channels for anonymous reporting?	Yes	Not Provided	Anonymous reporting can be made to the Office of Internal Audit and Investigations (OIAI) by email (integrity1@unicef.org), mail, or any other means. The channels have been provided in relevant policies and published on OIAI public website.
4. Does your organization have investigators trained to investigate cases of sexual exploitation, abuse, and harassment (SEAH)?	Yes	Not Required	OIAI personnel have extensive experience conducting SEAH investigations and have also received specialized training in this regard. In the last four years, investigators have completed trainings on investigating child abuse, forensic interviewing of children, sexual harassment, and

			sexual exploitation and abuse offered by, inter alia, the National Children's Advocacy Center, the Conference of International Investigators (CII) (the professional body for investigators of international organizations), UNESCO/French National Gendarmerie, CHS Alliance and the Institute for International Criminal Investigations.
5. Please describe the protocol in your organization if criminal misconduct is suspected.	Not Required	Not Provided	In accordance with UN Staff Rule and under the UNICEF disciplinary policy, staff members have the obligation to report to OIAI any possible wrongdoing or misconduct, including criminal misconduct. If OIAI, or the other investigative office, and/or the Deputy Executive Director, Management determine(s) that the alleged misconduct might amount to criminal liability under any applicable national law, the Principal Advisor, Legal, shall be informed, for consideration of referral of the matter to national authorities and any other appropriate action.
6. Does your organization provide an external, independent appeals process if reporting persons feel they have reasonable grounds for believing that the protection provided was inadequate or if finding of prima facie evidence was not determined? If yes, please describe.	Yes	Not Required	In accordance with the provisions of the policy (section 20) "should the complainant following a final determination by the Ethics Office, wish to have the matter reviewed further, he/she may refer the matter, in writing, to the Chairperson of the Ethics Committee. The Chairperson, after consultation with the Ethics Committee, may then undertake his/her own independent review of the matter and provide a report to the Executive Director". The Ethics Committee is the Ethics Panel

			<p>of the UN (EPUN), whose chairperson is the UN Secretariat Ethics Director. In addition, external reporting is provided for under the following provisions: “Reporting misconduct outside the established mechanisms 32. Notwithstanding UN Staff Regulation 1.2(i), protection against retaliation as foreseen in this policy will be extended to an individual who reports misconduct to an entity or individual outside of the established internal channels mentioned in paragraph 12, if the below criteria are satisfied: 32.1. The report concerns: 32.1.1. A significant threat to public health or safety; or 32.1.2. Substantive damage to UNICEF’s operations; or 32.1.3. Violation of national or international laws with immediate adverse impact on life or property; 32.1.4. and 32.2. The use of internal mechanisms is not possible because: 32.2.1. At the time the report is made, the individual has reasonable grounds to believe that he/she will be subjected to retaliation by the person(s) he/she should report to pursuant to the established internal mechanism; or 32.2.2. It is likely that evidence relating to the suspected misconduct will be concealed or destroyed if the individual report to the person(s) he/she should report to pursuant to the established internal mechanisms; or 32.2.3. the individual has previously reported the same information through the established internal mechanisms, and the Organization has failed to inform the individual in writing of the status of the matter within six months</p>
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			of such a report; and 32.3. The individual does not solicit or accept payment or any other benefit, directly or indirectly, for the individual or any other person, from any party for making such a report. 33. When circumstances require that such reports be made outside of the established UNICEF internal established mechanisms, preference must be given to make a report directly to the Executive Director or the United Nations Office of Internal Oversight Services (OIOS)".
7. Does your organization have documented procedures for handling the investigation of allegations of misconduct against the organization's executive head?	Yes	Not Provided	Under the UNICEF disciplinary policy, as well as under the OIAI Charter, OIAI shall refer all reports of possible misconduct by the Executive Director to the UN Secretary-General.
8. Does your organization have documented procedures that provide authority to heads of internal oversight offices or investigation functions to open investigations without executive head approval?	Yes	Not Provided	Under its mandate, OIAI has the authority to independently decide to open an investigation into any matter without approval of the Executive Director or any other official

