



JUDGE DEBORAH THOMAS -FELIX , PRESIDING .

1. The United Nations Appeals Tribunal (Appeals Tribunal) has before it an appeal against Judgment No. UNDT/2016/049, rendered by the United Nations Dispute Tribunal (UNDT or Dispute Tribunal) in Geneva on 3 May 2016, in the case of Tsoneva v. Secretary-General of the United Nations . The Secretary-General filed his appeal on 5 July 2016, and Ms. Valentina Tsvetkova Tsoneva filed her answer on 26 July 2016.

#### Facts and Procedure

2. The following facts are uncontested:<sup>1</sup>

.... The Applicant joined [the United Nations High Commissioner for Refugees (UNHCR)] in September 2000 as Protection Officer at the P-3 level in Tbilisi, Georgia, and was granted an indefinite appointment under the 100 series of the former UN Staff Rules. In February 2003, she was assigned as Second Officer (P-3), still in Tbilisi. In

THE UNITED N



# THE UNITED NATIONS APPEALS T

THE UNITED NATIONS APPEALS TRIBUNAL

THE UNITED NATIONS APPEALS TRIBUNAL

Judgment No. 2017-UNAT-713

Original and Authoritative Version: English

Dated this 31<sup>st</sup> day of March 2017 in Nairobi, Kenya.

(Signed)

Judge Thomas-Felix,  
Presiding

(Signed)

Judge Lussick

(Signed)

Judge Halfeld

Entered in the Register on this 26<sup>th</sup> day of May 2017 in New York, United States.

(Signed)

Weicheng Lin, Registrar