

FY 2022 Individual Reports

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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	63
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 2022? 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	It is available on the APEC Secretariat intranet and APEC 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	Not Provided	If internal investigation confirmed is a criminal misconduct, the Ethics Panel will provide the recommendation to the Executive Director, and it will be handled to the police for further investigation.
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	APEC has a process for external, independent appeals process for this.

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 2022	Not Applicable
2. Ethics and Integrity at the United Nations: Total Personnel Trained (as of December 31, 2022)	Not Applicable
3. Ethics and Integrity at the United Nations: Percent of Personnel Trained (as of December 31, 2022)	Not Applicable
4. Preventing Fraud and Corruption at the United Nations: Personnel Trained in 2022	Not Applicable

Question	Details
5. Preventing Fraud and Corruption at the United Nations: Total Personnel Trained (as of December 31, 2022)	Not Applicable
6. Preventing Fraud and Corruption at the United Nations: Percent of Personnel Trained (as of December 31, 2022)	Not Applicable
7. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Personnel Trained in 2022	Not Applicable
8. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Total Personnel Trained (as of December 31, 2022)	Not Applicable
9. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Percent of Personnel Trained (as of December 31, 2022)	Not Applicable
10. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Personnel Trained in 2022	Not Applicable
11. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Total Personnel Trained (as of December 31, 2022)	Not Applicable
12. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Percent of Personnel Trained (as of December 31, 2022)	Not Applicable
13. Other ethics training: Personnel Trained in 2022	61
14. Other ethics training: Total Personnel Trained (as of December 31, 2022)	61
15. Other ethics training: Percent of Personnel Trained (as of December 31, 2022)	100%

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	16
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 2022? If yes, please explain.	No	Not Required	Not Provided
2. How has your organization disseminated its whistleblower protection policy?	Yes	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	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.	Yes	Not Provided	Report sent to Chairperson of the Executive 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 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 2022	Not Provided

2. Ethics and Integrity at the United Nations: Total Personnel Trained (as of December 31, 2022)	Not Provided
3. Ethics and Integrity at the United Nations: Percent of Personnel Trained (as of December 31, 2022)	Not Provided
4. Preventing Fraud and Corruption at the United Nations: Personnel Trained in 2022	Not Provided
5. Preventing Fraud and Corruption at the United Nations: Total Personnel Trained (as of December 31, 2022)	Not Provided
6. Preventing Fraud and Corruption at the United Nations: Percent of Personnel Trained (as of December 31, 2022)	Not Provided
7. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Personnel Trained in 2022	Not Provided
8. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Total Personnel Trained (as of December 31, 2022)	Not Provided
9. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Percent of Personnel Trained (as of December 31, 2022)	Not Provided
10. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Personnel Trained in 2022	0
11. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Total Personnel Trained (as of December 31, 2022)	Not Provided
12. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Percent of Personnel Trained (as of December 31, 2022)	Not Provided
13. Other ethics training: Personnel Trained in 2022	16
14. Other ethics training: Total Personnel Trained (as of December 31, 2022)	16
15. Other ethics training: Percent of Personnel Trained (as of December 31, 2022)	100%

Colombo Plan Council for Technical Cooperation (CP)

Table 1: CP 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: CP Whistleblower Protection Policy

Question	Response	URL	Details
1. Were any changes made to your organization's whistleblower protection policy during 2022? If yes, please explain.	No	Not Required	Not Provided
2. How has your organization disseminated its whistleblower protection policy?	Yes	Not Provided	Communicated policy to 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	Not Provided	Yes. Misconduct and violation incidents can be reported in confidence to the immediate supervisors and managers, HR and Secretariat Management.
4. Does your organization have investigators trained to investigate cases of sexual exploitation, abuse, and harassment (SEAH)?	No	Not Required	Secretariat management performs prompt and thorough investigations. Professional investigators shall be engaged on a case-by-case basis.
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 procedures mentioned in the HR Manual (Chapter 10).
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	In their annual workplan, they can include investigations without need for prior Secretariat head or Council approval.

Table 3: CP Ethics Training

Question	Details
1. Ethics and Integrity at the United Nations: Personnel Trained in 2022	Not Provided
2. Ethics and Integrity at the United Nations: Total Personnel Trained (as of December 31, 2022)	Not Provided
3. Ethics and Integrity at the United Nations: Percent of Personnel Trained (as of December 31, 2022)	Not Provided
4. Preventing Fraud and Corruption at the United Nations: Personnel Trained in 2022	Not Provided
5. Preventing Fraud and Corruption at the United Nations: Total Personnel Trained (as of December 31, 2022)	Not Provided
6. Preventing Fraud and Corruption at the United Nations: Percent of Personnel Trained (as of December 31, 2022)	Not Provided
7. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Personnel Trained in 2022	Not Provided
8. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Total Personnel Trained (as of December 31, 2022)	Not Provided
9. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Percent of Personnel Trained (as of December 31, 2022)	Not Provided

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

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	14506
2. Total number of ethics related inquiries.	428
3. Total number of reports of misconduct.	Not Provided
4. Total number of retaliation claims.	9
5. Total number of prima facie determinations.	6
6. Total number of retaliation claims referred for investigations.	0
7. Total number of retaliation claims found in favor of claimant.	0

Table 2: FAO Whistleblower Protection Policy

Question	Response	URL	Details
1. Were any changes made to your organization's whistleblower protection policy during 2022? If yes, please explain.	No	Not Required	Not Provided

Question	Response	URL	Details
2. How has your organization disseminated its whistleblower protection policy?	Yes	FAO Whistleblower Protection Policy	Personnel are informed through a number of advocacy tools/means: briefings, webinars, Intranet articles, videos, guidelines, etc. The policy is also made available to the public on the FAO 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	FAO Channel for Anonymous Reporting of Misconduct	Not Provided
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 Required	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	No	Not Required	An alternative review mechanism has been agreed to by the Director-General but it has not become operational.

Question	Response	URL	Details
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	In the process of being developed
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: FAO Ethics Training

Question	Details
1. Ethics and Integrity at the United Nations: Personnel Trained in 2022	3159
2. Ethics and Integrity at the United Nations: Total Personnel Trained (as of December 31, 2022)	11097
3. Ethics and Integrity at the United Nations: Percent of Personnel Trained (as of December 31, 2022)	77%
4. Preventing Fraud and Corruption at the United Nations: Personnel Trained in 2022	2092
5. Preventing Fraud and Corruption at the United Nations: Total Personnel Trained (as of December 31, 2022)	11663

Question	Details
6. Preventing Fraud and Corruption at the United Nations: Percent of Personnel Trained (as of December 31, 2022)	80%
7. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Personnel Trained in 2022	2261
8. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Total Personnel Trained (as of December 31, 2022)	11924
9. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Percent of Personnel Trained (as of December 31, 2022)	182%
10. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Personnel Trained in 2022	2294
11. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Total Personnel Trained (as of December 31, 2022)	12243
12. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Percent of Personnel Trained (as of December 31, 2022)	84%
13. Other ethics training: Personnel Trained in 2022	2525
14. Other ethics training: Total Personnel Trained (as of December 31, 2022)	11924
15. Other ethics training: Percent of Personnel Trained (as of December 31, 2022)	82%

Hague Conference on Private International Law (HCCH)

Table 1: HCCH Ethics Policy

Question	Details
1. Total number of personnel (regardless of contract modality) subject to ethics policies	28
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

Table 2: HCCH Whistleblower Protection Policy

Question	Response	URL	Details
1. Were any changes made to your organization's whistleblower protection policy during 2022? 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?	No	Not Provided	Not Applicable
3. Does your organization have an operational channel for anonymous reporting of misconduct or wrongdoing? If yes, how	Yes	Not Provided	Not Provided

Question	Response	URL	Details
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	Annex 1 of the HCCH Staff Rules (available on the HCCH website)
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	Not Provided
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 open investigations without executive head approval?	Not Provided	Not Provided	Not Provided

Table 3: HCCH Ethics Training

Question	Details
1. Ethics and Integrity at the United Nations: Personnel Trained in 2022	Not Provided
2. Ethics and Integrity at the United Nations: Total Personnel Trained (as of December 31, 2022)	Not Provided

3. Ethics and Integrity at the United Nations: Percent of Personnel Trained (as of December 31, 2022)	Not Provided
4. Preventing Fraud and Corruption at the United Nations: Personnel Trained in 2022	Not Provided
5. Preventing Fraud and Corruption at the United Nations: Total Personnel Trained (as of December 31, 2022)	Not Provided
6. Preventing Fraud and Corruption at the United Nations: Percent of Personnel Trained (as of December 31, 2022)	Not Provided
7. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Personnel Trained in 2022	Not Provided
8. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Total Personnel Trained (as of December 31, 2022)	Not Provided
9. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Percent of Personnel Trained (as of December 31, 2022)	Not Provided
10. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Personnel Trained in 2022	Not Provided
11. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Total Personnel Trained (as of December 31, 2022)	Not Provided
12. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Percent of Personnel Trained (as of December 31, 2022)	Not Provided
13. Other ethics training: Personnel Trained in 2022	28
14. Other ethics training: Total Personnel Trained (as of December 31, 2022)	28
15. Other ethics training: Percent of Personnel Trained (as of December 31, 2022)	100%

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	2904
2. Total number of ethics related inquiries.	283
3. Total number of reports of misconduct.	29
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: IAEA Whistleblower Protection Policy

Question	Response	URL	Details
1. Were any changes made to your organization's whistleblower protection policy during 2022? 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 available on the Agency's public website and intranet, and is the subject of regular training and refresher training for 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	Not Provided	Not Provided
4. Does your organization have investigators trained to investigate cases of sexual exploitation, abuse, and harassment (SEAH)?	Yes	Not Required	The Office of Internal Oversight Services has permanent staff with expertise in SH/SEA, who are augmented as necessary by external specialist consultants.
5. Please describe the protocol in your organization if criminal misconduct is suspected.	Yes	Not Provided	A decision will be taken by the Director General on referral to host country authorities in consultation with the Office of Internal Oversight Services and the Office of Legal Affairs. 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.

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?	No	Not Provided	The Director General is appointed by the Board of Governors 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 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	IAEA Authority Policy	Not Provided

Table 3: IAEA Ethics Training

Question	Details
1. Ethics and Integrity at the United Nations: Personnel Trained in 2022	Not Applicable
2. Ethics and Integrity at the United Nations: Total Personnel Trained (as of December 31, 2022)	Not Provided
3. Ethics and Integrity at the United Nations: Percent of Personnel Trained (as of December 31, 2022)	Not Provided
4. Preventing Fraud and Corruption at the United Nations: Personnel Trained in 2022	Not Applicable

Question	Details
5. Preventing Fraud and Corruption at the United Nations: Total Personnel Trained (as of December 31, 2022)	Not Provided
6. Preventing Fraud and Corruption at the United Nations: Percent of Personnel Trained (as of December 31, 2022)	Not Provided
7. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Personnel Trained in 2022	Not Applicable
8. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Total Personnel Trained (as of December 31, 2022)	Not Provided
9. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Percent of Personnel Trained (as of December 31, 2022)	Not Provided
10. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Personnel Trained in 2022	Not Applicable
11. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Total Personnel Trained (as of December 31, 2022)	Not Provided
12. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Percent of Personnel Trained (as of December 31, 2022)	Not Provided
13. Other ethics training: Personnel Trained in 2022	Part 1: 147 Part 2: 127
14. Other ethics training: Total Personnel Trained (as of December 31, 2022)	Part 1: 2778 Part 2: 2804
15. Other ethics training: Percent of Personnel Trained (as of December 31, 2022)	Part 1: 85% Part 2: 86%

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	24,334
2. Total number of ethics related inquiries.	5
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: IARC Whistleblower Protection Policy

Question	Response	URL	Details
1. Were any changes made to your organization's whistleblower protection policy during 2022? If yes, please explain.	Yes	IARC Whistleblower Policy	WHO policy on whistleblowing and protection against retaliation, March 2015. NB a new policy on the prevention of retaliation was developed and approved in May 2023.

