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Investigations cases closed during 2022**Addendum to the UNICEF Office of Internal Audit and
Investigations 2022 annual report to the Executive Board***Summary*

This document presents the addendum to the UNICEF Office of Internal Audit and Investigations 2022 annual report to the Executive Board ([E/ICEF/2023/AB/L.4](#)) and should be considered as part of that document.

This addendum provides information on the investigations cases that were closed by UNICEF in 2022. During the year, the Office managed 773 investigations cases as compared to 647 in 2021, representing a 19 per cent increase, and closed 374 cases in 2022 as compared to 310 in 2021, a 21 per cent increase.

* Reissued for technical reasons on 19 May 2023
** [E/ICEF/2023/9](#).



Investigations cases closed during 2022

<i>Number^a</i>	<i>UNICEF region/location^b</i>	<i>Allegation</i>	<i>Financial loss to UNICEF established (in United States dollars)</i>	<i>Investigation result/disciplinary measure</i>
<i>Bribery, corruption or kickbacks</i>				
1	ECA	Reception of kickbacks from contracted trainers and collusion by a staff member.	Nil	Case closed following initial assessment. Referral made to UNICEF office for management intervention.
2	ESA	Attempted bribery of a third-party auditor engaged by UNICEF by implementing partner personnel.	Nil	Case closed after initial assessment. Referral made to UNICEF office for management intervention.
3	ESA	Attempted bribery of a third-party auditor engaged by UNICEF by implementing partner personnel.	Nil	Case closed after initial assessment. Referral made to a UNICEF office for management intervention.
4	ESA	Solicitation of bribes from a vendor by a staff member.	Nil	Case closed after initial assessment.
5	ESA	Improper award of contracts and disclosure of confidential information to a UNICEF vendor made by unknown personnel associated with the United Nations, sexual abuse of minors by UNICEF vendor and unknown persons associated with the United Nations, and sharing of pornographic material by an unknown person.	Nil	Case closed after initial assessment.
6	ESA	Solicitation of bribes and kickbacks by unidentified staff members and suppliers in the context of a procurement process.	Nil	Case closed after initial assessment.
7	MENA	Solicitation of a bribe by a staff member from a candidate involved in a recruitment process.	Nil	Case closed following initial assessment. Referral made to UNICEF office for management intervention.
8	MENA	Corrupt and fraudulent practices by an implementing partner related to car rentals.	Nil	Case closed after initial assessment.
9	MENA	Bribery of government personnel in exchange for the quick processing of visas by a staff member.	Nil	Case closed following initial assessment. Referral made to a UNICEF office for management intervention.
10	WCA	Solicitation of bribes from government personnel by a staff member.	Nil	Case closed after initial assessment.
11	WCA	Misuse of funds by an implementing partner, kickbacks implicating two UNICEF staff members, and conflicts of interest involving three staff members.	Nil	Closed after initial assessment.
12	WCA	Solicitation of bribes from implementing partners by four staff members.	Nil	Case closed after initial assessment.
13	WCA	Attempt to bribe a staff member by an implementing partner personnel.	Nil	Not substantiated.

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14	WCA	Collusion with a vendor to falsify invoices to UNICEF and theft by a staff member.	\$48,752.00	Investigation report submitted to the Deputy Executive Director, Management.
15	WCA	Collusion between staff member and external parties in relation to vehicles sold at UNICEF auctions, as well as involvement of a staff member in an ongoing criminal investigation.	Nil	Case closed after initial assessment.
16	WCA	Offering of a bribe to former staff members by a government representative and in exchange for favouring certain implementing partners during the selection of projects.	Nil	Case closed after initial assessment.
17	WCA	Solicitation of a bribe by a staff member from a vendor.	Nil	Case closed after initial assessment.
<i>Burglary, robbery, theft of UNICEF property or funds</i>				
18	ESA	Use of UNICEF branded equipment by a company with no affiliation with UNICEF.	Nil	Case closed after initial assessment.
19	ESA	Theft of UNICEF resources from a UNICEF warehouse secured by a third-party contractor.	\$14,212.95	Case closed after initial assessment.
20	WCA	Theft of UNICEF nutrition supplies and clothing kits from another United Nations entity's warehouse by a staff member.	Nil	Case closed after initial assessment.
21	WCA	Theft of information and communications technology (ICT) supplies by a staff member.	Nil	Case closed after initial assessment.
22	WCA	Theft of ICT supplies by a staff member.	\$6,655.00	Referral made to a UNICEF office for management intervention, including possible write-off.
23	WCA	Theft of nutrition supplies, tents and WASH (water, sanitation and hygiene) and Dignity Kits by a criminal group following the hijacking of a truck transporting UNICEF supplies.	\$37,931.94	Referral made to a UNICEF office for management intervention, including possible write-off.
24	WCA	Diversion of UNICEF nutrition supplies to local market.	Nil	Referral made to a UNICEF office for management intervention.
<i>Child safeguarding</i>				
25	EAP	Recruitment of a child as a volunteer by an implementing partner.	Nil	Case closed after assessment of investigation and actions taken by the implementing partner.
26	ESA	Insufficient safeguarding practice by an implementing partner and its partners, resulting in the exposure of children to potential risks of harm.	Nil	Referral made to a UNICEF office for management intervention, as the matter fell outside the mandate of the Office of Internal Audit and Investigations (OIAI).
27	LAC	Emotional abuse of children by a former staff member.	Nil	Case closed following initial assessment.

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28	MENA	Physical and emotional abuse of children by implementing partner personnel.	Nil	Case closed after assessment of investigation and actions taken by the implementing partner.
29	MENA	Negligence by a staff member resulting in exposure of child beneficiaries to physical, emotional and sexual abuse by implementing partner personnel.	Nil	Referral made to a UNICEF office for management intervention.
30	MENA	Physical abuse and detainment of nine children who were deprived of access to food and other necessities by an implementing partner.	Nil	Case closed after assessment of actions taken by the implementing partner. Referral made to a UNICEF office for management intervention.
31	MENA	Verbal abuse, including threats of deportation, and physical abuse of two children by implementing partner personnel.	Nil	Case closed after assessment of actions taken by the implementing partner. Referral made to a UNICEF office for management intervention.
32	MENA	Physical abuse of a child by implementing partner volunteer.	Nil	Case closed after assessment of actions taken by the implementing partner. Referral made to a UNICEF office for management intervention.
33	MENA	Physical abuse by an implementing partner personnel towards a child, namely slapping.	Nil	Case closed after assessment of actions taken by the implementing partner. Referral made to a UNICEF office for management intervention.
34	MENA	Physical abuse of a child by an implementing partner personnel.	Nil	Case closed after assessment of actions taken by the implementing partner. Referral made to a UNICEF office for management intervention.
35	MENA	Verbal abuse, including threats of physical harm, by implementing partner personnel towards a child.	Nil	Case closed after assessment of actions taken by the implementing partner. Referral made to a UNICEF office for management intervention.
36	MENA	Physical abuse of a child by an implementing partner volunteer.	Nil	Case closed after assessment of actions taken by the implementing partner. Referral made to a UNICEF office for management intervention.
37	MENA	Physical and verbal abuse of children, as well as failure to provide a sanitary living environment for children, by an implementing partner.	Nil	Case closed after assessment of actions taken by the implementing partner. Referral made to a UNICEF office for management intervention.
38	MENA	Physical abuse of a child by an implementing partner personnel.	Nil	Case closed after assessment of actions taken by the implementing partner. Referral made to a UNICEF office for management intervention.

