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reference to in paragraph 3 of your email is an investigation report. The matter has not been investigated, and as such there is no investigation report. If the matter proceeds to an investigation you will be informed of the allegations and terms of reference for the investigation. Following the investigation, you will be provided with a copy of the investigation report and afforded an opportunity to respond.

*inter alia*

It should be noted that in accordance with the ICAO Framework on Ethics, the Ethics Officer has, in fact, undertaken a preliminary review of the allegations made against you of harassment and of irregularities in the outsourcing of translation work, which allegations she informed you of during your 26 November 2018 meeting with her, and that

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the Appeals Tribunal to carry out its functions vis-a-vis the agency, organization or entity. Such special agreement may only be concluded if the agency, organization or entity utilizes a neutral first instance process that includes a written record and a written decision providing reasons, fact and law. In such cases remands, if any, shall be to the first instance process of the agency, organization or entity.

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*and Spinard*

*Sheffer, Dispert & Hoe*

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Judgment