Question	Response	URL	Details
2. How has your organization disseminated its whistleblower protection policy?	Yes	Not Provided	Multiple initiatives and outreach activities since the policy was developed, including communications via the WHO intranet platforms.
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	Via the WHO Integrity Hotline.
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.	Yes	Not Provided	Any relevant matters arising from IOS investigations are referred internally to the Office of the Legal Counsel for consideration and referral as relevant.
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	External mechanisms for reporting are provided in the Protection From Retaliation Policy.
7. Does your organization have documented procedures for handling the investigation of	Yes	Procedures to Follow	In Progress

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	Investigations without Approval Procedures	Not Provided

Table 3: IARC Ethics Training

Question	Details
1. Ethics and Integrity at the United Nations: Personnel Trained in 2022	Not Applicable
2. Ethics and Integrity at the United Nations: Total Personnel Trained (as of December 31, 2022)	Not Applicable
3. Ethics and Integrity at the United Nations: Percent of Personnel Trained (as of December 31, 2022)	Not Applicable
4. Preventing Fraud and Corruption at the United Nations: Personnel Trained in 2022	Not Applicable
5. Preventing Fraud and Corruption at the United Nations: Total Personnel Trained (as of December 31, 2022)	Not Applicable
6. Preventing Fraud and Corruption at the United Nations: Percent of Personnel Trained (as of December 31, 2022)	Not Applicable

Question	Details
7. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Personnel Trained in 2022	374
8. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Total Personnel Trained (as of December 31, 2022)	Not Provided
9. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Percent of Personnel Trained (as of December 31, 2022)	86%
10. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Personnel Trained in 2022	210
11. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Total Personnel Trained (as of December 31, 2022)	210
12. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Percent of Personnel Trained (as of December 31, 2022)	55%
13. Other ethics training: Personnel Trained in 2022	370
14. Other ethics training: Total Personnel Trained (as of December 31, 2022)	370
15. Other ethics training: Percent of Personnel Trained (as of December 31, 2022)	92%

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.	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: IBWM Whistleblower Protection Policy

Question	Response	URL	Details
1. Were any changes made to your organization's whistleblower protection policy during 2022? 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	The Whistleblower protection measures have been communicated to staff by 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	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.	Yes	Not Provided	An individual wishing to file a formal report may do so, in good faith, by requesting the Director to initiate an investigation. A preliminary assessment will be conducted in order to determine whether there are sufficient grounds to initiate an investigation by professional investigator or expert.
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	Yes	ILO Appeals	The Administrative Tribunal of the International Labour Organization.

Question	Response	URL	Details
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	Based on the staff rules as well as the code of conduct and procedure described in the document policy aimed at "Preventing and addressing discrimination, harassment and abuse of authority at the BIPM"
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: IBWM Ethics Training

Question	Details
1. Ethics and Integrity at the United Nations: Personnel Trained in 2022	Not Applicable
2. Ethics and Integrity at the United Nations: Total Personnel Trained (as of December 31, 2022)	Not Applicable
3. Ethics and Integrity at the United Nations: Percent of Personnel Trained (as of December 31, 2022)	Not Applicable
4. Preventing Fraud and Corruption at the United Nations: Personnel Trained in 2022	Not Applicable

Question	Details
5. Preventing Fraud and Corruption at the United Nations: Total Personnel Trained (as of December 31, 2022)	Not Applicable
6. Preventing Fraud and Corruption at the United Nations: Percent of Personnel Trained (as of December 31, 2022)	Not Applicable
7. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Personnel Trained in 2022	Not Applicable
8. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Total Personnel Trained (as of December 31, 2022)	Not Applicable
9. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Percent of Personnel Trained (as of December 31, 2022)	Not Applicable
10. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Personnel Trained in 2022	Not Applicable
11. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Total Personnel Trained (as of December 31, 2022)	Not Applicable
12. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Percent of Personnel Trained (as of December 31, 2022)	Not Applicable
13. Other ethics training: Personnel Trained in 2022	Not Provided
14. Other ethics training: Total Personnel Trained (as of December 31, 2022)	Not Provided
15. Other ethics training: Percent of Personnel Trained (as of December 31, 2022)	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	Not Provided
2. Total number of ethics related inquiries.	1
3. Total number of reports of misconduct.	1
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 2022? If yes, please explain.	No	Not Required	Not Provided
2. How has your organization disseminated its whistleblower protection policy?	Yes	Not Provided	On the website and in a dedicated Staff shared folder.
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)?	No	Not Required	ICAC doesn't have internal investigators. We are only 13 staff and we do not have the budget for extra staff. However, the Executive Director is the designated internal oversight officer. and should a case arise he would identify a third party that can be hired to investigate.
5. Please describe the protocol in your organization if criminal misconduct is suspected.	Yes	Not Provided	Reports are made to the Executive Director. After internal review, any proven misconducts are reported to the Officers of the Standing Committee for further 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	The staff can appeal directly to the Chairman of the Standing Committee and of the Subcommittee on Budget.
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	No	Not Provided	Not Provided

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

Table 3: ICAC Ethics Training

Question	Details
1. Ethics and Integrity at the United Nations: Personnel Trained in 2022	0
2. Ethics and Integrity at the United Nations: Total Personnel Trained (as of December 31, 2022)	0
3. Ethics and Integrity at the United Nations: Percent of Personnel Trained (as of December 31, 2022)	0
4. Preventing Fraud and Corruption at the United Nations: Personnel Trained in 2022	0
5. Preventing Fraud and Corruption at the United Nations: Total Personnel Trained (as of December 31, 2022)	0
6. Preventing Fraud and Corruption at the United Nations: Percent of Personnel Trained (as of December 31, 2022)	0
7. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Personnel Trained in 2022	0
8. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Total Personnel Trained (as of December 31, 2022)	0
9. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Percent of Personnel Trained (as of December 31, 2022)	0
10. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Personnel Trained in 2022	0
11. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Total Personnel Trained (as of December 31, 2022)	0

Question	Details
12. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Percent of Personnel Trained (as of December 31, 2022)	0
13. Other ethics training: Personnel Trained in 2022	0
14. Other ethics training: Total Personnel Trained (as of December 31, 2022)	0
15. Other ethics training: Percent of Personnel Trained (as of December 31, 2022)	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	Not Provided
2. Total number of ethics related inquiries.	207
3. Total number of reports of misconduct.	0
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: ICAO Whistleblower Protection Policy

Question	Response	URL	Details
1. Were any changes made to your organization's whistleblower protection policy during 2022? If yes, please explain.	No	Not Required	Not Provided
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: https://www.icao.int/secretariat/SecretaryGeneral/Ethics/Pages/annual-reports.aspx), as such reports include information on the retaliation / whistleblower protection at ICAO. Finally, on 3 July 2023, the Ethics Office launched a mandatory training for all ICAO personnel on protection against retaliation. Through the internal website, Staff Notices 5802 and 5834, internal communication messages and via mandatory ethics training courses.
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	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.

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	Investigations are handled by the external entity, UN-OIOS, on ICAO's behalf.
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	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 (paragraph 80 of the ICAO Framework on Ethics refers). In this regard, ICAO finalized an agreement with the United Nations Ethics Office to

finding of prima facie evidence was not determined? If yes, please describe.			have the latter acting as the “external entity”. Per paragraph 2.18 of PI 1.6 (the external entity is the UN Ethics Office)
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 2022	Not Applicable
2. Ethics and Integrity at the United Nations: Total Personnel Trained (as of December 31, 2022)	Not Applicable
3. Ethics and Integrity at the United Nations: Percent of Personnel Trained (as of December 31, 2022)	Not Applicable

Question	Details
4. Preventing Fraud and Corruption at the United Nations: Personnel Trained in 2022	Not Applicable
5. Preventing Fraud and Corruption at the United Nations: Total Personnel Trained (as of December 31, 2022)	Not Applicable
6. Preventing Fraud and Corruption at the United Nations: Percent of Personnel Trained (as of December 31, 2022)	Not Provided
7. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Personnel Trained in 2022	Not Applicable
8. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Total Personnel Trained (as of December 31, 2022)	Not Applicable
9. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Percent of Personnel Trained (as of December 31, 2022)	Not Provided
10. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Personnel Trained in 2022	Not Applicable
11. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Total Personnel Trained (as of December 31, 2022)	Not Applicable
12. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Percent of Personnel Trained (as of December 31, 2022)	Not Applicable

Question	Details
13. Other ethics training: Personnel Trained in 2022	Not Applicable
14. Other ethics training: Total Personnel Trained (as of December 31, 2022)	Not Applicable
15. Other ethics training: Percent of Personnel Trained (as of December 31, 2022)	Not Applicable

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	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.	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: ICCROM Whistleblower Protection Policy

Question	Response	URL	Details
1. Were any changes made to your organization's whistleblower protection policy during 2022? If yes, please explain.	No	Not Required	Not Provided

Question	Response	URL	Details
2. How has your organization disseminated its whistleblower protection policy?	Yes	ICCROM Whistleblower Policy	Through an induction meeting, email and the ICCROM 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	Hot desk line through Navex Global.
4. Does your organization have investigators trained to investigate cases of sexual exploitation, abuse, and harassment (SEAH)?	Yes	Not Required	We have the availability of some external consultants.
5. Please describe the protocol in your organization if criminal misconduct is suspected.	Yes	Not Provided	The protocol foreseen: 1. Filing a complaint; 2. Preliminary Assessment; 3. Interim measures; 4. Investigation; 5. Sanctions in case of misconduct.

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?	Yes	Not Provided	Section II of the Prohibition of Discrimination, Harassment, Sexual Harassment and Abuse of Authority 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?	Yes	Not Provided	The Terms of Reference establish the perimeter of the action of this Committee.

Table 3: ICCROM Ethics Training

Question	Details
1. Ethics and Integrity at the United Nations: Personnel Trained in 2022	0
2. Ethics and Integrity at the United Nations: Total Personnel Trained (as of December 31, 2022)	0
3. Ethics and Integrity at the United Nations: Percent of Personnel Trained (as of December 31, 2022)	0
4. Preventing Fraud and Corruption at the United Nations: Personnel Trained in 2022	2
5. Preventing Fraud and Corruption at the United Nations: Total Personnel Trained (as of December 31, 2022)	35
6. Preventing Fraud and Corruption at the United Nations: Percent of Personnel Trained (as of December 31, 2022)	80%
7. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Personnel Trained in 2022	2
8. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Total Personnel Trained (as of December 31, 2022)	35
9. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Percent of Personnel Trained (as of December 31, 2022)	80%
10. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Personnel Trained in 2022	2
11. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Total Personnel Trained (as of December 31, 2022)	36
12. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Percent of Personnel Trained (as of December 31, 2022)	82%

Question	Details
13. Other ethics training: Personnel Trained in 2022	2
14. Other ethics training: Total Personnel Trained (as of December 31, 2022)	36
15. Other ethics training: Percent of Personnel Trained (as of December 31, 2022)	82%

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	0
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 2022? 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	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	Staff are able to contact Member Governments representatives, including those from the United States, at any time with concerns.
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	Staff are able to contact Member Governments representatives, including those from the United States, at any time with concerns.

Table 3: ICSG & ILZSG Ethics Training

Question	Details
1. Ethics and Integrity at the United Nations: Personnel Trained in 2022	0
2. Ethics and Integrity at the United Nations: Total Personnel Trained (as of December 31, 2022)	0
3. Ethics and Integrity at the United Nations: Percent of Personnel Trained (as of December 31, 2022)	0
4. Preventing Fraud and Corruption at the United Nations: Personnel Trained in 2022	0
5. Preventing Fraud and Corruption at the United Nations: Total Personnel Trained (as of December 31, 2022)	0
6. Preventing Fraud and Corruption at the United Nations: Percent of Personnel Trained (as of December 31, 2022)	0
7. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Personnel Trained in 2022	0
8. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Total Personnel Trained (as of December 31, 2022)	0
9. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Percent of Personnel Trained (as of December 31, 2022)	0
10. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Personnel Trained in 2022	0
11. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Total Personnel Trained (as of December 31, 2022)	0
12. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Percent of Personnel Trained (as of December 31, 2022)	0
13. Other ethics training: Personnel Trained in 2022	Not Provided
14. Other ethics training: Total Personnel Trained (as of December 31, 2022)	Not Provided
15. Other ethics training: Percent of Personnel Trained (as of December 31, 2022)	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	426
2. Total number of ethics related inquiries.	Not Provided
3. Total number of reports of misconduct.	1
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: IDLO Whistleblower Protection Policy

Question	Response	URL	Details
1. Were any changes made to your organization's whistleblower protection policy during 2022? If yes, please explain.	No	Not Required	Not Provided
2. How has your organization disseminated its whistleblower protection policy?	Yes	Not Provided	The Whistleblower and Anti-Retaliation Policy is available on the intranet and internet.

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	Article 7 of the Whistleblower and Anti-Retaliation Policy provides for the possibility of anonymous reporting by email, fax, letter or other means.
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	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.)

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	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 internal oversight offices or investigation functions to open investigations without executive head approval?	Yes	Not Provided	No approval of the Director-General is required to open an investigation.