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39	MENA	Negligence by implementing partner personnel resulting in children sexually abusing other children.	Nil	Case closed after assessment of actions taken by the implementing partner. Referral made to a UNICEF office for management intervention.
40	MENA	Negligence by implementing partner personnel resulting in children sexually abusing other children.	Nil	Case closed after assessment of actions taken by the implementing partner. Referral made to a UNICEF office for management intervention.
41	MENA	Emotional abuse of three child beneficiaries by implementing partner personnel.	Nil	Case closed after assessment of investigation and actions taken by the implementing partner.
42	MENA	Physical abuse of a child by an implementing partner personnel.	Nil	Case closed after assessment of investigation and actions taken by the implementing partner.
43	MENA	Employment of children by a UNICEF vendor.	Nil	Case closed after initial assessment.
44	WCA	Failure to provide child support by an individual with no clear affiliation with UNICEF.	Nil	Case closed after initial assessment, as the allegations fell outside the mandate of OIAI.
<i>Entitlements fraud</i>				
45	ESA	Fraudulent claims for parental leave and dependency allowance, as well as inappropriate social media posts, by staff member.	Nil	Case closed after initial assessment regarding allegation of entitlements fraud. Referral made to the Deputy Executive Director, Management, as concerns allegation of inappropriate social media posts. The staff member received a written censure and lost two steps in grade.
46	ESA	Submission of fraudulent documentation by staff member in support of request for sick leave.	\$23,736.80	Investigation report submitted to the Deputy Executive Director, Management. Staff member resigned prior to completion of investigation. A note was placed on the former staff member's official status file preventing work for UNICEF under any contractual arrangement.
47	HQ	Misrepresentation of marital status by a staff member, resulting in overpayment of spousal allowance.	Nil	Case closed after initial assessment.
48	LAC	Misrepresentation of marital status by a staff member, resulting in misuse of entitlements.	Nil	Case closed after initial assessment. Referral made to a UNICEF office for management intervention regarding

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				determination of staff member's personal status at onboarding.
49	Other	Proactive review of danger pay allowance in identified country offices.	\$35,750.00	Advisory memorandum submitted to a UNICEF office.
50	WCA	Submission of a forged invoice by a staff member in support of a salary advance request.	Nil	Investigation report submitted to the Deputy Executive Director, Management. Staff member was separated from service.
51	WCA	Submission of a falsified invoice for tuition fees by a staff member to obtain a salary advance.	Nil	Investigation report submitted to the Deputy Executive Director, Management. Staff member resigned before completion of the investigation.
52	WCA	Submission of fraudulent documents in support of a request for a salary advance and dependency allowances by staff member.	Nil	Investigation report submitted to the Deputy Executive Director, Management. Staff member was separated from service.
53	WCA	Fraudulent travel and spousal allowance claims by staff member.	Nil	Not substantiated.
54	WCA	Misrepresentation of physical location by a staff member while working outside duty station, resulting in overpayment of danger pay.	Nil	Referral made to a UNICEF office for management intervention for recovery of possible overpayments.
55	WCA	Submission of falsified invoices for tuition fees by a staff member to obtain salary advances.	Nil	Investigation report submitted to the Deputy Executive Director, Management. Staff member lost nine steps in grade.
56	WCA	Submission of falsified invoices for tuition fees by a staff member to obtain salary advances.	Nil	Investigation report submitted to the Deputy Executive Director, Management. Staff member lost eight steps in grade.
<i>Fraud and forgery</i>				
57	ESA	Abuse of authority, favouritism, corruption, sabotage, intimidation and retaliation by a staff member in interactions with personnel of Government agency.	Nil	Case closed after initial assessment.
58	ESA	Submission of fraudulent invoices to UNICEF by a staff member related to the servicing of non-UNICEF vehicles.	\$2,192.00	Investigation report submitted to the Deputy Executive Director, Management.
59	ESA	Fraudulent scam by a former staff member of UNICEF and a staff member of another United Nations entity to solicit money on the promise of a scholarship.	Nil	Referral made to a UNICEF office for management intervention and referral made to another United Nations entity.

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60	ESA	Concealing loss of UNICEF items by a staff member during an inventory count by instructing supervisee to replace the missing items.	Nil	Case closed after initial assessment.
61	ESA	Misrepresentation of employment history by a staff member in job applications with UNICEF.	Nil	Investigation report submitted to the Deputy Executive Director, Management.
62	MENA	Submission of forged letters of appointment and payslips by three staff members to the United Nations Federal Credit Union in support of loan applications.	Nil	Not substantiated.
63	MENA	Submission of false documentation by a staff member in connection with date of birth.	Nil	Case closed after initial assessment.
64	SA	Issuance of airline tickets, under favourable terms provided under the agreement between an airline and the United Nations, to individuals not associated with UNICEF or the United Nations, by a vendor and implicating a staff member.	Nil	Case closed after initial assessment.
65	SA	Unauthorized practice by staff members consisting of issuing signed letter of undertakings on behalf of UNICEF to guarantee personal bank loans.	Nil	Case closed after initial assessment. Referral made to a UNICEF office for management intervention and possible administrative action.
66	WCA	Theft and collusion by staff members and a vendor to resell stolen UNICEF communication equipment to another United Nations entity.	\$5,131.00	Closed after initial assessment as it was unlikely that an investigation would lead to a finding of misconduct. Referral made to a UNICEF office for supplier contractual management.
67	WCA	Submission of falsified school invoices for tuition fees by five staff members to obtain salary advances.	Nil	Case closed after initial assessment.
<i>Fraud involving misuse of programme funds by third parties</i>				
68	EAP	Misuse of programme funds by implementing partner personnel.	Nil	Case closed after initial assessment of action taken by the implementing partner.
69	ECA	Theft of assets and bribery of state authorities and institutes by an implementing partner.	Nil	For recording purposes. No further action was required.
70	ESA	Diversion of project funds, falsification of supporting documentation and attempted bribery of a third-party auditor engaged by UNICEF, by a former implementing partner.	Nil	Referral made to a UNICEF office for partnership management.
71	ESA	Falsification of documentation to conceal diversion of programme funds by an implementing partner.	\$37,338.00	Investigation report submitted to a UNICEF office for management intervention.
72	ESA	Misuse of project funds and procurement irregularities by an implementing partner.	Nil	Referral made to a UNICEF office for management intervention, including possible

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				implementation of risk mitigation measures.
73	ESA	Misappropriation of project funds, by forging receipts and charging costs for travel that was not undertaken by the personnel of an implementing partner.	\$162.00	Referral made to a UNICEF office for management, including possible implementation of risk mitigation measures.
74	ESA	Fraudulent practices by an implementing partner, including embezzlement of projects funds.	Nil	Not substantiated.
75	ESA	Misrepresentation of payroll expenditures by an implementing partner.	\$37,645.00	Investigation report submitted to a UNICEF office for management intervention.
76	ESA	Fraud and corruption, including misrepresentation of consultancy fees and other expenses, by a government implementing partner.	Nil	Referral made to a UNICEF office for partnership management and possible funds impairment.
77	ESA	Misuse of programme funds and fabrication of fraudulent documentation to support expenditures by an implementing partner.	Nil	Case closed after initial assessment. Referral made to a UNICEF office for partnership management.
78	ESA	Misuse of programme funds, including by withholding salary payments, by implementing partner.	Nil	Case closed after assessment of action taken by the implementing partner.
79	ESA	Solicitation of kickbacks from suppliers by personnel of an implementing partner.	Nil	Case closed after assessment of action taken by the implementing partner.
80	ESA	Fraud and corruption by personnel of an implementing partner, including diversion of project funds and falsification of documentation.	Nil	Referral made to a UNICEF office for partnership management.
81	ESA	Fraud and corruption by a personnel of an implementing partner, including reporting false information on works completed.	Nil	Referral made to a UNICEF office for partnership management.
82	ESA	Misappropriation of programme funds and assets and submission of forged documentation by an implementing partner.	Nil	Case closed after initial assessment as there was no nexus to UNICEF funding.
83	ESA	Misuse of project funds and fraud, involving questionable costs related to the payment of daily subsistence allowances and vehicle fuel, by implementing partner and government personnel.	Nil	Case closed after assessment of investigation and actions taken by the implementing partner.
84	ESA	Misuse of programme funds, by creating falsified invoices, and recruitment and procurement irregularities by implementing partner personnel.	Nil	Case closed after assessment of investigation and actions taken by the implementing partner.
85	ESA	Solicitation of kickbacks from a supplier by implementing partner personnel.	Nil	Case closed after assessment of investigation and actions taken by the implementing partner.
86	ESA	Foreign exchange irregularities by implementing partner personnel impacting the implementation of a UNICEF programme.	Nil	Case closed after assessment of investigation and actions taken by the implementing partner. Referral made to a UNICEF

