

Management Letter on preventing, addressing and reporting on Sexual Exploitation and Abuse and Sexual Harassment

Further to Decision 2018/3 para.10, as indicated in the management letter of the UN Women Executive Director/Under-Secretary-General on Sexual Exploitation and Abuse (SEA) dated 1 February 2019 and in accordance with Section 4.6 of the Secretary-General's Bulletin on "Special measures for protection from sexual exploitation and sexual abuse" (ST/SGB/2003/13), UN Women hereby certifies that, as of the date of this letter, UN Women has reported to the Secretary-General all allegations of SEA that have been brought to its attention and has taken all appropriate measures to address such allegations, in accordance with established rules and procedures for dealing with cases of staff misconduct.

Recognizing the request of the Executive Board to also report on Sexual Harassment (SH), UN Women wishes to also confirm that it has taken all appropriate measures to address allegations of SH against UN Women personnel, in accordance with established rules and procedures.

Preventing and addressing SEA and SH

UN Women has adopted a proactive and victim-centered approach to preventing and addressing SEA as well as SH, including:

1. Implementation of the established UN framework prohibiting SEA - specifically ST/SGB/2003/13 (Special Measures for protection from sexual exploitation and sexual abuse) as well as the commitment to implement action set out by the Secretary-General in his report on Special Measures for the Protection from Sexual Exploitation and Abuse (A/73/744 and A/71/818).
2. Implementation of the provisions of the UN Protocol on allegations of SEA involving implementing partners, which outlines requirements of the UN, including its funds and programmes, when working with implementing partners, to ensure adequate safeguards and appropriate action related to SEA. We are striving to align our policy framework and specific partner agreements with the Protocol.
3. Implementation of our policy prohibiting workplace harassment and abuse of authority, which addresses all types of harassment, including SH. As part of the victim-centered approach, the policy has been updated to clarify that it applies to all personnel, regardless of contract type and allow for anonymous and third-party reporting of SH without any statutes of limitation.
4. Endorsement of a model policy prohibiting SH by the UN Chief Executives Board on 8 November 2018, to which our policy framework will be further aligned.

5. Implementation of our policy on Protection Against Retaliation for Reporting Misconduct and for Cooperating with Duly Authorized Audits or Investigations, which provide for the protection of those who report wrongdoing including SEA and SH.
6. The above framework is reinforced through mandatory trainings for personnel on the prohibition of SEA and workplace harassment including SH and ways of reporting such acts, as well as on ethics and integrity.
7. In addition, institutional efforts have been made by senior management to prevent SH and SEA by convening townhalls and management workshops emphasizing zero tolerance and by implementing an awareness campaign on the impact of sexual harassment on affected individuals.
8. Participated in the first-ever UN System-wide survey “Safe Space: Survey on Sexual Harassment in our Workplace” in November 2018 to better understand the prevalence, scope and nature of this issue at UN Women.
9. Ensuring robust, comprehensive and confidential reporting mechanisms for allegations of SEA and SH, to our independent oversight and investigative services, the UN Office of Internal Oversight Services (OIOS), who are mandated to conduct investigations into wrongdoing. Without prejudice to the operationally independent status of that office, such reports are given the highest priority. OIOS has, during 2018, enhanced its victim-centered approach with dedicated, specialized investigators on SEA and SH.
10. Endorsement of the screening database known as “Clear Check”, which allows *inter alia* the registration of former UN personnel who have had substantiated allegations of SEA or SH against them. The database ensures that perpetrators of sexual misconduct are not rehired in the UN System. We are striving to ensure operationalization of the database in a manner that is aligned with the UN system.
11. Signed an agreement on counseling support for personnel experiencing trauma from SH and SEA, in addition to the services provided in the field by UNDSS.

Reporting SEA and SH

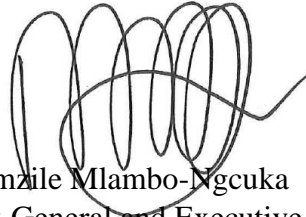
UN Women is also fully-committed to reporting on these issues while maintaining confidentiality in order to ensure *inter alia* the probity and confidentiality of any investigation, to ensure the safety and security of persons including the alleged victim, and to respect the due process rights of all involved. Accordingly, the established reporting mechanisms are as follows:

1. As mandated by the Secretary-General, each year, we report to the Executive Board that we have reported all allegations of SEA and taken appropriate measures to address such allegations.
2. Quarterly Reporting on SEA through the Office of the Special Coordinator.
3. Annual report on internal investigation activities to the Executive Board, which includes cases of SEA and SH and information on the actions taken including management's response to substantiated allegations of misconduct.

Finally, in accordance with ST/SGB/2003/13 and the provisions of General

Assembly resolution 62/63, the Secretary-General, on behalf of UN Women, brings credible allegations that reveal that a crime may have been committed, including SEA and SH, to the attention of the States against whose nationals such allegations are made.

Recognizing the importance of transparency and accountability in the United Nations system with respect to fighting SEA and SH, this has been done in good faith.

A handwritten signature in black ink, consisting of several overlapping loops and a trailing line, positioned above the printed name.

Phumzile Mlambo-Ngcuka
Under-Secretary-General and Executive Director
16 May 2019