Table 3: IDLO Ethics Training

Question	Details
1. Ethics and Integrity at the United Nations: Personnel Trained in 2022	Not Provided
2. Ethics and Integrity at the United Nations: Total Personnel Trained (as of December 31, 2022)	Not Provided
3. Ethics and Integrity at the United Nations: Percent of Personnel Trained (as of December 31, 2022)	Not Provided
4. Preventing Fraud and Corruption at the United Nations: Personnel Trained in 2022	Not Provided
5. Preventing Fraud and Corruption at the United Nations: Total Personnel Trained (as of December 31, 2022)	Not Provided
6. Preventing Fraud and Corruption at the United Nations: Percent of Personnel Trained (as of December 31, 2022)	Not Provided

Question	Details
7. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Personnel Trained in 2022	Not Provided
8. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Total Personnel Trained (as of December 31, 2022)	Not Provided
9. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Percent of Personnel Trained (as of December 31, 2022)	Not Provided
10. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Personnel Trained in 2022	Not Provided
11. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Total Personnel Trained (as of December 31, 2022)	Not Provided
12. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Percent of Personnel Trained (as of December 31, 2022)	Not Provided
13. Other ethics training: Personnel Trained in 2022	94,79,9
14. Other ethics training: Total Personnel Trained (as of December 31, 2022)	454,407,74
15. Other ethics training: Percent of Personnel Trained (as of December 31, 2022)	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 2022? If yes, please explain.	No	Not Required	Not Provided
2. How has your organization disseminated its whistleblower protection policy?	Yes	Not Provided	All members of staff have been provided with memo and staff rules.
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	Staff can tell the Executive Director in a one-to-one meeting. The discussion would remain confidential in order to protect their position.
4. Does your organization have investigators trained to investigate cases of sexual exploitation, abuse, and harassment (SEAH)?	No	Not Required	Not Provided

Question	Response	URL	Details
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.
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	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.

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	Regulation IX.5 Staff Rules. In the event of a serious misconduct or gross negligence in relation to the Executive Director's conduct, the Chairman of the Council should set up an investigation procedure and report to the Administrative Committee for recommendation to the Council.

Table 3: IGC Ethics Training

Question	Details
1. Ethics and Integrity at the United Nations: Personnel Trained in 2022	IGC is not part of the United Nations
2. Ethics and Integrity at the United Nations: Total Personnel Trained (as of December 31, 2022)	Not Provided
3. Ethics and Integrity at the United Nations: Percent of Personnel Trained (as of December 31, 2022)	Not Provided
4. Preventing Fraud and Corruption at the United Nations: Personnel Trained in 2022	IGC is not part of the United Nations
5. Preventing Fraud and Corruption at the United Nations: Total Personnel Trained (as of December 31, 2022)	Not Provided
6. Preventing Fraud and Corruption at the United Nations: Percent of Personnel Trained (as of December 31, 2022)	Not Provided
7. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Personnel Trained in 2022	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, 2022)	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, 2022)	Not Provided
10. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Personnel Trained in 2022	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, 2022)	Not Provided
12. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Percent of Personnel Trained (as of December 31, 2022)	Not Provided
13. Other ethics training: Personnel Trained in 2022	IGC is not part of the United Nations
14. Other ethics training: Total Personnel Trained (as of December 31, 2022)	Not Provided
15. Other ethics training: Percent of Personnel Trained (as of December 31, 2022)	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	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 were found in favor of claimant.	Not Provided

Table 2: IHO Whistleblower Protection Policy

Question	Response	URL	Details
1. Were any changes made to your organization's whistleblower protection policy during 2022? 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

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: IHO Ethics Training

Question	Details
1. Ethics and Integrity at the United Nations: Personnel Trained in 2022	Not Provided
2. Ethics and Integrity at the United Nations: Total Personnel Trained (as of December 31, 2022)	Not Provided
3. Ethics and Integrity at the United Nations: Percent of Personnel Trained (as of December 31, 2022)	Not Provided
4. Preventing Fraud and Corruption at the United Nations: Personnel Trained in 2022	Not Provided
5. Preventing Fraud and Corruption at the United Nations: Total Personnel Trained (as of December 31, 2022)	Not Provided
6. Preventing Fraud and Corruption at the United Nations: Percent of Personnel Trained (as of December 31, 2022)	Not Provided
7. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Personnel Trained in 2022	Not Provided
8. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Total Personnel Trained (as of December 31, 2022)	Not Provided
9. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Percent of Personnel Trained (as of December 31, 2022)	Not Provided
10. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Personnel Trained in 2022	Not Provided
11. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Total Personnel Trained (as of December 31, 2022)	Not Provided
12. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Percent of Personnel Trained (as of December 31, 2022)	Not Provided

Question	Details
13. Other ethics training: Personnel Trained in 2022	Not Provided
14. Other ethics training: Total Personnel Trained (as of December 31, 2022)	Not Provided
15. Other ethics training: Percent of Personnel Trained (as of December 31, 2022)	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	556
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 2022? If yes, please explain.	No	Not Required	Not Provided
2. How has your organization disseminated its whistleblower protection policy?	Yes	IICA Whistleblower Protection Policy	Through the onboarding process for Managers and Staff. 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	Given the high priority of this issue, IICA's Ethics Committee, as an internal governance body, coordinates the process for the resolution of such cases through a law firm to ensure adherence to the principles of fairness, transparency, equity and confidentiality.
5. Please describe the protocol in your organization if criminal misconduct is suspected.	Not Required	Detailed IICA Protocol	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.
6. Does your organization provide an external, independent appeals process if reporting persons feel they have reasonable grounds for believing that	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 can present the case before the Administrative Tribunal of

Question	Response	URL	Details
the protection provided was inadequate or if finding of prima facie evidence was not determined? If yes, please describe.			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 under article IV. Reporting and Investigation of Suspected Wrongdoing.
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, under articles IV, V and VI.

Table 3: IICA Ethics Training

Question	Details
1. Ethics and Integrity at the United Nations: Personnel Trained in 2022	0
2. Ethics and Integrity at the United Nations: Total Personnel Trained (as of December 31, 2022)	0
3. Ethics and Integrity at the United Nations: Percent of Personnel Trained (as of December 31, 2022)	0
4. Preventing Fraud and Corruption at the United Nations: Personnel Trained in 2022	0
5. Preventing Fraud and Corruption at the United Nations: Total Personnel Trained (as of December 31, 2022)	0
6. Preventing Fraud and Corruption at the United Nations: Percent of Personnel Trained (as of December 31, 2022)	0

7. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Personnel Trained in 2022	0
8. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Total Personnel Trained (as of December 31, 2022)	0
9. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Percent of Personnel Trained (as of December 31, 2022)	0
10. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Personnel Trained in 2022	0
11. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Total Personnel Trained (as of December 31, 2022)	0
12. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Percent of Personnel Trained (as of December 31, 2022)	0
13. Other ethics training: Personnel Trained in 2022	51
14. Other ethics training: Total Personnel Trained (as of December 31, 2022)	Not Provided
15. Other ethics training: Percent of Personnel Trained (as of December 31, 2022)	Not Provided

International Labor Organization (ILO)

Table 1: ILO Ethics Policy

Question	Details
1. Total number of personnel (regardless of contract modality) subject to ethics policies	3605
2. Total number of ethics related inquiries.	64
3. Total number of reports of misconduct.	47
4. Total number of retaliation claims.	1
5. Total number of prima facie determinations.	1
6. Total number of retaliation claims referred for investigations.	1
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 2022? If yes, please explain.	No	Not Required	Not Provided
2. How has your organization disseminated its whistleblower protection policy?	Yes	ILO Whistleblower Policy	When revised in 2021 it was transmitted to all ILO staff. It is available on ILO intranet and public website under Accountability and Transparency

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	There are designated email addresses through which anonymous allegations can be made, which are handled by the responsible units (Treasurer and Chief Internal Auditor). ILO is currently investigating the possibility of establishing a hotline.
4. Does your organization have investigators trained to investigate cases of sexual exploitation, abuse, and harassment (SEAH)?	Yes	Not Required	SEA cases are investigated internally. SH cases are investigated externally.
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	The procedure is set out in IGDS 551. A staff member who has sought protection from retaliation under IGDS 551 and is not satisfied with the outcome may file, in accordance with para. 41, a grievance to the Joint Advisory Appeals Board (JAAB). Although the JAAB is generally considered an independent body, it cannot be administratively characterized as "external".
7. Does your organization have documented procedures for handling	Yes	Not Provided	The reporting of allegations of misconduct against the Director-General is the following: “Allegations of fraud or other

Question	Response	URL	Details
the investigation of allegations of misconduct against the organization's executive head?			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.
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 2022	0
2. Ethics and Integrity at the United Nations: Total Personnel Trained (as of December 31, 2022)	0
3. Ethics and Integrity at the United Nations: Percent of Personnel Trained (as of December 31, 2022)	0
4. Preventing Fraud and Corruption at the United Nations: Personnel Trained in 2022	0
5. Preventing Fraud and Corruption at the United Nations: Total Personnel Trained (as of December 31, 2022)	0
6. Preventing Fraud and Corruption at the United Nations: Percent of Personnel Trained (as of December 31, 2022)	0
7. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Personnel Trained in 2022	1783
8. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Total Personnel Trained (as of December 31, 2022)	3415
9. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Percent of Personnel Trained (as of December 31, 2022)	90%
10. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Personnel Trained in 2022	0
11. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Total Personnel Trained (as of December 31, 2022)	0
12. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Percent of Personnel Trained (as of December 31, 2022)	0
13. Other ethics training: Personnel Trained in 2022	321
14. Other ethics training: Total Personnel Trained (as of December 31, 2022)	2066
15. Other ethics training: Percent of Personnel Trained (as of December 31, 2022)	80%

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 2022? If yes, please explain.	No	Not Required	Not Provided
2. How has your organization disseminated its whistleblower protection policy?	Yes	Not Provided	Defined in our HR Handbook.
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 Required	The secretary general is informed and he will inform the Executive Committee if necessary.
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: ISTA Ethics Training

Question	Details
1. Ethics and Integrity at the United Nations: Personnel Trained in 2022	0
2. Ethics and Integrity at the United Nations: Total Personnel Trained (as of December 31, 2022)	Not Provided
3. Ethics and Integrity at the United Nations: Percent of Personnel Trained (as of December 31, 2022)	Not Provided
4. Preventing Fraud and Corruption at the United Nations: Personnel Trained in 2022	0
5. Preventing Fraud and Corruption at the United Nations: Total Personnel Trained (as of December 31, 2022)	Not Provided
6. Preventing Fraud and Corruption at the United Nations: Percent of Personnel Trained (as of December 31, 2022)	Not Provided
7. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Personnel Trained in 2022	0
8. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Total Personnel Trained (as of December 31, 2022)	Not Provided
9. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Percent of Personnel Trained (as of December 31, 2022)	Not Provided
10. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Personnel Trained in 2022	0
11. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Total Personnel Trained (as of December 31, 2022)	Not Provided
12. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Percent of Personnel Trained (as of December 31, 2022)	Not Provided

Question	Details
13. Other ethics training: Personnel Trained in 2022	0
14. Other ethics training: Total Personnel Trained (as of December 31, 2022)	Not Provided
15. Other ethics training: Percent of Personnel Trained (as of December 31, 2022)	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	29
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 2022? If yes, please explain.	No	Not Required	The policy was completed and published in 2022.
2. How has your organization disseminated its whistleblower protection policy?	Yes	ITTO Whistleblower Protection Policy	It is accessible online under the ITTO 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	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	ITTO Criminal Misconduct Policy	All reasonable suspicions of fraud impacting ITTO should be reported to Senior Management, in good faith. If the suspected conduct is true, an act of misconduct is constituted as per section 1.4 of the Policy Document.
6. Does your organization provide an external, independent appeals process if reporting persons feel	Yes	Not Required	ITTO's appeals process is contained in Chapter 8 of the staff rules, please insert

Question	Response	URL	Details
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.			the text below: An appeal may be addressed to the Chairman of the Council within one month from the time of receiving notification of the decision in writing. The Chair of the Council will refer the appeal to a five member panel composed of himself/herself, the Vice-Chair of the Council, and the Chairs of three of the Committees (to be chosen jointly by the Council Chair and Vice-Chair). The decision of this panel, which shall be taken within thirty (30) days, shall be final.
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	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: ITTO Ethics Training

Question	Details
1. Ethics and Integrity at the United Nations: Personnel Trained in 2022	None
2. Ethics and Integrity at the United Nations: Total Personnel Trained (as of December 31, 2022)	None

3. Ethics and Integrity at the United Nations: Percent of Personnel Trained (as of December 31, 2022)	None
4. Preventing Fraud and Corruption at the United Nations: Personnel Trained in 2022	None
5. Preventing Fraud and Corruption at the United Nations: Total Personnel Trained (as of December 31, 2022)	None
6. Preventing Fraud and Corruption at the United Nations: Percent of Personnel Trained (as of December 31, 2022)	None
7. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Personnel Trained in 2022	None
8. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Total Personnel Trained (as of December 31, 2022)	None
9. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Percent of Personnel Trained (as of December 31, 2022)	None
10. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Personnel Trained in 2022	None
11. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Total Personnel Trained (as of December 31, 2022)	None
12. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Percent of Personnel Trained (as of December 31, 2022)	None
13. Other ethics training: Personnel Trained in 2022	None
14. Other ethics training: Total Personnel Trained (as of December 31, 2022)	None
15. Other ethics training: Percent of Personnel Trained (as of December 31, 2022)	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	1180
2. Total number of ethics related inquiries.	131
3. Total number of reports of misconduct.	10
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 2022? If yes, please explain.	No	Not Required	The Policy and Protection for Reporting Misconduct (Whistleblowing) was issued in 2020.
2. How has your organization disseminated its whistleblower protection policy?	Yes	Not Provided	The policy has been published as a Service Order, announced to all staff, and posted on ITU internal and external webpages. Awareness raising materials and ethics trainings also include whistleblower protection.