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				office for partnership management.
87	ESA	Misuse of programme funds by government implementing partner by withholding payments to its personnel.	Nil	Case closed after assessment as funds were not misused. Referral made to a UNICEF office for management intervention.
88	ESA	Diversion of nutrition supplies funded by UNICEF by an implementing partner.	Nil	Referral made to a UNICEF office for partnership management.
89	ESA	Procurement irregularities, including concealing procurement challenges and transactions, by implementing partner personnel.	Nil	Case closed after assessment of investigation and actions taken by the implementing partner. Referral made to a UNICEF office for partnership management.
90	LAC	Corrupt practices by government implementing partner personnel by requesting kickbacks from consultants.	Nil	Case closed after initial assessment.
91	MENA	Misuse of programme funds, including retention of personnel salaries, submission of false invoices and overbilling, by implementing partner personnel.	\$7,357.40	Investigation report submitted to a UNICEF office for management intervention.
92	MENA	Corrupt and fraudulent activities by implementing partner, and corrupt practices and preferential treatment by a staff member.	Nil	Case closed after initial assessment. Referral made to a UNICEF office for partnership management.
93	MENA	Misuse of programme funds by implementing partner, including misrepresentations regarding work completed, salary payments to its personnel and failures in project implementation.	Nil	Case closed after initial assessment due to insufficient information. Referral made to a UNICEF office for partnership management.
94	MENA	Misrepresentation by an implementing partner to secure the award of UNICEF contracts, including its capacity and the status of its personnel.	Nil	Not substantiated.
95	MENA	Falsification of documents, including signature forgery, by implementing partner personnel.	Nil	Case closed after assessment of investigation and actions taken by implementing partner.
96	MENA	Irregularities in the justifications for disbursements of programme funds submitted to UNICEF by an implementing partner.	Nil	Case closed after initial assessment. Referral made to a UNICEF office for partnership management.
97	MENA	Misuse of programme funds, fraud, abuse of authority and retaliation involving senior managers of an implementing partner.	\$102,539.00	Investigation report submitted to a UNICEF office for management intervention.
98	MENA	Misappropriation of programme funds and fraudulent behaviour, as well as failure to report sexual exploitation allegations, engagement in sexual favours to obtain project funds, and discrimination by personnel of an implementing partner.	Nil	Case closed after initial assessment due to insufficient information. Referral made to a UNICEF office for partnership management.

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99	MENA	Falsification of employee records by implementing partner and failure to pay full remuneration to its personnel.	Nil	Case closed after initial assessment due to insufficient information. Referral made to a UNICEF office for partnership management.
100	MENA	Fraudulent practice by implementing partner by requesting salary clawbacks in cash from its personnel.	Nil	Case closed after assessment of action taken by the implementing partner.
101	MENA	Submission of falsified documentation to conceal misuse of project funds, by staff and senior officials of an implementing partner, and harassment and retaliation by senior officials of the implementing partner against personnel of the implementing partner.	Nil	Case closed after initial assessment. Referral made to a UNICEF office for partnership management.
102	MENA	Theft and diversion of nutrition supplies funded by UNICEF by government personnel.	Nil	Case closed after assessment of investigation and actions taken by the implementing partner.
103	MENA	Misuse of funds, including withholding personnel salaries and theft, by an implementing partner personnel.	Nil	Case closed after assessment of actions taken by the implementing partner.
104	MENA	Failure by implementing partner personnel to disclose a conflict of interest in a procurement process.	Nil	Case closed after assessment of investigation and actions taken by the implementing partner.
105	MENA	Misuse of programme funds and unethical conduct by implementing partner personnel.	Nil	Case closed after assessment due to insufficient information. Referral made to a UNICEF office for partnership management.
106	MENA	Irregularities relating to the payment of a subcontractor by implementing partner.	Nil	Case closed after initial assessment as it involved a contractual dispute and not possible fraud.
107	MENA	Fraud and misuse of programme funds by an implementing partner.	Nil	Case closed after initial assessment due to lack of a documentary trail. Referral made to a UNICEF office for partnership management.
108	MENA	Request for guidance in relation to a forensic audit that was being conducted by an implementing partner.	Nil	For recording purposes. No further action was required.
109	MENA	Withholding of salary payments to personnel by implementing partner.	Nil	Referral made to a UNICEF office for partnership management.
110	Other	Misuse of programme funds and unethical behaviour by implementing partner, including utilizing consulting contracts that did not comply with local laws.	Nil	Case closed after initial assessment due to insufficient information. Referral made to a UNICEF office for partnership management.

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111	SA	Misappropriation of programme funds by an implementing partner.	\$897.00	Case closed after initial assessment. Referral made to a UNICEF office for recovery of funds overpaid to partner.
112	SA	Failure to comply with contractual terms and receipt of kickbacks from contractors by an implementing partner.	Nil	Case closed after initial assessment due to insufficient information.
113	SA	Lack of fairness, transparency and effective competition in procurement processes led by government implementing partner.	Nil	Case closed after initial assessment. Referral made to a UNICEF office for partnership management.
114	SA	Misappropriation of student stipends, misuse of programme funds for personal interest and falsification of documents by an implementing partner.	Nil	Case closed after assessment of investigation and actions taken by the implementing partner.
115	SA	Procurement fraud and corrupt practices by an implementing partner.	Nil	Case closed after assessment of investigation and actions taken by the implementing partner.
116	SA	Abuse of authority and harassment implicating an implementing partner personnel.	Nil	Referral made to a UNICEF office for partnership management.
117	SA	Misuse of programme funds, including inflation of costs and overreporting training attendees, by implementing partner personnel.	Nil	Case closed after assessment of third-party audit.
118	SA	Irregularities in payments made by an implementing partner to a contractor.	Nil	Case closed after initial assessment as it involved a contractual dispute and not possible fraud. Referral made to a UNICEF office for partnership management.
119	WCA	Collusion and violation of UNICEF procurement rules in the selection of an implementing partner by three staff members, and collusion with the implementing partner to report fraudulent project expenditures by two staff members.	Nil	Case closed after initial assessment.
120	WCA	Submission of falsified invoices by an implementing partner.	\$2,500.00	Investigation report submitted to a UNICEF office for management intervention.
121	WCA	Submission of falsified invoices related to school nutrition supplies by an implementing partner.	Nil	Case closed due to lack of a documentary trail. Referral made to a UNICEF office for partnership management.
122	WCA	Misappropriation of project funds by implementing partner director by extorting the salary of its personnel.	Nil	Case closed due to lack of a documentary trail.
123	WCA	Fraud and nepotism by staff member, in collaboration with implementing partner personnel, related to recruitment irregularities, irregularities in the payment of salaries and daily subsistence allowance fraud in implementing partner.	Nil	Case closed after initial assessment due to insufficient information.

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124	WCA	Misuse of programme funds by an implementing partner involving ineligible expenditures.	Nil	Case closed after assessment of third-party audit.
125	WCA	Fraudulent practices, including falsification of receipts and invoices, and salary irregularities by implementing partner.	Nil	Case closed after assessment due to insufficient information.
126	WCA	Nepotism by implementing partner in the course of a recruitment process.	Nil	Case closed after assessment of investigation and actions taken by the implementing partner.
<i>Gross mismanagement resulting in either financial or reputational damage to UNICEF</i>				
127	ESA	Misuse of funds by staff member, by colluding with personnel of government implementing partner and by receiving diverted funds.	Nil	Case closed after initial assessment.
<i>Harassment and abuse of authority</i>				
128	EAP	Pattern of harassment by staff member, including shouting, micromanaging and using harsh language towards supervisees.	Nil	Case closed after initial assessment.
129	EAP	Abuse of authority by a staff member towards a supervisee.	Nil	Case closed as the victim did not consent to a formal investigation.
130	ECA	Pattern of harassment towards a former staff member by staff members, resulting in a hostile work environment.	Nil	Case closed after initial assessment.
131	ECA	Pattern of harassment and abuse of authority by a staff member towards a supervisee, including shouting, adopting demeaning behaviour and attempting to reduce the supervisee's contract duration.	Nil	Case closed upon withdrawal of complaint.
132	ECA	Harassment and abuse of authority, including threats relating to contract termination and other intimidating behaviour, by a staff member towards a supervisee.	Nil	Case closed after initial assessment. Referral made to a UNICEF office for management intervention.
133	ESA	Harassment and abuse of authority, including belittling, intimidation, exclusion and humiliation, as well as discrimination based on ethnicity, by a staff member towards a supervisee.	Nil	Not substantiated.
134	ESA	Shouting and intimidating behaviour towards a United Nations Volunteer by another United Nations Volunteer.	Nil	Case closed after initial assessment.
135	ESA	Abuse of authority and discrimination by a staff member towards a supervisee, by not authorizing sick leave and harassing the supervisee during sick leave.	Nil	Case closed after initial assessment
136	ESA	Abuse of authority by a staff member by excluding the employee of a government implementing partner from working on UNICEF projects.	Nil	Case closed after initial assessment.
137	ESA	Abuse of authority by a staff member related to the use of a UNICEF vehicle.	Nil	Case closed after initial assessment.