Table 3: UNICEF Ethics Training

Question	Details
1. Ethics and Integrity at the United Nations: Personnel Trained in 2021	Not Provided
2. Ethics and Integrity at the United Nations: Total Personnel Trained (as of December 31, 2021)	Not Provided
3. Ethics and Integrity at the United Nations: Percent of Personnel Trained (as of December 31, 2021)	Not Provided

Question	Details
4. Preventing Fraud and Corruption at the United Nations: Personnel Trained in 2021	Not Provided
5. Preventing Fraud and Corruption at the United Nations: Total Personnel Trained (as of December 31, 2021)	Not Provided
6. Preventing Fraud and Corruption at the United Nations: Percent of Personnel Trained (as of December 31, 2021)	Not Provided
7. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Personnel Trained in 2021	Not Provided
8. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Total Personnel Trained (as of December 31, 2021)	Not Provided
9. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Percent of Personnel Trained (as of December 31, 2021)	Not Provided
10. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Personnel Trained in 2021	Not Provided
11. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Total Personnel Trained (as of December 31, 2021)	Not Provided
12. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Percent of Personnel Trained (as of December 31, 2021)	Not Provided
13. Other ethics training: Personnel Trained in 2021	Not Provided
14. Other ethics training: Total Personnel Trained (as of December 31, 2021)	Not Provided
15. Other ethics training: Percent of Personnel Trained (as of December 31, 2021)	Not Provided

International Institute for the Unification of Private Law (UNIDROIT)

Table 1: UNIDROIT Ethics Policy

Question	Details
1. Total number of personnel (regardless of contract modality) subject to ethics policies	27
2. Total number of ethics related inquiries.	0
3. Total number of reports of misconduct.	0
4. Total number of retaliation claims.	0
5. Total number of prima facie determinations.	0
6. Total number of retaliation claims referred for investigations.	0
7. Total number of retaliation claims found in favor of claimant.	0

Table 2: UNIDROIT Whistleblower Protection Policy

Question	Response	URL	Details
1. Were any changes made to your organization's whistleblower protection policy during 2021? If yes, please explain.	Yes	Not Required	A Draft Policy was approved by the General Assembly at its 80th session (see above)
2. How has your organization disseminated its whistleblower protection policy?	Yes	Not Provided	It has been Disseminated to all governing bodies of the Institute and Member States and published on the UNIDROIT website

3. Does your organization have an operational channel for anonymous reporting of misconduct or wrongdoing? If yes, how has your organization communicated to all personnel information about channels for anonymous reporting?	No	Not Provided	Not Provided
4. Does your organization have investigators trained to investigate cases of sexual exploitation, abuse, and harassment (SEAH)?	No	Not Required	Not Provided
5. Please describe the protocol in your organization if criminal misconduct is suspected.	Not Required	Criminal Misconduct Protocol	Not Provided
6. Does your organization provide an external, independent appeals process if reporting persons feel they have reasonable grounds for believing that the protection provided was inadequate or if finding of prima facie evidence was not determined? If yes, please describe.	No	Not Required	Not Provided
7. Does your organization have documented procedures for handling the investigation of allegations of misconduct against the organization's executive head?	Yes	Investigations Against Organization's Executive Head	Not Provided
8. Does your organization have documented procedures that provide authority to heads of internal oversight offices or investigation functions to open investigations without executive head approval?	Yes	Open Investigations Without Executive Approval	Not Provided

Table 3: UNIDROIT Ethics Training

Question	Details
1. Ethics and Integrity at the United Nations: Personnel Trained in 2021	0
2. Ethics and Integrity at the United Nations: Total Personnel Trained (as of December 31, 2021)	0
3. Ethics and Integrity at the United Nations: Percent of Personnel Trained (as of December 31, 2021)	0
4. Preventing Fraud and Corruption at the United Nations: Personnel Trained in 2021	0
5. Preventing Fraud and Corruption at the United Nations: Total Personnel Trained (as of December 31, 2021)	0
6. Preventing Fraud and Corruption at the United Nations: Percent of Personnel Trained (as of December 31, 2021)	0
7. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Personnel Trained in 2021	0
8. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Total Personnel Trained (as of December 31, 2021)	0
9. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Percent of Personnel Trained (as of December 31, 2021)	0
10. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Personnel Trained in 2021	0
11. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Total Personnel Trained (as of December 31, 2021)	0
12. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Percent of Personnel Trained (as of December 31, 2021)	0