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	ITU's helpline, at HelplineITU@protonmail.com, is available for individuals to report misconduct anonymously. This is hosted on an external server independent from ITU and has built-in end-to-end encryption and other security features.
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	ITU Criminal Misconduct Policy	The protocol is described in the ITU Investigation Guidelines. Referrals of cases of criminal misconduct may be made to the competent 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.	Yes	Not Required	Appeal Board (as independent appeal process) or ILOAT as external.
7. Does your organization have documented procedures for handling the investigation of allegations of misconduct against the organization's executive head?	Yes	Not Required	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: ITU Ethics Training

Question	Details
1. Ethics and Integrity at the United Nations: Personnel Trained in 2022	Data is not complete or was not previously provided to ITU systematically.
2. Ethics and Integrity at the United Nations: Total Personnel Trained (as of December 31, 2022)	Not Applicable
3. Ethics and Integrity at the United Nations: Percent of Personnel Trained (as of December 31, 2022)	Not Applicable
4. Preventing Fraud and Corruption at the United Nations: Personnel Trained in 2022	Not Applicable
5. Preventing Fraud and Corruption at the United Nations: Total Personnel Trained (as of December 31, 2022)	Not Applicable
6. Preventing Fraud and Corruption at the United Nations: Percent of Personnel Trained (as of December 31, 2022)	Not Applicable
7. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Personnel Trained in 2022	Not Applicable

Question	Details
8. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Total Personnel Trained (as of December 31, 2022)	Not Applicable
9. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Percent of Personnel Trained (as of December 31, 2022)	Not Applicable
10. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Personnel Trained in 2022	Not Applicable
11. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Total Personnel Trained (as of December 31, 2022)	Not Applicable
12. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Percent of Personnel Trained (as of December 31, 2022)	Not Applicable
13. Other ethics training: Personnel Trained in 2022	135, 55
14. Other ethics training: Total Personnel Trained (as of December 31, 2022)	Not Provided
15. Other ethics training: Percent of Personnel Trained (as of December 31, 2022)	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	987
2. Total number of ethics related inquiries.	4
3. Total number of reports of misconduct.	4
4. Total number of retaliation claims.	2
5. Total number of prima facie determinations.	Not Provided
6. Total number of retaliation claims referred for investigations.	1
7. Total number of retaliation claims found in favor of claimant.	1

Table 2: IUCN Whistleblower Protection Policy

Question	Response	URL	Details
1. Were any changes made to your organization's whistleblower protection policy during 2022? If yes, please explain.	Yes	IUCN Whistleblower Policy	Not Provided
2. How has your organization disseminated its whistleblower protection policy?	Yes	Not Provided	Our current Code of Conduct is widely disseminated, the new Whistleblowing and Anti-retaliation policy will be rolled out formally in 2023.
3. Does your organization have an operational channel for anonymous reporting of misconduct or wrongdoing? If	Yes	Not Provided	The ethics hotline.

yes, 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	Head of Oversight and CHRO
5. Please describe the protocol in your organization if criminal misconduct is suspected.	Not Required	Not Provided	Please refer to IUCN anti-fraud policy and IUCN code of conduct 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.	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	Not Provided	This is covered in the investigation procedure document
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	Investigation Manual

Table 3: IUCN Ethics Training

Question	Details
1. Ethics and Integrity at the United Nations: Personnel Trained in 2022	Not Provided
2. Ethics and Integrity at the United Nations: Total Personnel Trained (as of December 31, 2022)	Not Provided
3. Ethics and Integrity at the United Nations: Percent of Personnel Trained (as of December 31, 2022)	Not Provided
4. Preventing Fraud and Corruption at the United Nations: Personnel Trained in 2022	Not Provided
5. Preventing Fraud and Corruption at the United Nations: Total Personnel Trained (as of December 31, 2022)	Not Provided
6. Preventing Fraud and Corruption at the United Nations: Percent of Personnel Trained (as of December 31, 2022)	Not Provided
7. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Personnel Trained in 2022	Not Provided
8. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Total Personnel Trained (as of December 31, 2022)	Not Provided
9. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Percent of Personnel Trained (as of December 31, 2022)	Not Provided
10. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Personnel Trained in 2022	Not Provided
11. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Total Personnel Trained (as of December 31, 2022)	Not Provided
12. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Percent of Personnel Trained (as of December 31, 2022)	Not Provided
13. Other ethics training: Personnel Trained in 2022	Not Provided
14. Other ethics training: Total Personnel Trained (as of December 31, 2022)	Not Provided

Question	Details
15. Other ethics training: Percent of Personnel Trained (as of December 31, 2022)	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	1242
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.	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: OAS Whistleblower Protection Policy

Question	Response	URL	Details
1. Were any changes made to your organization's whistleblower protection policy during 2022? If yes, please explain.	No	Not Required	Not Provided

2. How has your organization disseminated its whistleblower protection policy?	Yes	Not Provided	The whistleblower policy has been covered in administrative emailed circulars, as well as OIG communications and annual mandatory ethics certifications.
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 GS/OAS maintains a dedicated U.S.-based phone hotline and email account for such purposes.
4. Does your organization have investigators trained to investigate cases of sexual exploitation, abuse, and harassment (SEAH)?	Yes	Not Required	Currently, the OIG counts with one full-time investigator and a part-time investigator, both trained in sexual harassment investigations; one has received SEA training in the past.
5. Please describe the protocol in your organization if criminal misconduct is suspected.	Not Required	Not Provided	At any juncture in either the preliminary or the formal process of an OIG investigation and after validation and discussion with the Department of Legal Services (DLS), it becomes apparent that an alleged act of misconduct, including workplace/sexual harassment, constitutes criminal activity in the jurisdiction in which the incident(s) took place, the GS/OAS shall inform local law enforcement and cooperate fully with the administration of justice in that jurisdiction, without prejudice to the privileges and immunities of the Organization. The GS/OAS shall coordinate any and all referrals to local law enforcement through the DLS and the Office of the Secretary General.

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 under certain conditions.
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 an executive head's approval.

Table 3: OAS Ethics Training

Question	Details
1. Ethics and Integrity at the United Nations: Personnel Trained in 2022	N/A - United Nations, not OAS
2. Ethics and Integrity at the United Nations: Total Personnel Trained (as of December 31, 2022)	Not Provided
3. Ethics and Integrity at the United Nations: Percent of Personnel Trained (as of December 31, 2022)	Not Provided
4. Preventing Fraud and Corruption at the United Nations: Personnel Trained in 2022	N/A - United Nations, not OAS

5. Preventing Fraud and Corruption at the United Nations: Total Personnel Trained (as of December 31, 2022)	Not Provided
6. Preventing Fraud and Corruption at the United Nations: Percent of Personnel Trained (as of December 31, 2022)	Not Provided
7. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Personnel Trained in 2022	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, 2022)	Not Provided
9. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Percent of Personnel Trained (as of December 31, 2022)	Not Provided
10. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Personnel Trained in 2022	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, 2022)	Not Provided
12. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Percent of Personnel Trained (as of December 31, 2022)	Not Provided
13. Other ethics training: Personnel Trained in 2022	Not Provided
14. Other ethics training: Total Personnel Trained (as of December 31, 2022)	Not Provided
15. Other ethics training: Percent of Personnel Trained (as of December 31, 2022)	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	Not Provided
2. Total number of ethics related inquiries.	0
3. Total number of reports of misconduct.	11
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 2022? If yes, please explain.	No	Not Required	Not Provided
2. How has your organization disseminated its whistleblower protection policy?	Yes	OPCW Whistleblower Protection Policy	The Whistleblower Protection Policy is available on the Organisation's intranet and accessible to all staff members, interns and individual contractors

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 OPCW has operational channels for confidential reporting of misconduct and potential breaches.
4. Does your organization have investigators trained to investigate cases of sexual exploitation, abuse, and harassment (SEAH)?	Yes	Not Required	While some investigative expertise is available internally, this work is more-so focused on fraud and security aspects of misconduct. For matters such as alleged harassment, sexual harassment the OPCW primarily employs external experts for the purpose of investigating complaints.
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 is applicable. In addition, AD/PER/9 and AD/PER/42 are applicable depending on whether the alleged misconduct is a or sexual harassment. Nevertheless, 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	Yes	Not Required	Please refer to Regulation 11.1 and 11.3 and Rule 11.3.01 of the Staff

Question	Response	URL	Details
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.			Regulations and Interim Staff Rules of the Technical Secretariat.
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	Paragraph 44 of Article VIII Convention on Chemical Weapons states that the DG (Executive Head) is (only) responsible to the CSP and EC.
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. Reference 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".

Table 3: OPCW Ethics Training

Question	Details
1. Ethics and Integrity at the United Nations: Personnel Trained in 2022	52
2. Ethics and Integrity at the United Nations: Total Personnel Trained (as of December 31, 2022)	204
3. Ethics and Integrity at the United Nations: Percent of Personnel Trained (as of December 31, 2022)	42%

Question	Details
4. Preventing Fraud and Corruption at the United Nations: Personnel Trained in 2022	Not Applicable
5. Preventing Fraud and Corruption at the United Nations: Total Personnel Trained (as of December 31, 2022)	Not Applicable
6. Preventing Fraud and Corruption at the United Nations: Percent of Personnel Trained (as of December 31, 2022)	Not Applicable
7. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Personnel Trained in 2022	Not Applicable
8. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Total Personnel Trained (as of December 31, 2022)	Not Applicable
9. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Percent of Personnel Trained (as of December 31, 2022)	Not Applicable
10. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Personnel Trained in 2022	161
11. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Total Personnel Trained (as of December 31, 2022)	287
12. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Percent of Personnel Trained (as of December 31, 2022)	60%
13. Other ethics training: Personnel Trained in 2022	52
14. Other ethics training: Total Personnel Trained (as of December 31, 2022)	204
15. Other ethics training: Percent of Personnel Trained (as of December 31, 2022)	42%

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	2400
2. Total number of ethics related inquiries.	197
3. Total number of reports of misconduct.	37
4. Total number of retaliation claims.	0
5. Total number of prima facie determinations.	5
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 Policy

Question	Response	URL	Details
1. Were any changes made to your organization's whistleblower protection policy during 2022? If yes, please explain.	Yes	Not Required	Changes to the policy were last made in 2021.
2. How has your organization disseminated its whistleblower protection policy?	Yes	Not Provided	Through information bulletins and regular training activities. It is also included in PAHO's E-Manual, the official repository for all Organization 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	PAHO Reporting Policy	PAHO has had a Helpline since 2007 where staff can submit allegations of wrongdoing anonymously.
4. Does your organization have investigators trained to investigate cases of sexual exploitation, abuse, and harassment (SEAH)?	Yes	Not Required	All investigators undergo specialized SEA and SH trainings.
5. Please describe the protocol in your organization if criminal misconduct is suspected.	Not Required	Not Provided	PAHO's Legal Office is responsible for deciding whether to refer matters to the local authorities for possible 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 staff have the right to appeal to an internal Board of Appeal chaired by an outside Chair and to the International Labour Organization Administrative Tribunal.
7. Does your organization have documented procedures for handling the investigation of	Yes	PAHO Criminal Misconduct Policy	See paras 13 and 23 of Terms of Reference of Investigations Office.

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	Not Provided

Table 3: PAHO Ethics Training

Question	Details
1. Ethics and Integrity at the United Nations: Personnel Trained in 2022	Not Provided
2. Ethics and Integrity at the United Nations: Total Personnel Trained (as of December 31, 2022)	Not Provided
3. Ethics and Integrity at the United Nations: Percent of Personnel Trained (as of December 31, 2022)	Not Provided
4. Preventing Fraud and Corruption at the United Nations: Personnel Trained in 2022	Not Provided
5. Preventing Fraud and Corruption at the United Nations: Total Personnel Trained (as of December 31, 2022)	Not Provided
6. Preventing Fraud and Corruption at the United Nations: Percent of Personnel Trained (as of December 31, 2022)	Not Provided
7. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Personnel Trained in 2022	2200

Question	Details
8. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Total Personnel Trained (as of December 31, 2022)	Not Provided
9. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Percent of Personnel Trained (as of December 31, 2022)	90%
10. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Personnel Trained in 2022	Not Provided
11. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Total Personnel Trained (as of December 31, 2022)	Not Provided
12. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Percent of Personnel Trained (as of December 31, 2022)	Not Provided
13. Other ethics training: Personnel Trained in 2022	300
14. Other ethics training: Total Personnel Trained (as of December 31, 2022)	2400
15. Other ethics training: Percent of Personnel Trained (as of December 31, 2022)	100%

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	12
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 2022? If yes, please explain.	No	Not Required	The sovereignty of the host country of the General Secretariat is respected, and the latter complies with the country's laws in all areas.
2. How has your organization disseminated its whistleblower protection policy?	Yes	Not Provided	The sovereignty of the host country of the General Secretariat is respected, and the latter complies with the country's laws in all areas.
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 sovereignty of the host country of the General Secretariat is respected, and the latter complies with the country's laws in all areas.
4. Does your organization have investigators trained to investigate cases of sexual exploitation, abuse, and harassment (SEAH)?	Yes	Not Required	Since within the functions of the Secretary General, specified in Article 34, numeral 18, he exercises judicial

Question	Response	URL	Details
			and extrajudicial legal representation of the PAIGH before the host country. Therefore, he verifies compliance with local laws in this area, in what refers to the staff of the General Secretariat.
5. Please describe the protocol in your organization if criminal misconduct is suspected.	Not Required	Not Provided	The head of the General Secretariat in accordance with Article 34, Section 18, proceeds to carry out the corresponding investigation and to exercise the judicial action that he deems appropriate in the host country or in the country where the reference action was carried out.
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	The sovereignty of the host country of the General Secretariat is respected, and the latter complies with the country's laws in all areas.
7. Does your organization have documented procedures for handling the investigation of allegations of misconduct against the organization's executive head?	No	Not Provided	The sovereignty of the host country of the General Secretariat is respected, and the latter complies with the country's laws in all areas.
8. Does your organization have documented procedures that provide authority to heads of	No	Not Provided	Not Provided

Question	Response	URL	Details
internal oversight offices or investigation functions to open investigations without executive head approval?			