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138	ESA	Discrimination based on ethnicity towards a personnel of a third-party vendor by a UNICEF staff member.	Nil	Case closed after initial assessment.
139	ESA	Pattern of harassment by a staff member, including undermining and interfering with the work of a staff member and other team members, and verbally abusive behaviour.	Nil	Case closed as the victim did not consent to a formal investigation.
140	ESA	Harassment, abuse of authority and discrimination by a staff member towards a supervisee, including by adopting belittling behaviour and by instructing other staff not to provide guidance and support.	Nil	Case closed after initial assessment.
141	ESA	Pattern of harassment, including intimidation, unfair targeting and undermining, by a staff member towards supervisee, resulting in the creation of a hostile work environment.	Nil	Case closed after initial assessment.
142	ESA	Abuse of authority by a staff member, by terminating another staff member's contract, after they reported allegations of sexual harassment against their supervisor.	Nil	Case closed after initial assessment.
143	HQ	Racial discrimination and abuse of authority by a staff member towards supervisee.	Nil	Case closed after initial assessment.
144	HQ	Pattern of harassment, including belittlement, discrimination, intimidation and threats, by a staff member towards a supervisee.	Nil	Case closed after initial assessment.
145	HQ	Abuse of authority by unilaterally changing the provisions contained in a consultancy contract by a staff member.	Nil	Case closed after initial assessment.
146	HQ	Abuse of authority by supervisors towards consultant, including requesting consultant to disseminate unethical recommendations, termination of consultancy and negative performance evaluation.	Nil	Case closed after initial assessment.
147	HQ	Harassment and abuse of authority by a staff member towards a supervisee, including through comments in performance evaluation, raising voice and use of coercive language.	Nil	Case closed after initial assessment.
148	HQ	Abusive behaviour and managerial deficiencies by a staff member.	Nil	For recording purposes. No further action was required as the complainant declined requests to provide additional information.
149	HQ	Humiliating conduct, shouting and negative comments made by a staff member towards other staff members.	Nil	Case closed as the victims did not consent to a formal investigation.
150	LAC	Harassment, including unfair performance management and demeaning behaviour, abuse of authority and retaliation by staff members against another staff member.	Nil	Case closed after initial assessment.

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151	LAC	Pattern of harassment by a staff member towards a supervisee, including making threats, ignoring requests and yelling.	Nil	Case closed after initial assessment.
152	LAC	Harassment of a staff member by another staff member, through humiliation, diminishing professional achievements, and amplifying shortcomings to justify non-renewal of contract.	Nil	Case closed after initial assessment.
153	MENA	Harassment and abuse of authority by staff member towards supervisees, resulting in the creation of a hostile work environment.	Nil	Not substantiated.
154	MENA	Instances of abuse of authority, harassment and conflict of interest by a staff member.	Nil	Case closed after initial assessment.
155	MENA	Abuse of authority and harassment, as well as irregularities in payments, by a staff member.	Nil	Case closed as the victim did not consent to a formal investigation.
156	MENA	Speaking to staff in an intimidating matter, abuse of authority of a supervisee, including by scheduling meetings outside of working hours, as well as demonstrations of favouritism, by a staff member.	Nil	Case closed as the victim did not consent to a formal investigation.
157	Other	Allegation of abuse of authority, harassment, fraud and retaliation involving another United Nations entity.	Nil	Assistance provided to other United Nations entity.
158	SA	Pattern of harassment by a staff member towards another staff member, including shouting and threats of adverse performance evaluation, as well as involvement in recruitment irregularities and disclosure of confidential information.	Nil	Not substantiated.
159	SA	Employment of an unprofessional management style, nepotism, harassment and undue influence over recruitment processes by three staff members.	Nil	Case closed after initial assessment.
160	SA	Inappropriate communication by a staff member towards another staff member.	Nil	For recording purposes. No further action was required as the complainant did not submit an official complaint or consent to a formal investigation.
161	SA	Pattern of harassment and abuse of authority, including the use of demeaning language and behaviour, by a staff member towards supervisees and personnel of implementing partners.	Nil	Case closed after initial assessment.
162	SA	Rude and abusive behavior by a supervisor towards a supervisee.	Nil	Case closed after initial assessment.
163	SA	Abuse of authority by a staff member towards a consultant by demanding additional work, making threats and improper contract termination.	Nil	Case closed after initial assessment.
164	SA	Harassment, including humiliating behaviour, assignment of unclear tasks, and recording unjustified adverse comments in the performance appraisal, directed towards a supervisee by a staff member.	Nil	Case closed after initial assessment. Referral made to a UNICEF office for management intervention.

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165	SA	Employment of a rigid and hierarchical management style and bullying of staff members by management.	Nil	Case closed as the victim did not consent to a formal investigation.
166	SA	Creation of a hostile work environment by a staff member in the form of bullying, intimidation and constant belittling of other staff members.	Nil	Case closed as the victims did not consent to a formal investigation. Referral made to a UNICEF office for management intervention.
167	SA	Harassment, including shouting in front of other colleagues, by a staff member towards a contractor.	Nil	Case closed upon withdrawal of complaint.
168	SA	Harassment, abuse of authority and threats relating to performance towards a supervisee, as well as misuse of office property, by a staff member.	Nil	Case closed after initial assessment.
169	WCA	Harassment, abuse of authority and religion-based discrimination by a staff member towards a supervisee.	Nil	Case closed after initial assessment.
170	WCA	Use of abusive language, withholding of consultancy fees and unfair performance management towards a former consultant by a staff member.	Nil	Case closed after initial assessment.
171	WCA	Harassment and retaliation against a supervisee by a staff member.	Nil	Case closed after initial assessment.
172	WCA	Wrongful dismissal and racial discrimination by a staff member towards another staff member.	Nil	Case closed after initial assessment.
173	WCA	Statements of a defamatory and harassing nature made by a staff member towards other staff members, including by email and social media.	Nil	Case closed after initial assessment. Referral made to the Deputy Executive Director, Management.
174	WCA	Harassment, abuse of authority and discrimination by a staff member towards a supervisee.	Nil	Case closed after initial assessment.
175	WCA	Harassment and abuse of authority by staff members, including by excluding the complainant from the management of the section's activities.	Nil	Case closed upon withdrawal of complaint.
176	WCA	Harassment and abuse of authority by a staff member, by abolishing a post with the purpose of dismissing a supervisee.	Nil	Case closed after initial assessment.
<i>Inappropriate staff conduct</i>				
177	EAP	Inappropriate behaviour by a staff member towards colleagues, including threatening their job security, yelling and using insulting language and requesting personal loans.	Nil	Case closed after initial assessment.
178	EAP	Procurement and recruitment irregularities, including nepotism, favouritism and conflict of interest in the selection of partners and consultants by a staff member.	Nil	Investigation report submitted to the Deputy Executive Director, Management. The staff member lost eight steps in grade.

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179	ECA	Exchanging sexually explicit messages on a messaging app through work mobile phone by a staff member.	Nil	Case closed after initial assessment.
180	ECA	Allegations related to failure by a staff member to fulfil private legal obligation related to alimony.	Nil	Case closed after initial assessment.
181	ECA	Breach of confidentiality, including distribution of internal documents with external parties, by an unknown staff member.	Nil	Case closed after initial assessment.
182	ECA	Discriminatory and offensive social media posts by a staff member.	Nil	Case closed after initial assessment.
183	ECA	Physical altercation between two staff members.	Nil	Case closed after initial assessment. Referral made to a UNICEF office for management intervention.
184	ECA	Physical altercation between two staff members.	Nil	Case closed after initial assessment. Referral made to a UNICEF office for management intervention.
185	ESA	Failure by a staff member to comply with a personal legal obligation.	Nil	Referral made to the Division of Human Resources.
186	ESA	Failure by a former staff member to fulfil a private legal obligation related to alimony.	Nil	For recording purposes. No further action was required.
187	ESA	Verbal threats against staff members of UNICEF and other international organizations, corrupt practices and participation in fraud schemes, by a former staff member.	Nil	Case closed after initial assessment.
188	ESA	Domestic abuse of a spouse by a staff member.	Nil	Case closed after initial assessment
189	ESA	Violation of coronavirus disease (COVID-19) restrictions and violation of security guidelines by a staff member.	Nil	Referral made to a UNICEF office for management intervention.
190	ESA	Inappropriate behaviour by a staff member, including publicly humiliating other staff members, contacting staff members while they were on leave, showing favouritism based on gender and ethnicity, and creating a hostile work environment.	Nil	Referral made to a UNICEF office for management intervention.
191	ESA	Inappropriate conduct by the spouse of a staff member.	Nil	Case closed after initial assessment. Referral made to a UNICEF office for management intervention.
192	ESA	Inappropriate staff conduct involving a staff member placing a sticker on their vehicle containing derogatory language towards a political figure.	Nil	Referral made to a UNICEF office for management intervention.
193	HQ	Failure by a staff member to disclose that they had been disciplined for misconduct by a previous employer in the context of numerous UNICEF job applications.	Nil	Investigation report submitted to the Deputy Executive Director, Management. Staff member was separated from service.