Question	Details
13. Other ethics training: Personnel Trained in 2021	Not Provided
14. Other ethics training: Total Personnel Trained (as of December 31, 2021)	Not Provided
15. Other ethics training: Percent of Personnel Trained (as of December 31, 2021)	Not Provided

International Union for the Protection of Varieties of Plants (UPOV) and World Intellectual Property Organization (WIPO)

Table 1: WIPO Ethics Policy

Question	Details
1. Total number of personnel (regardless of contract modality) subject to ethics policies	1588
2. Total number of ethics related inquiries.	53
3. Total number of reports of misconduct.	25
4. Total number of retaliation claims.	0
5. Total number of prima facie determinations.	Not Applicable
6. Total number of retaliation claims referred for investigations.	Not Applicable
7. Total number of retaliation claims found in favor of claimant.	Not Applicable

Table 2: WIPO Whistleblower Protection Policy

Question	Response	URL	Details
1. Were any changes made to your organization's whistleblower protection policy during 2021? If yes, please explain.	No	Not Required	Not Provided
2. How has your organization disseminated its whistleblower protection policy?	Yes	Whistleblower Protection Policy	The Policy for protection against retaliation is shared with all WIPO personnel and is accessible to all WIPO personnel via the Ethics Office intranet page and WIPO's public website.
3. Does your organization have an operational channel for anonymous reporting of misconduct or wrongdoing? If yes, how has your organization communicated to all personnel information about channels for anonymous reporting?	Yes	Anonymous Reporting Channels	An external, independent online whistleblowing platform is available for anyone to report allegations of misconduct or other wrongdoing affecting WIPO staff, assets or activities. This platform is secured and may be used anonymously. It should be noted however that protection against retaliation cannot be afforded to anonymous complainants.
4. Does your organization have investigators trained to investigate cases of sexual exploitation, abuse, and harassment (SEAH)?	Yes	Not Required	IOD investigators particularly attended training programs delivered by the French gendarmerie on the handling of victims and subjects of sexual abuse.
5. Please describe the protocol in your organization if criminal misconduct is suspected.	Not Required	Not Provided	As provided at paragraph 170 of the Investigation Manual, "In cases where the

Question	Response	URL	Details
			investigation substantiates actions which may constitute crimes of a serious nature, the Director, IOD may recommend to the Director General to refer the matter to the competent law enforcement authorities".
6. Does your organization provide an external, independent appeals process if reporting persons feel they have reasonable grounds for believing that the protection provided was inadequate or if finding of prima facie evidence was not determined? If yes, please describe.	Yes	Not Required	Under the WIPO Policy for protection against retaliation, the Ethics Office is responsible for reviewing complaints to determine whether there exists a prima facie case of retaliation. If a prima facie case of retaliation is determined, the Ethics Office refers the matter for investigation. If no prima facie case of retaliation is found by the Ethics Office, WIPO personnel can request a review of any such determination by an external second-level reviewer.
7. Does your organization have documented procedures for handling the investigation of allegations of misconduct against the organization's executive head?	Yes	Not Provided	Internal Oversight Charter paragraphs 24-25 and 40-42.
8. Does your organization have documented procedures that provide authority to heads of internal oversight offices or investigation functions to open investigations without executive head approval?	Yes	Not Provided	The WIPO Internal Oversight Charter, Investigation Policy, and Investigation Manual consistently state the Director, IOD's authority to initiate and conduct investigations independently.