Table 3: PAIGH Ethics Training

Question	Details
1. Ethics and Integrity at the United Nations: Personnel Trained in 2022	Not Applicable
2. Ethics and Integrity at the United Nations: Total Personnel Trained (as of December 31, 2022)	Not Applicable
3. Ethics and Integrity at the United Nations: Percent of Personnel Trained (as of December 31, 2022)	Not Applicable
4. Preventing Fraud and Corruption at the United Nations: Personnel Trained in 2022	Not Applicable
5. Preventing Fraud and Corruption at the United Nations: Total Personnel Trained (as of December 31, 2022)	Not Applicable
6. Preventing Fraud and Corruption at the United Nations: Percent of Personnel Trained (as of December 31, 2022)	Not Applicable
7. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Personnel Trained in 2022	Not Applicable
8. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Total Personnel Trained (as of December 31, 2022)	Not Applicable
9. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Percent of Personnel Trained (as of December 31, 2022)	Not Applicable
10. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Personnel Trained in 2022	Not Applicable
11. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Total Personnel Trained (as of December 31, 2022)	Not Applicable

Question	Details
12. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Percent of Personnel Trained (as of December 31, 2022)	Not Applicable
13. Other ethics training: Personnel Trained in 2022	12
14. Other ethics training: Total Personnel Trained (as of December 31, 2022)	15
15. Other ethics training: Percent of Personnel Trained (as of December 31, 2022)	100%

The Pacific Community (SPC)

Table 1: SPC Ethics Policy

Question	Details
1. Total number of personnel (regardless of contract modality) subject to ethics policies	782
2. Total number of ethics related inquiries.	5
3. Total number of reports of misconduct.	8
4. Total number of retaliation claims.	0
5. Total number of prima facie determinations.	5
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 2022? If yes, please explain.	No	Not Required	Not Provided
2. How has your organization disseminated its whistleblower protection policy?	Yes	SPC Whistleblower Policy	The policy is available publicly from the organization'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	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 SPC website and are provided to all staff during recruitment as outlined under Chapter XI, Part A, Section 5 of the Manual of Staff Policies.
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	The protocol is outlined in Chapter XII, Section 4.19 of the Manual of Staff Policies
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	SPC External Appeals	SPC staff may file an appeal to the International Labour Organisation Administrative Tribuna (ILOAT). Chapter XIII.C.8, Appeals to the International

Question	Response	URL	Details
inadequate or if finding of prima facie evidence was not determined? If yes, please describe.			Labour Organisation Administrative Tribunal (ILOAT), Manual of Staff Policies.
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 investigation process and the Audit and Risk Committee and the Chair of the same are 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, Manual of Staff Policies.

Table 3: SPC Ethics Training

Question	Details
1. Ethics and Integrity at the United Nations: Personnel Trained in 2022	0
2. Ethics and Integrity at the United Nations: Total Personnel Trained (as of December 31, 2022)	0
3. Ethics and Integrity at the United Nations: Percent of Personnel Trained (as of December 31, 2022)	0
4. Preventing Fraud and Corruption at the United Nations: Personnel Trained in 2022	0
5. Preventing Fraud and Corruption at the United Nations: Total Personnel Trained (as of December 31, 2022)	0
6. Preventing Fraud and Corruption at the United Nations: Percent of Personnel Trained (as of December 31, 2022)	0
7. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Personnel Trained in 2022	0

8. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Total Personnel Trained (as of December 31, 2022)	0
9. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Percent of Personnel Trained (as of December 31, 2022)	0
10. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Personnel Trained in 2022	0
11. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Total Personnel Trained (as of December 31, 2022)	0
12. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Percent of Personnel Trained (as of December 31, 2022)	0
13. Other ethics training: Personnel Trained in 2022	0
14. Other ethics training: Total Personnel Trained (as of December 31, 2022)	0
15. Other ethics training: Percent of Personnel Trained (as of December 31, 2022)	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	130
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

Question	Details
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 2022? If yes, please explain.	Yes	Not Required	The Fraud Prevention and Whistleblower policy is currently under review.
2. How has your organization disseminated its whistleblower protection policy?	Yes	Whistleblower Protection Policy	On-going awareness are created to new and existing staff. In addition to our accountability webpage, we are extending our awareness to external stakeholders such as delivery partners.
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	We allow anonymous complaints/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	Complaint received is first screened. If need to be investigated, it could be

Question	Response	URL	Details
			investigated in house or external expertise could be engaged depending on the seriousness of the matter. If the allegation is proven necessary remedial measures could be 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.	Yes	Not Required	The matter could be reported to the audit committee.
7. Does your organization have documented procedures for handling the investigation of allegations of misconduct against the organization's executive head?	Yes	Not Provided	Outlined in the Fraud Prevention and Whistleblower Protection Manual.
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	Internal Audit Charter and Fraud Prevention and Whistleblower protection Manual.

Table 3: SPREP Ethics Training

Question	Details
1. Ethics and Integrity at the United Nations: Personnel Trained in 2022	Not Provided

Question	Details
2. Ethics and Integrity at the United Nations: Total Personnel Trained (as of December 31, 2022)	Not Provided
3. Ethics and Integrity at the United Nations: Percent of Personnel Trained (as of December 31, 2022)	Not Provided
4. Preventing Fraud and Corruption at the United Nations: Personnel Trained in 2022	13
5. Preventing Fraud and Corruption at the United Nations: Total Personnel Trained (as of December 31, 2022)	50 - 60
6. Preventing Fraud and Corruption at the United Nations: Percent of Personnel Trained (as of December 31, 2022)	50%
7. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Personnel Trained in 2022	Not Provided
8. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Total Personnel Trained (as of December 31, 2022)	Not Provided
9. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Percent of Personnel Trained (as of December 31, 2022)	Not Provided
10. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Personnel Trained in 2022	Not Provided
11. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Total Personnel Trained (as of December 31, 2022)	Not Provided
12. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Percent of Personnel Trained (as of December 31, 2022)	Not Provided
13. Other ethics training: Personnel Trained in 2022	Not Provided
14. Other ethics training: Total Personnel Trained (as of December 31, 2022)	Not Provided

Question	Details
15. Other ethics training: Percent of Personnel Trained (as of December 31, 2022)	Not Provided

United Nations (UN)

Table 1: UN Ethics Policy

Question	Details
1. Total number of personnel (regardless of contract modality) subject to ethics policies	58000
2. Total number of ethics related inquiries.	1822
3. Total number of reports of misconduct.	1368
4. Total number of retaliation claims.	50
5. Total number of prima facie determinations.	11
6. Total number of retaliation claims referred for investigations.	11
7. Total number of retaliation claims found in favor of claimant.	11

Table 2: UN Whistleblower Protection Policy

Question	Response	URL	Details
1. Were any changes made to your organization's whistleblower protection policy during 2022? 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 2022 in meetings chaired by the

Question	Response	URL	Details
			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	Anonymous Reporting	Not Provided
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

Question	Response	URL	Details
			<p>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.</p>
<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>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</p>

Question	Response	URL	Details
			<p>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 appointment of the complainant and may be contested within the deadlines specified under those Rules.</p>
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 2022	2958
2. Ethics and Integrity at the United Nations: Total Personnel Trained (as of December 31, 2022)	28294
3. Ethics and Integrity at the United Nations: Percent of Personnel Trained (as of December 31, 2022)	82%
4. Preventing Fraud and Corruption at the United Nations: Personnel Trained in 2022	3004
5. Preventing Fraud and Corruption at the United Nations: Total Personnel Trained (as of December 31, 2022)	26696
6. Preventing Fraud and Corruption at the United Nations: Percent of Personnel Trained (as of December 31, 2022)	77%
7. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Personnel Trained in 2022	3023
8. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Total Personnel Trained (as of December 31, 2022)	27531
9. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Percent of Personnel Trained (as of December 31, 2022)	79%
10. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Personnel Trained in 2022	15065
11. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Total Personnel Trained (as of December 31, 2022)	15067
12. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Percent of Personnel Trained (as of December 31, 2022)	43%
13. Other ethics training: Personnel Trained in 2022	37402
14. Other ethics training: Total Personnel Trained (as of December 31, 2022)	Not Provided

Question	Details
15. Other ethics training: Percent of Personnel Trained (as of December 31, 2022)	93.5%

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	1642
2. Total number of ethics related inquiries.	20
3. Total number of reports of misconduct.	3
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 2022? If yes, please explain.	No	Not Required	Not Provided
2. How has your organization disseminated its whistleblower protection policy?	Yes	Not Provided	Through: (a) Electronic Broadcasts to all UN-Habitat personnel; (b) UN-Habitat's and the United Nations Ethics Office respective websites; (c) on-line and

Question	Response	URL	Details
			outreach trainings; (d) Internal communication through dedicated feature stories published in UN-Habitat's HabPost, an internal magazine shared to all UN-Habitat personnel through electronic broadcasts
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	UN-Habitat has developed the "Speak-Up App" as well as the UN Secretariat-wide 24-hours hotline for reporting misconduct. See also the Whistle-Blower policy Section 1.1, as provided section 1 above.
4. Does your organization have investigators trained to investigate cases of sexual exploitation, abuse, and harassment (SEAH)?	Yes	Not Required	It is prudent that any UN-Habitat personnel including its implementing partners report SEA as the United Nations including UN-Habitat treats such behaviour as serious misconduct pursuant to ST/SGB/2003/13. As such, the Office of Internal Oversight Services (OIOS), receives reports on SEA for possible investigation and facilitates referral to appropriate government entities. Additionally, a focal point system has been established in the United Nations common system, including UN-Habitat and its country officers to receive complaints for onward referral to OIOS. The following are the investigation policy and guidelines of the United Nations on SEA/SH: ST/AI/2017/1 - Unsatisfactory Conduct, Investigations and The Disciplinary Process; ST/SGB/2017/2/REV.1 -

Question	Response	URL	Details
			Protection Against Retaliation for Reporting Misconduct and For Cooperating With Duly Authorized Audits or Investigations; ST/SGB/2019/8 - Addressing Discrimination, Harassment, Including Sexual Harassment, and Abuse of Authority; and ST/SGB/2003/13 - Special Measures for Protection from Sexual Exploitation and Sexual Abuse.
5. Please describe the protocol in your organization if criminal misconduct is suspected.	Not Required	Not Required	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 75/132 on the Criminal Accountability of United Nations Officials and Experts on Mission. 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).

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?	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 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 2022	280
2. Ethics and Integrity at the United Nations: Total Personnel Trained (as of December 31, 2022)	293
3. Ethics and Integrity at the United Nations: Percent of Personnel Trained (as of December 31, 2022)	95%
4. Preventing Fraud and Corruption at the United Nations: Personnel Trained in 2022	237

Question	Details
5. Preventing Fraud and Corruption at the United Nations: Total Personnel Trained (as of December 31, 2022)	249
6. Preventing Fraud and Corruption at the United Nations: Percent of Personnel Trained (as of December 31, 2022)	94%
7. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Personnel Trained in 2022	264
8. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Total Personnel Trained (as of December 31, 2022)	270
9. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Percent of Personnel Trained (as of December 31, 2022)	96%
10. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Personnel Trained in 2022	270
11. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Total Personnel Trained (as of December 31, 2022)	277
12. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Percent of Personnel Trained (as of December 31, 2022)	97%
13. Other ethics training: Personnel Trained in 2022	Not Provided
14. Other ethics training: Total Personnel Trained (as of December 31, 2022)	Not Provided
15. Other ethics training: Percent of Personnel Trained (as of December 31, 2022)	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	3692
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

Table 2: UN Women Whistleblower Protection Policy

Question	Response	URL	Details
1. Were any changes made to your organization's whistleblower protection policy during 2022? If yes, please explain.	No	Not Required	The policy remains effective until September 30, 2023 and thus no changes were needed.