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194	MENA	Physical assault and threats by a staff member towards an individual.	Nil	Investigation report submitted to the Deputy Executive Director, Management. Staff member was separated from service.
195	MENA	Submission of test answers that had been drafted by another party and sharing of confidential information during recruitment test by staff member, as well as submission of job applications that failed to disclose that staff member was under investigation.	Nil	Investigation report submitted to the Deputy Executive Director, Management. Staff member had separated from UNICEF prior to completion of investigation. A note was placed on the former staff member's official status file.
196	MENA	Misuse of ICT resources by a staff member and inappropriate sharing of photograph of two colleagues to spread rumours.	Nil	Case closed after initial assessment. Referral made to a UNICEF office for management intervention.
197	MENA	Physical assault and threats by a staff member towards an individual, including threat of harming a relative.	Nil	Investigation report submitted to the Deputy Executive Director, Management. Staff member was separated from service.
198	MENA	Failure by a staff member to disclose that they were under investigation for misconduct by OIAI while applying for a UNICEF position.	Nil	Investigation report submitted to the Deputy Executive Director, Management.
199	MENA	Solicitation of sex workers, inappropriate sexual conduct, and fraud by staff members and personnel of UNICEF, as well as personnel of other United Nations entities.	Nil	Not substantiated.
200	MENA	Misrepresentations to UNICEF office in the context of a request for assistance for a visa application, and non-compliance with local laws, by a staff member.	Nil	Investigation report submitted to the Deputy Executive Director, Management. The staff member was separated from service.
201	SA	Harassment and abuse of authority by a staff member towards personnel of third-party service provider, by making threats, influencing the termination of the personnel's contract, and sharing information regarding termination of said contract with other prospective employers of the personnel of the third-party service provider.	Nil	Case closed after initial assessment.
202	SA	Obstruction of OIAI investigation by a staff member.	Nil	Investigation report submitted to the Deputy Executive Director, Management.
203	SA	Abusive conduct towards an individual, including physical violence and sexual misconduct, as well as possible entitlement fraud by a staff member.	Nil	Closed after initial assessment.
204	SA	Abuse of authority by asking staff members to perform personal chores, discrimination based on ethnicity in the recruitment of staff, and	Nil	Case closed after initial assessment.

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		irregularities in awarding procurement contracts by a staff member.		
205	SA	Physical and verbal abuse of a domestic worker, and subjecting domestic worker to exploitative work conditions, by a staff member.	Nil	Investigation report submitted to the Deputy Executive Director, Management.
206	SA	Inappropriate physical contact by a staff member with implementing partner personnel.	Nil	Case closed as the victim did not consent to a formal investigation. Referral made to a UNICEF office for management intervention.
207	SA	Excessive use of alcohol resulting in a road accident by a United Nations Volunteer.	Nil	For recording purposes. No further action was required.
208	WCA	Physical assault of a staff member of another United Nations entity by UNICEF staff member.	Nil	Case closed after initial assessment.
209	WCA	Physical assault of a staff member's relative by another staff member.	Nil	Case closed after initial assessment.
210	WCA	Failure by a staff member to comply with a private legal obligation.	Nil	Referral made to a UNICEF office for management intervention.
211	WCA	Fatal road accident involving a staff member driving a UNICEF vehicle.	Nil	Case closed after initial assessment. Referral made to a UNICEF office for management intervention.
212	WCA	Physical domestic abuse of spouse by a staff member.	Nil	Case closed after initial assessment. Referral made to the Division of Human Resources.
213	WCA	Unauthorized access to the UNICEF recruitment management system to incorrectly record a job offer by a staff member.	Nil	Referral made to a UNICEF office for management intervention.
<i>Medical Insurance Plan fraud</i>				
214	ESA	Submission of fraudulent documentation in support of a request for reimbursement of medical claim by a staff member.	Nil	Investigation report submitted to the Deputy Executive Director, Management.
215	ESA	Submission of fraudulent documentation in support of a medical reimbursement claim by a staff member.	Nil	Investigation report submitted to the Deputy Executive Director, Management. Staff member resigned during the investigation. A note was placed on the former staff member's official status file preventing work for UNICEF under any contractual arrangement.
216	HQ	Submission of fraudulent documentation in support of requests for reimbursement of medical claims by a staff member.	Nil	Investigation report submitted to the Deputy Executive Director, Management. The staff member was separated from service.

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217	HQ	Submission of fraudulent documentation in support of a request for reimbursement of a medical claim by a staff member.	Nil	Investigation report submitted to the Deputy Executive Director, Management.
218	MENA	Submission of fraudulent documentation in support of a request for reimbursement of medical claims by a consultant.	Nil	Investigation report submitted to a UNICEF office for management intervention.
219	WCA	Submission of fraudulent documentation in support of requests for reimbursement of medical claims, as well as submission of false birth certificate to register a child as a dependent, by a staff member.	\$5,223.00	Not substantiated. Referral made to a UNICEF office for management intervention with respect to dependency benefits.
<i>Miscellaneous</i>				
220	ECA	Poor management and unethical behaviour by a member of a National Committee for UNICEF and poor communication by another member of the same National Committee.	Nil	Referral made to a UNICEF office for management intervention.
221	ESA	Fraud by local business with no ties to UNICEF by misrepresenting forged contract with UNICEF and misuse of UNICEF logo to secure a purchase.	Nil	Case closed after initial assessment.
222	ESA	Unfair treatment of a staff member by another staff member in the context of a lateral assignment.	Nil	Case closed after initial assessment.
223	HQ	Fraudulent employment scams resulting in withdrawals of money from victims' bank accounts.	Nil	Referral made to the UNICEF Chief Legal Counsel for possible referral to the local authorities.
224	HQ	Unauthorized employment with a private company by a consultant.	Nil	Referral made to a UNICEF office for management intervention.
225	HQ	Unsatisfactory conduct implicating a staff member, including favouritism, retaliation and corruption.	Nil	Referral to another United Nations entity.
226	LAC	Concerns raised by a staff member about another staff member's romantic relationship and possible misuse of official vehicles.	Nil	For recording purposes. No further action was required.
227	MENA	Inappropriate communications, including bullying and negative comments, by a staff member towards employees of an implementing partner.	Nil	Referral made to a UNICEF office for management intervention.
228	Other	Sexual assault by an individual with no discernable ties to UNICEF.	Nil	For recording purposes. No further action was required.
229	Other	Fraudulent fundraising scam in the name of UNICEF via social media.	Nil	Referral made to a UNICEF office for management intervention.
230	Other	Breach of confidentiality by a staff member of another United Nations entity.	Nil	Initial assessment of allegations finalized and the findings shared via referral to another United Nations entity for closure.