Table 3: WIPO Ethics Training

Question	Details
1. Ethics and Integrity at the United Nations: Personnel Trained in 2021	24
2. Ethics and Integrity at the United Nations: Total Personnel Trained (as of December 31, 2021)	392
3. Ethics and Integrity at the United Nations: Percent of Personnel Trained (as of December 31, 2021)	25%
4. Preventing Fraud and Corruption at the United Nations: Personnel Trained in 2021	110
5. Preventing Fraud and Corruption at the United Nations: Total Personnel Trained (as of December 31, 2021)	1505
6. Preventing Fraud and Corruption at the United Nations: Percent of Personnel Trained (as of December 31, 2021)	95%
7. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Personnel Trained in 2021	14
8. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Total Personnel Trained (as of December 31, 2021)	263
9. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Percent of Personnel Trained (as of December 31, 2021)	17%
10. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Personnel Trained in 2021	130
11. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Total Personnel Trained (as of December 31, 2021)	1299
12. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Percent of Personnel Trained (as of December 31, 2021)	82%

Question	Details
13. Other ethics training: Personnel Trained in 2021	Not Provided
14. Other ethics training: Total Personnel Trained (as of December 31, 2021)	Not Provided
15. Other ethics training: Percent of Personnel Trained (as of December 31, 2021)	Not Provided

Universal Postal Union (UPU)

Table 1: UPU Ethics Policy

Question	Details
1. Total number of personnel (regardless of contract modality) subject to ethics policies	261
2. Total number of ethics related inquiries.	2
3. Total number of reports of misconduct.	0
4. Total number of retaliation claims.	0
5. Total number of prima facie determinations.	0
6. Total number of retaliation claims referred for investigations.	0
7. Total number of retaliation claims found in favor of claimant.	0

Table 2: UPU Whistleblower Protection Policy

Question	Respons	URL	Details
1. Were any changes made to your organization's whistleblower protection policy during 2021? If yes, please explain.	No	Not Required	Not Provided
2. How has your organization disseminated its whistleblower protection policy?	Yes	Not Provided	Hand out a copy of the Policy to new staff members. Publish it on the intranet. Via ethics training.
3. Does your organization have an operational channel for anonymous reporting of misconduct or wrongdoing? If yes, how has your organization communicated to all personnel information about channels for anonymous reporting?	Yes	Not Provided	HR Director, Staff Association and own Director. Ethics Office (channel published on the intranet and communicated to staff during various ethics trainings)
4. Does your organization have investigators trained to investigate cases of sexual exploitation, abuse, and harassment (SEAH)?	Yes	Not Required	Internal Auditor (BDO)
5. Please describe the protocol in your organization if criminal misconduct is suspected.	Not Required	Not Provided	It's outlined in Administrative Instruction no. 35/Rev.1 and Administrative Instruction (DRH) No. 26/Rev 1 of 15 March 2021 - Subject: Disciplinary proceedings and rules of procedure of the Disciplinary Committee
6. Does your organization provide an external, independent appeals process if reporting persons feel they have reasonable grounds for believing that the protection provided was	Yes	Not Required	Administrative Instruction no. 26 and Chapter 11 of Staff Rule – Appeals and Complaints

Question	Respons	URL	Details
inadequate or if finding of prima facie evidence was not determined? If yes, please describe.			
7. Does your organization have documented procedures for handling the investigation of allegations of misconduct against the organization's executive head?	Yes	Not Provided	General Regulation for elected officials, administrative Instruction no. 26, and Chapter 11 of Staff Rule – Appeals & Complaints
8. Does your organization have documented procedures that provide authority to heads of internal oversight offices or investigation functions to open investigations without executive head approval?	No	Not Provided	Not Provided

Table 3: UPU Ethics Training

Question	Details
1. Ethics and Integrity at the United Nations: Personnel Trained in 2021	Not Provided
2. Ethics and Integrity at the United Nations: Total Personnel Trained (as of December 31, 2021)	Not Provided
3. Ethics and Integrity at the United Nations: Percent of Personnel Trained (as of December 31, 2021)	Not Provided
4. Preventing Fraud and Corruption at the United Nations: Personnel Trained in 2021	Not Provided
5. Preventing Fraud and Corruption at the United Nations: Total Personnel Trained (as of December 31, 2021)	Not Provided
6. Preventing Fraud and Corruption at the United Nations: Percent of Personnel Trained (as of December 31, 2021)	Not Provided