Question	Response	URL	Details
<p>2. How has your organization disseminated its whistleblower protection policy?</p>	<p>Yes</p>	<p>Whistleblower Protection Policy</p>	<p>It is publicly accessible on UN Women’s Accountability web page, under its “Accountability Framework”</p>
<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>	<p>Yes</p>	<p>Not Provided</p>	<p>The Office of Internal Oversight Services (OIOS) of the United Nations has been entrusted with the responsibility of providing investigation services to UN Women. UN Women personnel can report any wrongdoing through the online portal or by Phone: +1 212 963-1111 (24 hours a day). Anonymous reports can be made through those channels.</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	Through the Office of Internal Oversight Services (OIOS) of the United Nations has been entrusted with the responsibility of providing investigation services to UN Women.
5. Please describe the protocol in your organization if criminal misconduct is suspected.	Not Required	Not Provided	The Legal Adviser shall consider, in consultation with the UN 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. Any such referral will be made in accordance with established mechanisms and procedures for 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	Yes	Not Required	If, following a determination by the Ethics Office under section 5.23 or 5.24 above that there is no prima facie case of retaliation or threat of retaliation, the complainant wishes to have the matter reviewed further, they may, within 30 days of notification of the determination, refer the matter, in writing, to the alternate Chair of the Ethics Panel of the United Nations. The alternate Chair of the Ethics Panel will seek comments from the complainant and UN Women on the request for review and undertake their

Question	Response	URL	Details
was not determined? If yes, please describe.			own independent review of the matter, which shall include review of the action previously taken by the Ethics Office and a determination of any additional action required, including whether referral for investigation is warranted under section 5.21 above. The alternate Chair of the Ethics Panel, following the completion of their review, will submit their recommendations to the Ethics Office. The Ethics Office will implement the recommendations of the alternate Chair of the Ethics Panel, including any recommendation to refer the matter to OIOS for investigation. If the alternate Chair of the Ethics Panel is of the opinion that there is an actual or potential conflict of interest in their reviewing the matter, they shall decide on an alternative reviewing body, including possible referral of the matter to another member of the Ethics Panel.
7. Does your organization have documented procedures for handling the investigation of allegations of misconduct against the organization's executive head?	No	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. Hence, any procedure for handling the investigation of allegations of misconduct against the Executive Director would follow the same procedure of such allegations against UN staff members.
8. Does your organization have documented procedures that provide authority to heads of internal oversight offices or investigation functions to open	Yes	Not Provided	UN Women does not have an internal investigation function, and relies on OIOS for its investigation services. As such, the Director, OIOS may decide, upon receipt and review of the complaint, whether the matter warrants investigation, dismissal/closure, or handling through informal resolution, including referral to HR/DMA.

Question	Response	URL	Details
investigations without executive head approval?			Therefore, an investigation may be opened without executive head approval.

Table 3: UN Women Ethics Training

Question	Details
1. Ethics and Integrity at the United Nations: Personnel Trained in 2022	674
2. Ethics and Integrity at the United Nations: Total Personnel Trained (as of December 31, 2022)	3158
3. Ethics and Integrity at the United Nations: Percent of Personnel Trained (as of December 31, 2022)	86%
4. Preventing Fraud and Corruption at the United Nations: Personnel Trained in 2022	723
5. Preventing Fraud and Corruption at the United Nations: Total Personnel Trained (as of December 31, 2022)	3418
6. Preventing Fraud and Corruption at the United Nations: Percent of Personnel Trained (as of December 31, 2022)	93%
7. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Personnel Trained in 2022	712
8. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Total Personnel Trained (as of December 31, 2022)	3486
9. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Percent of Personnel Trained (as of December 31, 2022)	94%
10. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Personnel Trained in 2022	833
11. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Total Personnel Trained (as of December 31, 2022)	3365

Question	Details
12. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Percent of Personnel Trained (as of December 31, 2022)	91%
13. Other ethics training: Personnel Trained in 2022	Not Provided
14. Other ethics training: Total Personnel Trained (as of December 31, 2022)	Not Provided
15. Other ethics training: Percent of Personnel Trained (as of December 31, 2022)	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	20000
2. Total number of ethics related inquiries.	684
3. Total number of reports of misconduct.	300
4. Total number of retaliation claims.	6
5. Total number of prima facie determinations.	6
6. Total number of retaliation claims referred for investigations.	2
7. Total number of retaliation claims found in favor of claimant.	0

Table 2: UNDP Whistleblower Protection Policy

Question	Response	URL	Details
1. Were any changes made to your organization's whistleblower protection policy during 2022? If yes, please explain.	Yes	Not Required	<p>The Policy was updated to, inter alia: align the description of a “prima facie case of retaliation” with that of the UN Secretariat’s Secretary-General’s bulletin on protection against retaliation for reporting misconduct and for cooperating with duly authorized audits or investigations, to stipulate that any request to the Chairperson of EPUN to review a PaR determination of the UNDP Ethics Office is to be submitted within 30 days of receiving notification of the determination, and to ensure that individuals under UNDP contract but working at other organizations continue to benefit from coverage under the policy to the extent that UNDP has not reached agreement with the relevant organization.</p> <p>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, 2021, and 2022).</p>
2. How has your organization disseminated its whistleblower protection policy?	Yes	Whistleblower Protection Policy	<p>UNDP’s Protection Against Retaliation Policy is available, in multiple languages, to all UNDP personnel on its online Programme and Operations Policies and Procedures (POPP) site.</p> <p>The UNDP Ethics Office furthermore maintains a dedicated internal page on PaR (following the revisions to the PaR Policy in Dec 2022/Jan 2023, the updated UNDP</p>

Question	Response	URL	Details
			<p>Ethics Office intranet page was launched) and a public webpage with links for all essential documents and policies, including PaR.</p> <p>Following the most recent revisions to the UNDP PaR policy, in February 2023 the Ethics Office also updated a PaR information bulletin to all UNDP personnel, including a link to the revised policy.</p> <p>Furthermore, the UNDP Ethics Office regularly distributes copies of the PaR policy as part of the communications accompanying its outreach and awareness raising activities.</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?	Yes	Not Provided	<p>The EthicsPoint case management system is maintained by the independent provider NAVEX. Allowing for online, phone and email anonymous reporting or all kinds of misconduct.</p>
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	Suspected Criminal Misconduct Protocol	<p>According to the UNDP Legal Framework UNDP is obligated to report matters to the relevant local authority in the case of criminal misconduct, this can occur at any stage in the process whether or not OAI</p>

Question	Response	URL	Details
			<p>conducts an investigation. OAI has an internal SOP 682 which details the process and is in line with General Assembly resolution 62/63 (2008) that requests the Secretary General to bring credible allegations of crimes committed by UN officials or experts on mission to the attention of states.</p> <p>OAI will notify OLS in circumstances where credible criminal activity is suspected and OLS will refer the matter to the Office of Legal Affairs of the Secretariat if merited.</p>
<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>Under Section 11, Request for Review by Ethics Panel of the United Nations, the UNDP Policy For Protection Against Retaliation, 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 may, within 30 days of receiving the notification, refer the matter in writing to the Chairperson of the Ethics Panel of the United Nations, as provided in ST/SGB/2007/11 and ST/SGB/2007/11/Amend.1.</p> <p>As indicated, please also refer to Section 4 of Secretary-General's bulletin ST/SGB/2007/11, United Nations system-wide application of ethics: separately administered organs and programmes.</p>
<p>7. Does your organization have documented procedures for handling</p>	Yes	Not Provided	<p>The OAI Charter, para.36 - specifies that credible allegations of misconduct against the UNDP executive</p>

Question	Response	URL	Details
the investigation of allegations of misconduct against the organization's executive head?			heads will be reviewed by the Oversight Office of another UN agency or international organization appointed by the Director, OAI. Investigations Section SOP 692 additionally specifies, allegations of misconduct against the Administrator or the Associate Administrator should be referred by the Director, OAI, to the Under-Secretary General, Office of Internal Oversight Services (OIOS), with a copy to the Chief of Staff, Office of the UN Secretary-General. OIOS will determine to which extent an investigation is warranted.
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	UNDP Legal Framework OAI Charter	OAI Charter, Section VI. Independence, para. 46 UNDP Legal Framework, Section 4.5, para. 13

Table 3: UNDP Ethics Training

Question	Details
1. Ethics and Integrity at the United Nations: Personnel Trained in 2022	3093
2. Ethics and Integrity at the United Nations: Total Personnel Trained (as of December 31, 2022)	20520
3. Ethics and Integrity at the United Nations: Percent of Personnel Trained (as of December 31, 2022)	Not Provided

Question	Details
4. Preventing Fraud and Corruption at the United Nations: Personnel Trained in 2022	3644
5. Preventing Fraud and Corruption at the United Nations: Total Personnel Trained (as of December 31, 2022)	14243
6. Preventing Fraud and Corruption at the United Nations: Percent of Personnel Trained (as of December 31, 2022)	90%
7. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Personnel Trained in 2022	3432
8. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Total Personnel Trained (as of December 31, 2022)	14325
9. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Percent of Personnel Trained (as of December 31, 2022)	90%
10. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Personnel Trained in 2022	3383
11. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Total Personnel Trained (as of December 31, 2022)	14162
12. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Percent of Personnel Trained (as of December 31, 2022)	89%
13. Other ethics training: Personnel Trained in 2022	138
14. Other ethics training: Total Personnel Trained (as of December 31, 2022)	138
15. Other ethics training: Percent of Personnel Trained (as of December 31, 2022)	1%

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	1900
2. Total number of ethics related inquiries.	373
3. Total number of reports of misconduct.	9
4. Total number of retaliation claims.	9
5. Total number of prima facie determinations.	5
6. Total number of retaliation claims referred for investigations.	5
7. Total number of retaliation claims found in favor of claimant.	3

Table 2: UNFPA Whistleblower Protection Policy

Question	Response	URL	Details
1. Were any changes made to your organization's whistleblower protection policy during 2022? If yes, please explain.	No	Not Required	Not Provided
2. How has your organization disseminated its whistleblower protection policy?	Yes	Not Provided	The Protection Against Retaliation Policy is readily available on UNFPA's intranet, myUNFPA, under the Policy and procedures

Question	Response	URL	Details
			index tab, as well as on the Ethics Community page and the Ethics Portal.
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	Anonymous reporting is accepted. OAIS maintains a number of channels for reporting, including a confidential web-based hotline (in Arabic, English, Russian, French, Spanish), email hotline, direct email to the OAIS Director or OAIS investigator, a dedicated voicemail, in-person and by mail.
4. Does your organization have investigators trained to investigate cases of sexual exploitation, abuse, and harassment (SEAH)?	Yes	Not Required	OAIS employs within its Investigation Branch professional investigators who have received training in investigating cases of sexual exploitation and abuse, including those certified through the Core Humanitarian Alliance (CHS Alliance). 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	According to the OAIS Charter, in cases where an investigation determines credible allegations of criminal conduct, the OAIS Director may prepare an investigation dossier with a recommendation to the Executive Director for consideration of referral to national authorities.
6. Does your organization provide an external, independent appeals process if reporting	Not Applicable	Not Required	Related to a finding of prima facie evidence for allegations of misconduct, in first instance a right of appeal lies with UNFPA through a Request for Management Evaluation, while a further

Question	Response	URL	Details
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.			appellate process lies with the UN Dispute Tribunal (UNDT) and UN Appeals Tribunal for staff. Non-staff contracts can avail themselves to dispute resolution clauses including arbitration.
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	The UNFPA OAI Charter outlines that allegations of misconduct against the Executive Director cannot be reviewed by OAI and shall be reported by the OAI Director to the Under Secretary General of the UN Office of Internal Oversight Services.
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	OAI's Investigation Branch (OAI/INV) has the sole responsibility for receiving and investigating all complaints of wrongdoing received and can do so without approval of the Executive Director. (See OAI Charter, paragraph 47) OAI/INV performs investigations into allegations of fraud, misconduct and other wrongdoing in the programmes and operations of UNFPA that involve UNFPA staff, vendors, or other contracted entities. This authority is codified in: (a) Charter of the Office of Audit and Investigation Services; and (b) Disciplinary Framework.