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231	SA	Unsatisfactory conduct by UNICEF country office related to denying contractors access to cafeteria.	Nil	Referral made to a UNICEF office for management intervention.
232	SA	Report of systematic harm to the local population arising from the ineffectiveness of a UNICEF programme.	Nil	Case closed after initial assessment.
233	WCA	Dissatisfaction with respect to child custody and support arrangements concerning a staff member.	Nil	For recording purposes. No further action was required.
234	WCA	Failure by vendor to pay adequate salary to its employees and failure to increase their salaries after having agreed to do so.	Nil	Referral made to a UNICEF office for management intervention.
235	WCA	Withdrawal of UNICEF tender by vendor personnel after reporting a change in vendor's financial status and declaring financial instability.	Nil	Referral made to a UNICEF office for management intervention.
236	WCA	Failure to reimburse the travel expenses of a job candidate.	Nil	Referral made to a UNICEF office for management intervention.
<i>Procurement irregularities</i>				
237	ECA	Failure by a consultant to disclose conflict of interest with a UNICEF vendor during a procurement process.	Nil	Investigation report submitted to a UNICEF office for management intervention.
238	ESA	Procurement irregularities, including possible conflict of interest implicating a manufacturer.	Nil	Referral made to a UNICEF office for management intervention.
239	ESA	Unsatisfactory performance of contractual obligations by a contractor.	Nil	Referral made to a UNICEF office for management intervention.
240	HQ	Submission of a fraudulent document by an unsuccessful bidder in the context of a UNICEF tender.	Nil	Case closed after initial assessment.
241	LAC	Procurement irregularities and corrupt practices implicating the personnel of a government implementing partner and a staff member.	Nil	Case closed after initial assessment.
242	MENA	Procurement irregularities, including conferring undue advantages for vendors.	Nil	Case closed after initial assessment.
243	Other	Collusion relating to procurement activities in another United Nations entity.	Nil	Assistance provided to other United Nations entity.
244	SA	Fraud, including discrepancies in billing versus staff payments, by a vendor.	Nil	Case closed after initial assessment.
245	SA	Collusion between vendors in submitting offers in response to a UNICEF tender.	Nil	Case closed after initial assessment.
246	WCA	Procurement fraud and collusion with bidding companies by staff member during a procurement process.	Nil	Case closed after initial assessment.
247	WCA	Procurement irregularities to favour the interests of vendors by two staff members.	Nil	Case closed after initial assessment.

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<i>Recruitment irregularities</i>				
248	EAP	Irregularities during a recruitment process resulting in the exclusion of a staff member.	Nil	Case closed after initial assessment. Referral made to a UNICEF office for management intervention.
249	HQ	Disclosure of confidential information by one or more staff members to a candidate during UNICEF recruitment process, including the written test, sample answers and scoring criteria.	Nil	Referral made to a UNICEF office for management intervention.
250	HQ	Disclosure by a staff member of written test answers, scoring criteria and other material to a candidate participating in a recruitment process.	Nil	Investigation report submitted to the Deputy Executive Director, Management. Loss of three steps in grade with deferment of eligibility for salary increment and consideration for promotion for three years, and a fine of one month's net base salary.
251	HQ	Disclosure by a staff member of written recruitment test to a candidate participating in recruitment process.	Nil	Investigation report submitted to the Deputy Executive Director, Management. Staff member lost three steps in grade with deferment of eligibility for salary increment and consideration for promotion for three years, and a fine of one month's net base salary.
252	LAC	Recruitment of a relative without a competitive process, and authorization of payments and travel expenses exceeding the maximum amount set out in UNICEF guidelines, by a staff member.	\$6,280.92	Investigation report submitted to the Deputy Executive Director, Management. Staff member was separated from service.
253	MENA	Submission of test answers that had been drafted by third-party and sharing of confidential information by a candidate during an online recruitment test.	Nil	Investigation report submitted to a UNICEF office for management intervention.
254	MENA	Irregularities related to withdrawing a job offer to a candidate on account of the misrepresentation of their academic credentials.	Nil	Referral made to a UNICEF office for management intervention.
255	MENA	Candidate reported having been discriminated against on the basis of ethnicity, in the context of a recruitment process.	Nil	Case closed after initial assessment.
256	MENA	Irregularities related to not rescheduling an interview with a shortlisted candidate and not informing the same candidate of the result of another recruitment process concerning them.	Nil	Referral made to a UNICEF office for management intervention.
257	MENA	Staff member provided undue assistance to an external candidate in the context of a recruitment process, including during the contract negotiation phase.	Nil	Investigation report submitted to the Deputy Executive Director, Management.

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258	MENA	Disclosure by staff member of confidential test material and provision of assistance to a candidate participating in a recruitment process.	Nil	Investigation report submitted to the Deputy Executive Director, Management.
259	MENA	Provision of assistance to a candidate in an online recruitment test by a staff member who administered the recruitment process.	Nil	Investigation report submitted to the Deputy Executive Director, Management. The staff member received a deferment of eligibility for consideration of promotion for three years and lost four steps in grade.
260	MENA	Provision of assistance by a consultant to an internal candidate during an online recruitment test.	Nil	Not substantiated.
261	SA	Information indicating that a United Nations Volunteer had been disciplined for misconduct by their previous employer.	Nil	Referral made to a UNICEF office for management intervention.
262	SA	Recruitment irregularities benefiting a candidate related to reusing written test questions for a recruitment test, one week after a similar recruitment test, resulting in the candidate having an unfair advantage	Nil	Referral made to a UNICEF office for management intervention.
263	SA	Provision of assistance by staff members to a candidate during several online recruitment tests.	Nil	Case closed after initial assessment.
264	SA	Disclosure of interview questions to a candidate by staff members.	Nil	Case closed after initial assessment.
<i>Retaliation</i>				
265	EAP	Retaliation by supervisor against supervisee after the latter raised concerns about possible misconduct implicating the supervisor.	Nil	Investigation memorandum issued to the Ethics Office.
<i>Sexual assault</i>				
266	EAP	Sexual assault, sexual harassment and intimidation of a staff member by a consultant.	Nil	Not substantiated.
267	HQ	Sexual abuse and sexual harassment of a supervisee by a former staff member.	Nil	Case closed as the victim did not consent to a formal investigation.
268	WCA	Sexual assault of an individual by a staff member.	Nil	Case closed after initial assessment.
<i>Sexual exploitation and abuse</i>				
269	EAP	Sexual exploitation and abuse of a beneficiary by implementing partner personnel.	Nil	Case closed after assessment of investigation and actions taken by the implementing partner.
270	EAP	Sexual exploitation and abuse by an implementing partner personnel of local beneficiaries in the context of a project not funded by UNICEF.	Nil	Case closed after assessment of actions taken by the implementing partner.
271	ECA	Sexual exploitation and abuse of refugees by implementing partner personnel.	Nil	Case closed after initial assessment as there was no nexus between the allegations

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				and UNICEF partners or activities.
272	ECA	Sexual exploitation and abuse by personnel of organizations that have no links to UNICEF.	Nil	For recording purposes. No further action was required.
273	ECA	Sexual exploitation and abuse of children, as well as child safeguarding violations, by personnel of a former implementing partner.	Nil	Case closed after initial assessment as there was no nexus between the allegations and UNICEF partners or activities.
274	ESA	Sexual exploitation and abuse of a beneficiary by implementing partner personnel.	Nil	Case closed after assessment of investigation and actions taken by the implementing partner.
275	ESA	Sexual exploitation and abuse of children by implementing partner personnel.	Nil	Case closed after assessment of investigation and actions taken by the implementing partner. Referral made to a UNICEF office for partnership management.
276	ESA	Sexual exploitation and abuse of beneficiaries by implementing partner personnel.	Nil	Case closed after initial assessment of action taken by the implementing partner. Referral made to a UNICEF office for partnership management.
277	ESA	Sexual exploitation and abuse of implementing partner personnel by employees of UNICEF service provider.	Nil	Not substantiated.
278	ESA	Sexual exploitation and abuse of a beneficiary in a reception centre by an implementing partner personnel.	Nil	Referral to another United Nations entity.
279	ESA	Sexual favours involving beneficiaries in exchange for employment by implementing partner personnel.	Nil	Case closed after assessment of investigation and actions taken by the implementing partner.
280	ESA	Initiation of marriage arrangements for their child by implementing partner personnel.	Nil	Case closed after initial assessment, as information obtained in the course of the assessment did not corroborate details in the initial report.
281	ESA	Sexual exploitation and abuse of beneficiaries by implementing partner personnel.	Nil	Case closed after assessment of investigation and actions taken by the implementing partner.
282	ESA	Inappropriate sexual relationship between an implementing partner volunteer and an implementing partner personnel.	Nil	Case closed after assessment of investigation and actions taken by the implementing partner.
283	ESA	Pattern of sexual exploitation and abuse of beneficiaries by implementing partner personnel.	Nil	For recording purposes. No further action was required.