Question	Details
7. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Personnel Trained in 2021	Not Provided
8. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Total Personnel Trained (as of December 31, 2021)	Not Provided
9. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Percent of Personnel Trained (as of December 31, 2021)	Not Provided
10. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Personnel Trained in 2021	Not Provided
11. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Total Personnel Trained (as of December 31, 2021)	Not Provided
12. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Percent of Personnel Trained (as of December 31, 2021)	Not Provided
13. Other ethics training: Personnel Trained in 2021	256
14. Other ethics training: Total Personnel Trained (as of December 31, 2021)	257
15. Other ethics training: Percent of Personnel Trained (as of December 31, 2021)	97%

World Customs Council/Customs Cooperation Council (WCO)

Table 1: WCO Ethics Policy

Question	Details
1. Total number of personnel (regardless of contract modality) subject to ethics policies	208
2. Total number of ethics related inquiries.	0
3. Total number of reports of misconduct.	0
4. Total number of retaliation claims.	0
5. Total number of prima facie determinations.	0
6. Total number of retaliation claims referred for investigations.	0
7. Total number of retaliation claims found in favor of claimant.	0

Table 2: WCO Whistleblower Protection Policy

Question	Response	URL	Details
1. Were any changes made to your organization's whistleblower protection policy during 2021? If yes, please explain.	No	Not Required	Not Provided
2. How has your organization disseminated its whistleblower protection policy?	Yes	Not Provided	It is hosted on the intranet and accessible to Member administrations through the Audit Committee documents.

Question	Response	URL	Details
3. Does your organization have an operational channel for anonymous reporting of misconduct or wrongdoing? If yes, how has your organization communicated to all personnel information about channels for anonymous reporting?	Yes	Not Provided	The information is contained in the whistleblower protection policy, which is available to all personnel on the intranet.
4. Does your organization have investigators trained to investigate cases of sexual exploitation, abuse, and harassment (SEAH)?	No	Not Required	Not Provided
5. Please describe the protocol in your organization if criminal misconduct is suspected.	Not Required	Not Provided	The normal channel through which a report should be made in the first instance is the direct line manager. Individuals may raise concerns in writing with their line manager at Deputy Director level or above.
6. Does your organization provide an external, independent appeals process if reporting persons feel they have reasonable grounds for believing that the protection provided was inadequate or if finding of prima facie evidence was not determined? If yes, please describe.	Yes	Not Required	Staff members have access to the ILOAT when the WCO internal remedies are exhausted.
7. Does your organization have documented procedures for handling the investigation of allegations of misconduct against the organization's executive head?	No	Not Provided	Not Provided

Question	Response	URL	Details
8. Does your organization have documented procedures that provide authority to heads of internal oversight offices or investigation functions to open investigations without executive head approval?	Yes	Not Provided	Not Provided

Table 3: WCO Ethics Training

Question	Details
1. Ethics and Integrity at the United Nations: Personnel Trained in 2021	0
2. Ethics and Integrity at the United Nations: Total Personnel Trained (as of December 31, 2021)	0
3. Ethics and Integrity at the United Nations: Percent of Personnel Trained (as of December 31, 2021)	0
4. Preventing Fraud and Corruption at the United Nations: Personnel Trained in 2021	0
5. Preventing Fraud and Corruption at the United Nations: Total Personnel Trained (as of December 31, 2021)	0
6. Preventing Fraud and Corruption at the United Nations: Percent of Personnel Trained (as of December 31, 2021)	0
7. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Personnel Trained in 2021	0
8. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Total Personnel Trained (as of December 31, 2021)	0
9. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Percent of Personnel Trained (as of December 31, 2021)	0
10. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Personnel Trained in 2021	0

Question	Details
11. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Total Personnel Trained (as of December 31, 2021)	0
12. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Percent of Personnel Trained (as of December 31, 2021)	0
13. Other ethics training: Personnel Trained in 2021	0
14. Other ethics training: Total Personnel Trained (as of December 31, 2021)	0
15. Other ethics training: Percent of Personnel Trained (as of December 31, 2021)	0

World Health Organization (WHO)