Table 3: UNFPA Ethics Training

Question	Details
1. Ethics and Integrity at the United Nations: Personnel Trained in 2022	3075
2. Ethics and Integrity at the United Nations: Total Personnel Trained (as of December 31, 2022)	3075
3. Ethics and Integrity at the United Nations: Percent of Personnel Trained (as of December 31, 2022)	69%
4. Preventing Fraud and Corruption at the United Nations: Personnel Trained in 2022	610
5. Preventing Fraud and Corruption at the United Nations: Total Personnel Trained (as of December 31, 2022)	3876
6. Preventing Fraud and Corruption at the United Nations: Percent of Personnel Trained (as of December 31, 2022)	87%
7. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Personnel Trained in 2022	707
8. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Total Personnel Trained (as of December 31, 2022)	3894
9. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Percent of Personnel Trained (as of December 31, 2022)	87%
10. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Personnel Trained in 2022	2299
11. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Total Personnel Trained (as of December 31, 2022)	2299
12. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Percent of Personnel Trained (as of December 31, 2022)	51%

Question	Details
13. Other ethics training: Personnel Trained in 2022	Not Provided
14. Other ethics training: Total Personnel Trained (as of December 31, 2022)	Not Provided
15. Other ethics training: Percent of Personnel Trained (as of December 31, 2022)	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	20000+
2. Total number of ethics related inquiries.	1473
3. Total number of reports of misconduct.	435
4. Total number of retaliation claims.	14
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.	Pending

Table 2: UNICEF Whistleblower Protection Policy

Question	Response	URL	Details
1. Were any changes made to your organization's whistleblower protection policy during 2022? If yes, please explain.	No	Not Required	The Ethics Office is currently reviewing the UNICEF Policy on Whistle-Blower Protection against Retaliation to ensure alignment with recent developments and best practices.
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	UNICEF Anonymous Reporting	OIAI maintains dedicated reporting channels, including an email address and a webform, that can be used to make anonymous reports.
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	Under the UNICEF disciplinary policy, if the Office of Internal Audit and Investigations and/or the Deputy Executive Director, Management determine(s) that 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

Question	Response	URL	Details
			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.	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	Not Provided	Such allegations would be referred to the Secretary General pursuant to Office of Internal Audit and Investigation's Charter and the UNICEF disciplinary 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?	Yes	Not Provided	Per the Office of Internal Audit and Investigations (OIAI) Charter, "OIAI has the authority to independently decide to open an investigation into any matter, or to decide not to consider a case or open an investigation, 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 2022	2022
2. Ethics and Integrity at the United Nations: Total Personnel Trained (as of December 31, 2022)	17440

Question	Details
3. Ethics and Integrity at the United Nations: Percent of Personnel Trained (as of December 31, 2022)	81%
4. Preventing Fraud and Corruption at the United Nations: Personnel Trained in 2022	2684
5. Preventing Fraud and Corruption at the United Nations: Total Personnel Trained (as of December 31, 2022)	23849
6. Preventing Fraud and Corruption at the United Nations: Percent of Personnel Trained (as of December 31, 2022)	93%
7. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Personnel Trained in 2022	1745
8. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Total Personnel Trained (as of December 31, 2022)	27839
9. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Percent of Personnel Trained (as of December 31, 2022)	95%
10. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Personnel Trained in 2022	1973
11. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Total Personnel Trained (as of December 31, 2022)	17405
12. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Percent of Personnel Trained (as of December 31, 2022)	81%
13. Other ethics training: Personnel Trained in 2022	1347
14. Other ethics training: Total Personnel Trained (as of December 31, 2022)	17405
15. Other ethics training: Percent of Personnel Trained (as of December 31, 2022)	81%

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	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

Table 2: UNIDROIT Whistleblower Protection Policy

Question	Response	URL	Details
1. Were any changes made to your organization's whistleblower protection policy during 2022? If yes, please explain.	No	Not Required	The most recent changes were made in 2021.
2. How has your organization disseminated its whistleblower protection policy?	Yes	Not Provided	Made available on 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?	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 Required	Not directly mentioned but would fall under the following provision: "The Whistleblower Report Officer shall determine what action, if any, to take in response to the report. When, based on the facts reported or any other relevant information collected, it is objectively reasonable to infer that misconduct might have taken place, the Whistleblower Report Officer must take one of the following actions: i. Conduct an internal review ii. When the complexity of the case so advises, retain one or more external reviewers, auditors or investigators.

Question	Response	URL	Details
			<p>When the alleged misconduct concerns the President, the Whistleblower Report Officer that is a Member of the Permanent Committee will decide to take any of the actions envisaged in the previous paragraph in consultation with the rest of the Permanent Committee Members, excluding the President.</p> <p>Based on the result of the review, audit or investigation, the Whistleblower Report Officer will draft a report with a proposal to close the case or adopt the disciplinary or remedial actions required to address the confirmed misconduct. The disciplinary or remedial actions will be taken as determined by UNIDROIT Statute and Regulations." (para. 9, WHISTLEBLOWER AND ANTI-RETALIATION POLICY).</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>When, based on the facts reported or any other relevant information collected, it is objectively reasonable to infer that misconduct might have taken place, the Whistleblower Report Officer must take one of the following actions:</p> <ul style="list-style-type: none"> i. Conduct an internal review ii. When the complexity of the case so advises, retain one or more external reviewers, auditors or investigators." <p>(para. 9, WHISTLEBLOWER AND ANTI-RETALIATION POLICY).</p>
<p>7. Does your organization have documented procedures for handling the investigation of allegations of misconduct against the organization's executive head?</p>	Yes	Not Required	<p>If the suspected misconduct involves the Secretary-General, the Whistleblower has reason to believe that he or she may be subject to retaliation, or the Whistleblower has reason to believe that evidence of suspected conduct will be concealed, destroyed, or not acted upon, the individual</p>

Question	Response	URL	Details
			<p>should report the suspected misconduct to the President of the Governing Council.</p> <p>If the suspected misconduct involves the President, and the Whistleblower has reason to believe that he/she might be subject to retaliation, or the Whistleblower has reason to believe that evidence of suspected conduct will be concealed, destroyed, or not acted upon, the individual should report the suspected misconduct to the Member of the Permanent Committee with the shortest serving time in office at the said Permanent Committee, and, in case of several members with equal time of service, the youngest one, whose contact information will be made available to all Staff. (para. 5, WHISTLEBLOWER AND ANTI-RETALIATION POLICY).</p>
8. Does your organization have documented procedures that provide authority to heads of	Yes	Not Required	Staff members must report suspected misconduct in the

Question	Response	URL	Details
<p>internal oversight offices or investigation functions to open investigations without executive head approval?</p>			<p>first instance to the Secretary-General.</p> <p>If the suspected misconduct involves the Secretary-General, the Whistleblower has reason to believe that he or she may be subject to retaliation, or the Whistleblower has reason to believe that evidence of suspected conduct will be concealed, destroyed, or not acted upon, the individual should report the suspected misconduct to the President of the Governing Council.</p> <p>If the suspected misconduct involves the President, and the Whistleblower has reason to believe that he/she might be subject to retaliation, or the Whistleblower has reason to believe that evidence of suspected conduct will be concealed, destroyed, or not acted upon, the individual should report the suspected misconduct to the Member of the Permanent Committee</p>

Question	Response	URL	Details
			with the shortest serving time in office at the said Permanent Committee, and, in case of several members with equal time of service, the youngest one, whose contact information will be made available to all Staff. (para. 5, WHISTLEBLOWER AND ANTI-RETALIATION POLICY).

Table 3: UNIDROIT Ethics Training

Question	Details
1. Ethics and Integrity at the United Nations: Personnel Trained in 2022	Not Provided
2. Ethics and Integrity at the United Nations: Total Personnel Trained (as of December 31, 2022)	Not Provided
3. Ethics and Integrity at the United Nations: Percent of Personnel Trained (as of December 31, 2022)	Not Provided
4. Preventing Fraud and Corruption at the United Nations: Personnel Trained in 2022	Not Provided
5. Preventing Fraud and Corruption at the United Nations: Total Personnel Trained (as of December 31, 2022)	Not Provided
6. Preventing Fraud and Corruption at the United Nations: Percent of Personnel Trained (as of December 31, 2022)	Not Provided
7. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Personnel Trained in 2022	Not Provided

Question	Details
8. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Total Personnel Trained (as of December 31, 2022)	Not Provided
9. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Percent of Personnel Trained (as of December 31, 2022)	Not Provided
10. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Personnel Trained in 2022	Not Provided
11. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Total Personnel Trained (as of December 31, 2022)	Not Provided
12. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Percent of Personnel Trained (as of December 31, 2022)	Not Provided
13. Other ethics training: Personnel Trained in 2022	Not Provided
14. Other ethics training: Total Personnel Trained (as of December 31, 2022)	Not Provided
15. Other ethics training: Percent of Personnel Trained (as of December 31, 2022)	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	1520
2. Total number of ethics related inquiries.	155

Question	Details
3. Total number of reports of misconduct.	32
4. Total number of retaliation claims.	4
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.	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 2022? 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	WIPO has an independent, secured whistleblowing platform allowing IOD to communicate anonymously with whistleblowers.

Question	Response	URL	Details
4. Does your organization have investigators trained to investigate cases of sexual exploitation, abuse, and harassment (SEAH)?	Yes	Not Required	IOD investigators have formal qualifications in the area of SEA/SH investigations.
5. Please describe the protocol in your organization if criminal misconduct is suspected.	Not Required	Not Provided	<p>WIPO framework on the protection against retaliation for reporting misconduct (Office Instruction N° 33/2017 Policy to Protect Against Retaliation for Reporting Misconduct and for Cooperating with Duly Authorized Audits or Investigations, available at https://www.wipo.int/export/sites/www/about-wipo/en/oversight/docs/oi_33_2017.pdf) applies to any type of misconduct (defined as abuse of authority, fraud, corruption, the failure of personnel to comply with obligations to the Organization including under the Staff Regulations and Rules or other relevant administrative issuances, the Financial Regulations and Rules, or the Standards of Conduct of the International Civil Service or other terms of their engagement, and any request or instruction from any member of personnel to violate the above-mentioned regulations, rules, standards, issuances or terms, and other wrongdoing).</p> <p>Under Office Instruction N° 33/2017, protection by the Organization against retaliation (or retaliation apprehended on a reasonable belief)</p>

Question	Response	URL	Details
			will be extended to an individual who reports alleged misconduct by a member of personnel to an entity or individual outside of the established internal mechanisms, where a number of criteria are satisfied, including that such reporting is necessary to avoid: (i) a significant threat to public health and safety; or (ii) substantive damage to the Organization's operations; or (iii) violations of national or international law; the use of internal mechanisms is not possible; and the individual does not accept payment or any other benefit from any party for such report.
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 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	The WIPO Internal Oversight Charter includes specific provisions to this effect.
8. Does your organization have documented procedures that provide authority to heads of internal oversight offices or investigation	Yes	Not Provided	The WIPO Internal Oversight Charter includes specific provisions to this effect.

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

Table 3: WIPO Ethics Training

Question	Details
1. Ethics and Integrity at the United Nations: Personnel Trained in 2022	1470
2. Ethics and Integrity at the United Nations: Total Personnel Trained (as of December 31, 2022)	1520
3. Ethics and Integrity at the United Nations: Percent of Personnel Trained (as of December 31, 2022)	97%
4. Preventing Fraud and Corruption at the United Nations: Personnel Trained in 2022	51
5. Preventing Fraud and Corruption at the United Nations: Total Personnel Trained (as of December 31, 2022)	1183
6. Preventing Fraud and Corruption at the United Nations: Percent of Personnel Trained (as of December 31, 2022)	97%
7. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Personnel Trained in 2022	7
8. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Total Personnel Trained (as of December 31, 2022)	265
9. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Percent of Personnel Trained (as of December 31, 2022)	90% of Managers
10. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Personnel Trained in 2022	76

Question	Details
11. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Total Personnel Trained (as of December 31, 2022)	1340
12. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Percent of Personnel Trained (as of December 31, 2022)	86%
13. Other ethics training: Personnel Trained in 2022	Not Provided
14. Other ethics training: Total Personnel Trained (as of December 31, 2022)	Not Provided
15. Other ethics training: Percent of Personnel Trained (as of December 31, 2022)	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	265
2. Total number of ethics related inquiries.	5
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

Question	Details
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 2022? If yes, please explain.	No	Not Required	Not Provided
2. How has your organization disseminated its whistleblower protection policy?	Yes	Not Provided	Intranet and regular ethics training 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	See sections IV and V of the Administration Instruction mentioned in question 1 above; complainants have the possibility of reporting misconduct through both internal and external mechanisms.
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	Internal report to EM for authorizing investigation. Report to the police might be necessary.