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284	ESA	Sexual abuse of a child by a staff member prior to their employment with UNICEF.	Nil	Case closed after initial assessment due to insufficient information.
285	ESA	Sexual exploitation and abuse of a child by an implementing partner personnel in the context of a project funded by another United Nations entity.	Nil	Referral to another United Nations entity.
286	ESA	Sexual exploitation and abuse of a child by implementing partner personnel.	Nil	For recording purposes. No further action was required.
287	ESA	Sexual exploitation and abuse of a young student by implementing partner personnel.	Nil	Closed after assessment. Referral made to a hosted fund partnership.
288	ESA	Sexual exploitation and transactional sex by two implementing partner personnel.	Nil	Case closed after assessment of investigation and actions taken by the implementing partner.
289	ESA	Sexual exploitation and abuse of children by an implementing partner volunteer.	Nil	For recording purposes. No further action was required.
290	ESA	Sexual exploitation and abuse of two individuals by a staff member.	Nil	Investigation report submitted to the Deputy Executive Director, Management. The staff member was separated from service and added to a United Nations screening database on sexual misconduct.
291	ESA	Sexual favours involving a beneficiary in exchange for employment by implementing partner personnel.	Nil	Case closed after assessment of investigation and actions taken by the implementing partner.
292	ESA	Sexual exploitation and abuse of a beneficiary at a camp for internally displaced persons by implementing partner personnel.	Nil	Case closed after assessment of investigation and actions taken by the implementing partner.
293	ESA	Sexual exploitation and abuse, sexual harassment and discrimination during recruitment by senior implementing partner personnel towards other colleagues.	Nil	Case closed after assessment of investigation and actions taken by the implementing partner.
294	ESA	Transactional sex by implementing partner personnel.	Nil	Case closed after assessment of investigation and actions taken by the implementing partner.
295	ESA	Sexual exploitation and abuse implicating personnel of an implementing partner.	Nil	Case closed after assessment of investigation and actions taken by the implementing partner.
296	ESA	Sexual exploitation and abuse of a beneficiary by an implementing partner personnel.	Nil	Case closed after assessment of investigation and actions taken by the implementing partner.
297	ESA	Sexual exploitation and abuse of a beneficiary by an implementing partner volunteer.	Nil	Case closed after assessment of investigation and actions taken by the implementing partner.
298	ESA	Sexual exploitation and abuse of a child beneficiary by implementing partner personnel.	Nil	Case closed after assessment of investigation and actions taken by the implementing partner.

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299	LAC	Transactional sex by a staff member while on mission.	Nil	Investigation report submitted to the Deputy Executive Director, Management.
300	LAC	Sexual exploitation and abuse of a child by an implementing partner personnel.	Nil	Case closed after assessment of investigation and actions taken by the implementing partner. Referral made to a UNICEF office for management intervention.
301	MENA	Sexual exploitation and abuse of a beneficiary by personnel of third-party service provider.	Nil	Case closed after initial assessment.
302	MENA	Child marriage arrangements initiated by an implementing partner volunteer.	Nil	Case closed after assessment of investigation and actions taken by the implementing partner. Referral made to a UNICEF office for partnership management.
303	MENA	Solicitation of sexual favours and financial compensation from beneficiaries in exchange for employment by personnel of government implementing partner.	Nil	Case closed after assessment of investigation and actions taken by the implementing partner.
304	MENA	Sexual exploitation and abuse of an implementing partner personnel by another implementing partner personnel.	Nil	Case closed after assessment of investigation and actions taken by the implementing partner.
305	MENA	Sexual favours involving a beneficiary in exchange for employment by implementing partner personnel.	Nil	Case closed after assessment of investigation and actions taken by the implementing partner. Referral made to a UNICEF office for management intervention.
306	MENA	Sexual exploitation and abuse of a beneficiary by implementing partner personnel in the context of a joint project with another United Nations entity.	Nil	For recording purposes. No further action was required as the allegation fell outside the mandate of OIAI and had already been reported to the appropriate oversight body.
307	MENA	Sexual favours involving a beneficiary in exchange for employment by staff members.	Nil	For recording purposes. No further action was required as this was a duplicate record and the allegations were assessed in a separate case file.
308	MENA	Sexual exploitation and unwelcome sexual requests by a staff member.	Nil	Case closed as the victim did not consent to a formal investigation.
309	MENA	Sexual exploitation and abuse of a beneficiary in a refugee camp by an implementing partner personnel.	Nil	Case closed after assessment of investigation and actions taken by the implementing partner.
310	MENA	Sexual exploitation of beneficiaries in a refugee camp by an implementing partner volunteer.	Nil	Case closed after assessment of investigation and actions taken by the implementing partner.

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311	MENA	Sexual exploitation and abuse of a beneficiary at an internally displaced persons camp by implementing partner personnel.	Nil	Case closed after assessment of investigation and actions taken by the implementing partner.
312	MENA	Sexual exploitation and abuse of a child beneficiary in a refugee camp by implementing partner volunteer.	Nil	Case closed after assessment of investigation and actions taken by the implementing partner.
313	MENA	Sexual exploitation and abuse of a beneficiary by an implementing partner personnel.	Nil	Case closed after assessment of investigation and actions taken by the implementing partner.
314	MENA	Solicitation of transactional sex from a beneficiary by implementing partner personnel.	Nil	Case closed after assessment of investigation and actions taken by the implementing partner.
315	MENA	Sexual exploitation and abuse of a beneficiary by the relative of an implementing partner personnel.	Nil	Case closed after assessment of investigation and actions taken by the implementing partner.
316	MENA	Sexual exploitation and abuse of a beneficiary by an implementing partner personnel.	Nil	Case closed after assessment of investigation and actions taken by the implementing partner. Referral made to a UNICEF office for management intervention.
317	MENA	Sexual exploitation and abuse of a beneficiary by implementing partner personnel.	Nil	Case closed after assessment of investigation and actions taken by the implementing partner.
318	MENA	Sexual exploitation and abuse of a child beneficiary by the personnel of a subcontractor of implementing partner.	Nil	Case closed after assessment of investigation and actions taken by the implementing partner.
319	MENA	Sexual exploitation of beneficiaries in a refugee camp by a former personnel of an implementing partner.	Nil	For recording purposes. No further action was required.
320	SA	Sexual exploitation and abuse of implementing partner personnel by staff member.	Nil	Case closed as the victim did not consent to a formal investigation. Referral made to a UNICEF office for management intervention.
321	SA	Sexual exploitation of colleagues by an implementing partner personnel.	Nil	Case closed after assessment of investigation and actions taken by the implementing partner. Referral made to a UNICEF office for management intervention.
322	SA	Sexual harassment of an individual by implementing partner personnel.	Nil	Referral made to a UNICEF office for management intervention.

<i>Number^a</i>	<i>UNICEF region/location^b</i>	<i>Allegation</i>	<i>Financial loss to UNICEF established (in United States dollars)</i>	<i>Investigation result/disciplinary measure</i>
323	SA	Sexual exploitation and abuse of a non-governmental organization personnel by a staff member.	Nil	Case closed after initial assessment, as evidence obtained contradicted the initial report.
324	SA	Sexual exploitation of implementing partner personnel by a staff member.	Nil	Case closed after initial assessment due to lack of victim consent.
325	SA	Inappropriate advances and solicitation of sexual favours in exchange for employment by staff member towards an individual external to UNICEF.	Nil	Investigation report submitted to the Deputy Executive Director, Management. The staff member was separated from service.
326	SA	Sexual exploitation and abuse of a child by implementing partner personnel.	Nil	Case closed after assessment of investigation and actions taken by the implementing partner.
327	SA	Sexual harassment of implementing partner personnel, as well as sexual exploitation and abuse of a beneficiary, by an implementing partner personnel.	Nil	Case closed after assessment of investigation and actions taken by the implementing partner.
328	SA	Sexual harassment implicating personnel of an entity with no links to UNICEF.	Nil	Referral made to a UNICEF office for management intervention.
329	WCA	Sexual exploitation and abuse of a child by implementing partner personnel.	Nil	Case closed after assessment of investigation and actions taken by the implementing partner.
330	WCA	Sexual exploitation and abuse of a child by an implementing partner personnel.	Nil	Case closed after assessment of investigation and actions taken by the implementing partner.
331	WCA	Sexual favours involving beneficiaries in exchange for employment by a staff member.	Nil	Case closed after initial assessment due to lack of actionable information.
332	WCA	Explicit messages and calls of a sexual nature implicating personnel of a government entity, in the context of an event organized by a hosted entity.	Nil	Referral made to a UNICEF office for management intervention.
333	WCA	Sexual exploitation and abuse of a beneficiary by an employee of a UNICEF vendor.	Nil	Case closed after assessment of action taken by the vendor.
334	WCA	Sexual exploitation and abuse of a child by an implementing partner personnel.	Nil	Referral made to another United Nations entity.
335	WCA	Sexual exploitation and abuse of a child by an implementing partner personnel.	Nil	Case closed after assessment of investigation and actions taken by the implementing partner.
336	WCA	Unwelcome sexual advance towards a vendor's employee by a staff member.	Nil	Case closed after initial assessment as information obtained in the course of assessment contradicted the initial report.