Table 1: WHO Ethics Policy

Question	Details
1. Total number of personnel (regardless of contract modality) subject to ethics policies	Not Provided
2. Total number of ethics related inquiries.	484
3. Total number of reports of misconduct.	Not Provided
4. Total number of retaliation claims.	7
5. Total number of prima facie determinations.	4
6. Total number of retaliation claims referred for investigations.	7
7. Total number of retaliation claims found in favor of claimant.	0

Table 2: WHO Whistleblower Protection Policy

Question	Response	URL	Details
1. Were any changes made to your organization's whistleblower protection policy during 2021? If yes, please explain.	No	Not Required	However, the policy is currently under revision.
2. How has your organization disseminated its whistleblower protection policy?	Yes	Not Provided	The policy has been disseminated throughout WHO via the induction trainings, through operational briefings in and WHO's intranet and internet sites.
3. Does your organization have an operational channel for anonymous reporting of misconduct or wrongdoing? If yes, how has your organization communicated to all personnel information about channels for anonymous reporting?	Yes	Not Provided	WHO's Integrity Hotline. (see WHO website - Communication regarding the Integrity Hotline has been done through induction trainings, town halls, WHO's intranet sites, posters informing the workforce on how to raise a concern.
4. Does your organization have investigators trained to investigate cases of sexual exploitation, abuse, and harassment (SEAH)?	Yes	Not Required	Not Provided
5. Please describe the protocol in your organization if criminal misconduct is suspected.	Not Required	Not Provided	As applicable IOS makes recommendations to WHO management, when applicable, to refer matters to local authorities. The Office of Legal Counsel (LEG) is responsible for such processes. LEG refers matters that constitute a criminal offence under relevant national law through applicable diplomatic channels to national authorities provided there is reasonable

			assurance that human rights and physical safety of alleged subjects and eventual victims are respected
6. Does your organization provide an external, independent appeals process if reporting persons feel they have reasonable grounds for believing that the protection provided was inadequate or if finding of prima facie evidence was not determined? If yes, please describe.	No	Not Required	This is currently under consideration. At present there is no alternative reviewing body per se.
7. Does your organization have documented procedures for handling the investigation of allegations of misconduct against the organization's executive head?	Yes	Not Provided	The Executive Head is a WHO staff member and investigation procedures for staff apply. The Independent Expert Oversight Advisory Committee (IEOAC) of the WHO Executive Board is currently developing guidance on practical aspects with particular regard to the process following the finalization of an investigation report and initiation of disciplinary process, if appropriate. The proposed guidance will be considered by the WHO Executive Board at its 152nd session in January 2023.
8. Does your organization have documented procedures that provide authority to heads of internal oversight offices or investigation functions to open investigations without executive head approval?	Yes	Not Provided	This is guaranteed under the WHO Financial Rule XII and the IOS Charter as follows: IOS Charter: "IOS shall assess and investigate indications of misconduct, such as fraud, corruption, collusion, theft, sexual exploitation and abuse, workplace harassment and sexual harassment, retaliation, and other acts or omissions, which are contrary to

			the general obligations of WHO staff and other personnel.”
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Table 3: WHO Ethics Training

Question	Details
1. Ethics and Integrity at the United Nations: Personnel Trained in 2021	In 2021 we started the development of the all-workforce mandatory Ethics Empowerment training. It is scheduled for release end of 2022.
2. Ethics and Integrity at the United Nations: Total Personnel Trained (as of December 31, 2021)	Not Applicable
3. Ethics and Integrity at the United Nations: Percent of Personnel Trained (as of December 31, 2021)	Not Applicable
4. Preventing Fraud and Corruption at the United Nations: Personnel Trained in 2021	IOS systematically conducts anti-fraud awareness training as part of its audit missions.
5. Preventing Fraud and Corruption at the United Nations: Total Personnel Trained (as of December 31, 2021)	Not Provided
6. Preventing Fraud and Corruption at the United Nations: Percent of Personnel Trained (as of December 31, 2021)	Not Provided
7. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Personnel Trained in 2021	6734
8. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Total Personnel Trained (as of December 31, 2021)	7855