Question	Respons	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	In the case of formal appeals, the UPU Appeals Committee is chaired by an external person (both Chair and Alternate Chair) and has decision-making authority (potentially subject to subsequent appeals to the UN Appeals Tribunal).
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 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 2022	265
2. Ethics and Integrity at the United Nations: Total Personnel Trained (as of December 31, 2022)	265
3. Ethics and Integrity at the United Nations: Percent of Personnel Trained (as of December 31, 2022)	100%
4. Preventing Fraud and Corruption at the United Nations: Personnel Trained in 2022	265

Question	Details
5. Preventing Fraud and Corruption at the United Nations: Total Personnel Trained (as of December 31, 2022)	265
6. Preventing Fraud and Corruption at the United Nations: Percent of Personnel Trained (as of December 31, 2022)	100%
7. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Personnel Trained in 2022	265
8. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Total Personnel Trained (as of December 31, 2022)	265
9. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Percent of Personnel Trained (as of December 31, 2022)	100%
10. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Personnel Trained in 2022	265
11. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Total Personnel Trained (as of December 31, 2022)	265
12. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Percent of Personnel Trained (as of December 31, 2022)	100%
13. Other ethics training: Personnel Trained in 2022	266
14. Other ethics training: Total Personnel Trained (as of December 31, 2022)	287
15. Other ethics training: Percent of Personnel Trained (as of December 31, 2022)	Not Applicable

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	255
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 2022? If yes, please explain.	No	Not Required	Not Provided
2. How has your organization disseminated its whistleblower protection policy?	Yes	Not Provided	It is available on the Intranet and accessible for 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	Not Provided
4. Does your organization have investigators trained to investigate cases of sexual exploitation, abuse, and harassment (SEAH)?	No	Not Required	The WCO Policy to Prevent and Combat any Form of Harassment provides for an external investigator to carry out a thorough investigation of the facts leading to the complaint.
5. Please describe the protocol in your organization if criminal misconduct is suspected.	Not Required	Not Provided	We would make a thorough legal evaluation on a case-by-case basis before filing a complaint and/or cooperating with the local competent authorities in accordance with the status, internal rules and prerogatives of the Organization and of its staff.
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 as a second level of jurisdiction, and only when the WCO internal remedies are exhausted.

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?	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: WCO Ethics Training

Question	Details
1. Ethics and Integrity at the United Nations: Personnel Trained in 2022	Not Provided
2. Ethics and Integrity at the United Nations: Total Personnel Trained (as of December 31, 2022)	Not Provided
3. Ethics and Integrity at the United Nations: Percent of Personnel Trained (as of December 31, 2022)	Not Provided
4. Preventing Fraud and Corruption at the United Nations: Personnel Trained in 2022	Not Provided
5. Preventing Fraud and Corruption at the United Nations: Total Personnel Trained (as of December 31, 2022)	Not Provided
6. Preventing Fraud and Corruption at the United Nations: Percent of Personnel Trained (as of December 31, 2022)	Not Provided
7. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Personnel Trained in 2022	Not Provided
8. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Total Personnel Trained (as of December 31, 2022)	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, 2022)	Not Provided
10. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Personnel Trained in 2022	Not Provided
11. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Total Personnel Trained (as of December 31, 2022)	Not Provided
12. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Percent of Personnel Trained (as of December 31, 2022)	Not Provided
13. Other ethics training: Personnel Trained in 2022	Not Provided
14. Other ethics training: Total Personnel Trained (as of December 31, 2022)	Not Provided
15. Other ethics training: Percent of Personnel Trained (as of December 31, 2022)	Not Provided

World Health Organization (WHO)

Table 1: WHO Ethics Policy

Question	Details
1. Total number of personnel (regardless of contract modality) subject to ethics policies	24,334
2. Total number of ethics related inquiries.	1369
3. Total number of reports of misconduct.	488
4. Total number of retaliation claims.	32
5. Total number of prima facie determinations.	31

Question	Details
6. Total number of retaliation claims referred for investigations.	13
7. Total number of retaliation claims found in favor of claimant.	12

Table 2: WHO Whistleblower Protection Policy

Question	Response	URL	Details
1. Were any changes made to your organization's whistleblower protection policy during 2022? If yes, please explain.	Yes	Whistleblower Policies	WHO policy on whistleblowing and protection against retaliation, March 2015. The publication of the revised policy is imminent.
2. How has your organization disseminated its whistleblower protection policy?	Yes	Not Provided	Multiple initiatives and outreach activities since the policy was developed, including communications via the WHO intranet platforms.
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.
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	Any relevant matters arising from IOS investigations are referred internally to the

Question	Response	URL	Details
			Office of the Legal Counsel for consideration and referral as relevant.
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	External mechanisms for reporting are provided in the Protection From Retaliation Policy.
7. Does your organization have documented procedures for handling the investigation of allegations of misconduct against the organization's executive head?	Yes	Allegations of Misconduct	In progress, pending Member States finalization.
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	Investigations without Executive Approval	Not Provided

Table 3: WHO Ethics Training

Question	Details
1. Ethics and Integrity at the United Nations: Personnel Trained in 2022	Not Applicable
2. Ethics and Integrity at the United Nations: Total Personnel Trained (as of December 31, 2022)	Not Applicable
3. Ethics and Integrity at the United Nations: Percent of Personnel Trained (as of December 31, 2022)	Not Applicable

Question	Details
4. Preventing Fraud and Corruption at the United Nations: Personnel Trained in 2022	Not Applicable
5. Preventing Fraud and Corruption at the United Nations: Total Personnel Trained (as of December 31, 2022)	Not Applicable
6. Preventing Fraud and Corruption at the United Nations: Percent of Personnel Trained (as of December 31, 2022)	Not Applicable
7. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Personnel Trained in 2022	14423
8. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Total Personnel Trained (as of December 31, 2022)	Not Provided
9. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Percent of Personnel Trained (as of December 31, 2022)	93%
10. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Personnel Trained in 2022	General: 11,760 Managers: 2,359
11. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Total Personnel Trained (as of December 31, 2022)	General: 11,760 Managers: 2,359
12. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Percent of Personnel Trained (as of December 31, 2022)	General: 92% Managers: 91%
13. Other ethics training: Personnel Trained in 2022	146
14. Other ethics training: Total Personnel Trained (as of December 31, 2022)	146

Question	Details
15. Other ethics training: Percent of Personnel Trained (as of December 31, 2022)	16.8% of 869 staff appointments

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.	Will be available at the end of 2023
3. Total number of reports of misconduct.	6
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 2022? If yes, please explain.	Yes	Not Required	WMO concluded a memorandum of understanding with the UN ethics office, which will from now on provide whistleblower protection to WMO staff.

Question	Response	URL	Details
2. How has your organization disseminated its whistleblower protection policy?	Yes	Not Provided	The policy was published in a service note and is part of the WMO Standing Instructions.
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	The Secretary-General is able to remove the Staff Members privilege and immunities in the instance that an activity is of a criminal nature. Once reported to the Secretary-General a complaint can be filed to the local 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.	No	Not Required	In instances in which a decision is made by the United Nations Ethics Office there is not appeal mechanism for a decision. Within UN jurisprudence decisions of the Ethics Office are not administrative decisions.

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?	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 open investigations without executive head approval?	Yes	Not Provided	Not Provided

Table 3: WMO Ethics Training

Question	Details
1. Ethics and Integrity at the United Nations: Personnel Trained in 2022	Was not yet available in 2022
2. Ethics and Integrity at the United Nations: Total Personnel Trained (as of December 31, 2022)	Was not yet available in 2022
3. Ethics and Integrity at the United Nations: Percent of Personnel Trained (as of December 31, 2022)	Was not yet available in 2022
4. Preventing Fraud and Corruption at the United Nations: Personnel Trained in 2022	Was not yet available in 2022
5. Preventing Fraud and Corruption at the United Nations: Total Personnel Trained (as of December 31, 2022)	Was not yet available in 2022
6. Preventing Fraud and Corruption at the United Nations: Percent of Personnel Trained (as of December 31, 2022)	Was not yet available in 2022
7. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Personnel Trained in 2022	100
8. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Total Personnel Trained (as of December 31, 2022)	200

Question	Details
9. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Percent of Personnel Trained (as of December 31, 2022)	60%
10. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Personnel Trained in 2022	100
11. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Total Personnel Trained (as of December 31, 2022)	200
12. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Percent of Personnel Trained (as of December 31, 2022)	60%
13. Other ethics training: Personnel Trained in 2022	Not Provided
14. Other ethics training: Total Personnel Trained (as of December 31, 2022)	Not Provided
15. Other ethics training: Percent of Personnel Trained (as of December 31, 2022)	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	Not Provided
2. Total number of ethics related inquiries.	8
3. Total number of reports of misconduct.	65
4. Total number of retaliation claims.	0
5. Total number of prima facie determinations.	0

Question	Details
6. Total number of retaliation claims referred for investigations.	0
7. Total number of retaliation claims found in favor of claimant.	0

Table 2: WTO Whistleblower Protection Policy

Question	Response	URL	Details
1. Were any changes made to your organization's whistleblower protection policy during 2022? If yes, please explain.	Yes	Not Required	The procedure for administrative investigations (OFFICE (22)/31) allows for anonymous reporting.
2. How has your organization disseminated its whistleblower protection policy?	Yes	Not Provided	The procedure for administrative investigations (OFFICE (22)/31) was disseminated to all staff. A Town Hall was held to promote the whistleblowing "Integrity" line.
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	Not Provided
4. Does your organization have investigators trained to investigate cases of sexual exploitation, abuse, and harassment (SEAH)?	Yes	Not Required	All members of the OIO have received SH investigations training.
5. Please describe the protocol in your organization if criminal misconduct is suspected.	Not Required	Not Provided	The OIO will inform the Director General who may take a decision to lift immunity.

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	Not Provided
7. Does your organization have documented procedures for handling the investigation of allegations of misconduct against the organization's executive head?	Yes	Not Provided	(OFFICE (22)/31) provides that the OIO will report directly to the Chairpersons of the Committee Budget Finance Administration (CBFA) and the General 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?	Yes	Not Provided	Not Provided

Table 3: WTO Ethics Training

Question	Details
1. Ethics and Integrity at the United Nations: Personnel Trained in 2022	Not Provided
2. Ethics and Integrity at the United Nations: Total Personnel Trained (as of December 31, 2022)	Not Provided
3. Ethics and Integrity at the United Nations: Percent of Personnel Trained (as of December 31, 2022)	Not Provided
4. Preventing Fraud and Corruption at the United Nations: Personnel Trained in 2022	Not Provided

Question	Details
5. Preventing Fraud and Corruption at the United Nations: Total Personnel Trained (as of December 31, 2022)	Not Provided
6. Preventing Fraud and Corruption at the United Nations: Percent of Personnel Trained (as of December 31, 2022)	Not Provided
7. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Personnel Trained in 2022	Not Provided
8. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Total Personnel Trained (as of December 31, 2022)	Not Provided
9. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Percent of Personnel Trained (as of December 31, 2022)	Not Provided
10. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Personnel Trained in 2022	Not Provided
11. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Total Personnel Trained (as of December 31, 2022)	Not Provided
12. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Percent of Personnel Trained (as of December 31, 2022)	Not Provided
13. Other ethics training: Personnel Trained in 2022	Not Provided
14. Other ethics training: Total Personnel Trained (as of December 31, 2022)	Not Provided
15. Other ethics training: Percent of Personnel Trained (as of December 31, 2022)	Not Provided

World Organization for Animal Health (WOAH)

Table 1: WOAH Ethics Policy

Question	Details
8. Total number of personnel (regardless of contract modality) subject to ethics policies	Not Provided
9. Total number of ethics related inquiries.	8
10. Total number of reports of misconduct.	65
11. Total number of retaliation claims.	0
12. Total number of prima facie determinations.	0
13. Total number of retaliation claims referred for investigations.	0
14. Total number of retaliation claims found in favor of claimant.	Not Applicable

Table 2: WOAH Whistleblower Protection Policy

Question	Response	URL	Details
1. Were any changes made to your organization's whistleblower protection policy during 2022? If yes, please explain.	No	Not Required	Not Provided
2. How has your organization disseminated its whistleblower protection policy?	Not Provided	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	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 Provided	Not Provided
5. Please describe the protocol in your organization if criminal misconduct is suspected.	No	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 Provided	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	WOAH does not possess an internal oversight office.

Table 3: WOA Ethics Training

Question	Details
1. Ethics and Integrity at the United Nations: Personnel Trained in 2022	255
2. Ethics and Integrity at the United Nations: Total Personnel Trained (as of December 31, 2022)	0
3. Ethics and Integrity at the United Nations: Percent of Personnel Trained (as of December 31, 2022)	0
4. Preventing Fraud and Corruption at the United Nations: Personnel Trained in 2022	255
5. Preventing Fraud and Corruption at the United Nations: Total Personnel Trained (as of December 31, 2022)	0
6. Preventing Fraud and Corruption at the United Nations: Percent of Personnel Trained (as of December 31, 2022)	0
7. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Personnel Trained in 2022	255
8. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Total Personnel Trained (as of December 31, 2022)	0
9. Prevention of Sexual Exploitation and Abuse by UN Personnel: Managers and Commanders: Percent of Personnel Trained (as of December 31, 2022)	0
10. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Personnel Trained in 2022	255
11. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Total Personnel Trained (as of December 31, 2022)	0
12. Prevention of Sexual Harassment and Abuse by UN Personnel – Working Harmoniously: Percent of Personnel Trained (as of December 31, 2022)	0

Question	Details
13. Other ethics training: Personnel Trained in 2022	255
14. Other ethics training: Total Personnel Trained (as of December 31, 2022)	255
15. Other ethics training: Percent of Personnel Trained (as of December 31, 2022)	100% after catch up sessions