<i>Number^a</i>	<i>UNICEF region/location^b</i>	<i>Allegation</i>	<i>Financial loss to UNICEF established (in United States dollars)</i>	<i>Investigation result/disciplinary measure</i>
337	WCA	Sexual exploitation and abuse of a child beneficiary at an internally displaced persons camp by an implementing partner personnel.	Nil	Case closed after assessment of investigation and actions taken by the implementing partner.
338	WCA	Sexual exploitation and abuse of child beneficiaries by implementing partner personnel.	Nil	Case closed after assessment of investigation and actions taken by the implementing partner.
339	WCA	Sexual exploitation and abuse of beneficiaries, including a child, in a refugee camp by a vendor personnel.	Nil	Case closed after initial assessment due to insufficient information and no identifiable victims.
340	WCA	Sexual exploitation and abuse implicating an implementing partner and the personnel of another United Nations entity.	Nil	Referral made to another United Nations entity.
341	WCA	Transactional sex by a staff member.	Nil	For recording purposes. No further action was required as the complainant declined requests to provide additional information.
342	WCA	Sexual exploitation and abuse of a victim involving a staff member of another United Nations entity.	Nil	Referral made to another United Nations entity.
343	WCA	Sexual exploitation and abuse of a child by implementing partner personnel.	Nil	Case closed after assessment of investigation and actions taken by the implementing partner.
<i>Sexual harassment</i>				
344	EAP	Sexual harassment and abuse of authority towards female colleagues, including touching and making derogatory gender-based comments.	Nil	Case closed after initial assessment as OIAI received a third-party report and no victims were identified.
345	ESA	Sexual harassment by personnel of vendor towards a staff member..	Nil	Case closed after initial assessment as vendor had no contractual relationship with UNICEF and another United Nations entity in contractual relationship with vendor confirmed receipt of allegations.
346	ESA	Sexual harassment of a supervisee by a supervisor, through sexualized comments and unwanted touching.	Nil	Investigation report submitted to the Deputy Executive Director, Management.
347	ESA	Inappropriate physical contact made by a staff member of a third-party contractor towards implementing party personnel.	Nil	Case closed after assessment of investigation and actions taken by the contractor.
348	HQ	Inappropriate physical contact and comments of a sexual nature made by a staff member towards another staff member.	Nil	Not substantiated.
349	HQ	Inappropriate physical contact and comments of a sexual nature by a staff member towards a supervisee.	Nil	Investigation report submitted to the Deputy Executive Director, Management. The staff member received a

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				deferment for three years of eligibility for promotion.
350	HQ	Sexual harassment, sexual abuse and abuse of authority by staff members towards third-party personnel.	Nil	Case closed as the victim did not consent to a formal investigation. Referral made to a UNICEF office for management intervention.
351	HQ	Use of inappropriate language, including comments of a sexual nature, and gender-based discrimination, by a consultant towards staff members.	Nil	Referral made to a UNICEF office for management intervention.
352	HQ	Unwelcome sexual advances towards a consultant by implementing partner personnel.	Nil	Referral made to another entity for appropriate action.
353	MENA	Sexual harassment of two staff members by a former staff member.	Nil	Case closed as the victims did not consent to a formal investigation.
354	MENA	Unwelcome sexual advances by a staff member towards other staff members.	Nil	Not substantiated.
355	MENA	Unwelcome sexual advances towards individual contractors by a staff member.	Nil	Case closed as the victims did not consent to a formal investigation.
356	MENA	Inappropriate and sexually suggestive comments made by a staff member towards another staff member.	Nil	Investigation report submitted to the Deputy Executive Director, Management. Staff member was separated from service.
357	SA	Inappropriate physical contact and comments of a sexual nature by a United Nations Volunteer towards an implementing partner personnel.	Nil	Investigation report submitted to the Executive Coordinator, United Nations Volunteers.
358	SA	Unwelcome and inappropriate physical contact and comments of a sexual nature by a staff member towards a colleague.	Nil	Investigation report submitted to the Deputy Executive Director, Management.
359	WCA	Unwelcome sexual advances and solicitation of transactional sex by a former staff member.	Nil	Case closed following initial assessment, as subject had separated from the organization. Referral made to the Deputy Executive Director, Management. A note was placed on the former staff member's official status file indicating that they will not be permitted to work again for UNICEF under any contractual arrangement.
360	WCA	Sexual harassment of implementing partner personnel and suppliers by senior personnel of the implementing partner.	Nil	Case closed after assessment of investigation and actions taken by the implementing partner. Referral made to a UNICEF office for partnership management.

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<i>Unauthorized outside activities and conflict of interest</i>				
361	EAP	Unauthorized outside activities by a staff member with two entities, including an implementing partner, and use of official UNICEF property for outside activities.	Nil	Investigation report submitted to the Deputy Executive Director, Management. Staff member lost three steps in grade and deferment for one year of eligibility for salary increment.
362	ESA	Failure by staff member to disclose affiliation with a vendor during selection process that led to contract awarded to vendor and fraudulent enrolment of relatives in a UNICEF training.	Nil	Referral made to the Deputy Executive Director, Management. A note was placed on the staff member's official status file.
363	ESA	Unauthorized employment with two different non-governmental organizations, as well as diversion of UNICEF supplies to these organizations and other individuals, by a staff member.	Nil	Case closed after initial assessment.
364	ESA	Unauthorized outside activities by a staff member.	Nil	Referral made to a UNICEF office for management intervention.
365	ESA	Private dispute involving a staff member, a private company and an individual with no ties to UNICEF related to the purchase of a vehicle.	Nil	Case closed after initial assessment.
366	ESA	Conflict of interest and unauthorized outside activities by a staff member.	Nil	Not substantiated.
367	MENA	Failure by a staff member to disclose conflict of interest with an implementing partner.	Nil	Investigation report submitted to the Deputy Executive Director, Management. Staff member lost six steps in grade and received deferment for three years of eligibility for consideration for promotion.
368	SA	Unauthorized outside activities with several companies, including UNICEF vendors, by a staff member.	Nil	Case closed after initial assessment.
369	SA	Failure by a staff member to disclose conflict of interest during a procurement process.	Nil	Investigation report submitted to the Deputy Executive Director, Management. The staff member lost four steps in grade.
370	SA	Unauthorized participation on the board of a UNICEF implementing partner by a staff member.	Nil	Referral made to a UNICEF office for management intervention.
371	SA	Unauthorized engagement in political activities and failure to comply with private legal obligation by former staff member.	Nil	Referral made to the Deputy Executive Director, Management. A note was placed on the staff member's official status file.
372	WCA	Unauthorized outside activities with a non-governmental organization, which subsequently	Nil	Referral made to the Deputy Executive Director, Management.

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		became an implementing partner, by a former staff member.		
<i>Unauthorized use, misuse or waste of UNICEF funds or property</i>				
373	WCA	Misuse of programme funds, false reporting to donor, and discrimination towards non-staff personnel, by staff members.	Nil	Case closed after initial assessment. Referral made to a UNICEF office for management intervention.
374	WCA	Misuse of UNICEF resources, including related to maximizing daily subsistence allowance, as well as harassment and involvement in recruitment irregularities, by a staff member.	Nil	Case closed after initial assessment due to insufficient information. Referral made to a UNICEF office for management intervention.

^a The reference numbers in this table correspond to internal case records maintained by the Office of Internal Audit and Investigations.

^b The UNICEF regions and locations listed in this table are as follows: EAP: East Asia and the Pacific; ECA: Europe and Central Asia; ESA: Eastern and Southern Africa; HQ: headquarters; LAC: Latin America and Caribbean; MENA: Middle East and North Africa; SA: South Asia; and WCA: West and Central Africa. The designation "other" represents non-UNICEF entities.