Question	Details
9. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Percent of Personnel Trained (as of December 31, 2021)	53.3%
10. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Personnel Trained in 2021	Not Provided
11. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Total Personnel Trained (as of December 31, 2021)	Not Provided
12. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Percent of Personnel Trained (as of December 31, 2021)	Not Provided
13. Other ethics training: Personnel Trained in 2021	Not Provided
14. Other ethics training: Total Personnel Trained (as of December 31, 2021)	Not Provided
15. Other ethics training: Percent of Personnel Trained (as of December 31, 2021)	Not Provided

World Meteorological Organization (WMO)

Table 1: WMO Ethics Policy

Question	Details
1. Total number of personnel (regardless of contract modality) subject to ethics policies	350
2. Total number of ethics related inquiries.	40
3. Total number of reports of misconduct.	0
4. Total number of retaliation claims.	0

5. Total number of prima facie determinations.	0
6. Total number of retaliation claims referred for investigations.	0
7. Total number of retaliation claims found in favor of claimant.	0

Table 2: WMO Whistleblower Protection Policy

Question	Response	URL	Details
1. Were any changes made to your organization's whistleblower protection policy during 2021? If yes, please explain.	No	Not Required	Not Provided
2. How has your organization disseminated its whistleblower protection policy?	Yes	Not Provided	Yes, all staff have ready access to the policy.
3. Does your organization have an operational channel for anonymous reporting of misconduct or wrongdoing? If yes, how has your organization communicated to all personnel information about channels for anonymous reporting?	Not Applicable	Not Provided	Misconduct allegations are reported to the Internal Oversight Office.
4. Does your organization have investigators trained to investigate cases of sexual exploitation, abuse, and harassment (SEAH)?	No	Not Required	Investigations of potential allegation are outsourced to competent external entities.
5. Please describe the protocol in your organization if criminal misconduct is suspected.	Not Required	Not Provided	IOO follows the Uniform Guidelines for Investigations and as per the guidelines, appropriate cases will be referred to national authorities for further investigation. In such cases

Question	Response	URL	Details
			pursuant to section 16 of the Convention of Privileges and Immunities of Specialized Agencies, the SG has the authority and the duty to waive immunity where, in his opinion, "immunity would impede the course of justice and it can be waived without prejudice to the purpose for which immunity is accorded".
6. Does your organization provide an external, independent appeals process if reporting persons feel they have reasonable grounds for believing that the protection provided was inadequate or if finding of prima facie evidence was not determined? If yes, please describe.	Not Applicable	Not Required	Retaliatory actions can be considered administrative decisions that staff members can challenge through the system of administration of justice.
7. Does your organization have documented procedures for handling the investigation of allegations of misconduct against the organization's executive head?	Yes	Not Provided	Document is approved by the WMO Executive Council and is awaiting approval by the WMO Congress.
8. Does your organization have documented procedures that provide authority to heads of internal oversight offices or investigation functions to open investigations without executive head approval?	Yes	Not Provided	Document is approved by the WMO Executive Council and is awaiting approval by the WMO Congress.

Table 3: WMO Ethics Training

Question	Details
1. Ethics and Integrity at the United Nations: Personnel Trained in 2021	Not Provided
2. Ethics and Integrity at the United Nations: Total Personnel Trained (as of December 31, 2021)	Not Provided
3. Ethics and Integrity at the United Nations: Percent of Personnel Trained (as of December 31, 2021)	Not Provided
4. Preventing Fraud and Corruption at the United Nations: Personnel Trained in 2021	Not Provided
5. Preventing Fraud and Corruption at the United Nations: Total Personnel Trained (as of December 31, 2021)	Not Provided
6. Preventing Fraud and Corruption at the United Nations: Percent of Personnel Trained (as of December 31, 2021)	Not Provided
7. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Personnel Trained in 2021	Not Provided
8. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Total Personnel Trained (as of December 31, 2021)	Not Provided
9. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Percent of Personnel Trained (as of December 31, 2021)	Not Provided
10. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Personnel Trained in 2021	Not Provided
11. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Total Personnel Trained (as of December 31, 2021)	Not Provided
12. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Percent of Personnel Trained (as of December 31, 2021)	Not Provided
13. Other ethics training: Personnel Trained in 2021	Not Provided
14. Other ethics training: Total Personnel Trained (as of December 31, 2021)	Not Provided

Question	Details
15. Other ethics training: Percent of Personnel Trained (as of December 31, 2021)	Not Provided

World Trade Organization (WTO)

Table 1: WTO Ethics Policy

Question	Details
1. Total number of personnel (regardless of contract modality) subject to ethics policies	762
2. Total number of ethics related inquiries.	Not Applicable
3. Total number of reports of misconduct.	16
4. Total number of retaliation claims.	0
5. Total number of prima facie determinations.	0
6. Total number of retaliation claims referred for investigations.	1
7. Total number of retaliation claims found in favor of claimant.	Not Applicable

Table 2: WTO Whistleblower Protection Policy

Question	Response	URL	Details
1. Were any changes made to your organization's whistleblower protection policy during 2021? If yes, please explain.	Not Applicable	Not Required	Not Provided

Question	Response	URL	Details
2. How has your organization disseminated its whistleblower protection policy?	Yes	Not Provided	The Provisional Procedures for Administrative Investigations and Disciplinary Actions were made available to all staff
3. Does your organization have an operational channel for anonymous reporting of misconduct or wrongdoing? If yes, how has your organization communicated to all personnel information about channels for anonymous reporting?	No	Not Provided	An Integrity Line is planned to be launched by November 2022
4. Does your organization have investigators trained to investigate cases of sexual exploitation, abuse, and harassment (SEAH)?	Yes	Not Required	In 2021, the OIO had external investigator with experience in SH investigations. The current Head of OIO is trained and experienced in SEAH investigations. The OIO Investigator will undertake training in 2022-23.
5. Please describe the protocol in your organization if criminal misconduct is suspected.	Not Required	Not Provided	In emergency situations or upon legal advice, suspected criminal misconduct may be reported to relevant authorities.
6. Does your organization provide an external, independent appeals process if reporting persons feel they have reasonable grounds for believing that the protection provided was inadequate or if finding of prima facie evidence was not determined? If yes, please describe.	Yes	Not Required	The Administrative Tribunal of the International Labour Organization hears and passes binding final judgment upon a complaint from a staff member.
7. Does your organization have documented procedures for handling the investigation of	Yes	Not Provided	In Administrative Memorandum (15)-101.

Question	Response	URL	Details
allegations of misconduct against the organization's executive head?			
8. Does your organization have documented procedures that provide authority to heads of internal oversight offices or investigation functions to open investigations without executive head approval?	Yes	Not Provided	The Head of the OIO is authorized to initiate an investigation ex officio.

Table 3: WTO Ethics Training

Question	Details
1. Ethics and Integrity at the United Nations: Personnel Trained in 2021	Not Applicable
2. Ethics and Integrity at the United Nations: Total Personnel Trained (as of December 31, 2021)	Not Provided
3. Ethics and Integrity at the United Nations: Percent of Personnel Trained (as of December 31, 2021)	Not Provided
4. Preventing Fraud and Corruption at the United Nations: Personnel Trained in 2021	Not Applicable
5. Preventing Fraud and Corruption at the United Nations: Total Personnel Trained (as of December 31, 2021)	Not Provided
6. Preventing Fraud and Corruption at the United Nations: Percent of Personnel Trained (as of December 31, 2021)	Not Provided
7. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Personnel Trained in 2021	Not Applicable
8. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Total Personnel Trained (as of December 31, 2021)	Not Provided

Question	Details
9. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Percent of Personnel Trained (as of December 31, 2021)	Not Provided
10. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Personnel Trained in 2021	Not Applicable
11. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Total Personnel Trained (as of December 31, 2021)	Not Provided
12. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Percent of Personnel Trained (as of December 31, 2021)	Not Provided
13. Other ethics training: Personnel Trained in 2021	Not Provided
14. Other ethics training: Total Personnel Trained (as of December 31, 2021)	Not Provided
15. Other ethics training: Percent of Personnel Trained (as of December 31, 2021)	Not Provided