







6 (t\$ t\$(s ema(' ? am "e: uest(ng t\$at 4ou ma9e e2e"4 effo"t to add"ess t\$(s matte" as t\$(s (m&a#ts negat(2e'4 t\$e eff(#(en#4 and t\$e mo"a' of t\$e g"ou&.

T\$an9s fo" 4ou" unde"stand(ng and fo" 3o"9(ng on a 0e\$a2(ou" #s\$ange.

9. T\$e A&&'(#ant "e&'(ed on 23 June 2013 t\$at s\$e 3ou'd #om&'4 3(t\$ t\$e "e: uest. 1\$e (nd(#ated \$o3e2e" t\$at some ot\$e" team mem0e"s s\$ou'd a'so 0e ad2(sed to demonst"ate a d(ffe"ent att(tude to 3a"ds \$e".

10. n 9 Ju'4 2013% t\$e C\$(ef% P18% "e#e(2ed an e\*ma(' f"om t\$e 1< "e: uest(ng t\$e ea""4 te"m(nat(on of t\$e A&&'(#ant;s #ont"a#t (n 2(e3 of \$e" demonst"ated (na0('t4 to 3o"9 (n a team 3(t\$out #eat(ng 0(g d(s'u&t(ons to t\$e 3o"9 atmos&\$e"e. T\$e 1< des#"(0ed t\$e s(tuat(on as 0e(ng se2e"e s(n#e #o'eagues a"ound t\$e A&&'(#ant 3e"e fea"(ng \$a2(ng (nte"a#t(ons 3(t\$ \$e". n t\$e same da4% t\$e C\$(ef% P18% #onta#ted t\$e UN-PA D(2(s(on of Cuman <esou"#es ).DC</, to so'(#t ad2(#e as to \$o3 to &"o#eed to te"m(nate t\$e A&&'(#ant;s #ont"a#t.

11. Du"(ng t\$e mont\$ of Ju'4 2013% t\$e A&&'(#ant sent 2a"(ous ema('s to staff mem0e"s of t\$e Af"(#a team and to \$e" 1< % a"eg(ng t\$at s\$e 3as not 0e(ng t"eated 3e' 04 ot\$e"s% a s(tuat(on 3\$(#\$ s\$e stated \$ad sta"ted to affe#t \$e" &\$4s(#a'4 and \$ad a'so an (m&a#t on \$e" eff(#(en#4 at 3o"9.

12. n 11 Ju'4 2013% t\$e UN-PA Adm(n(st"at(on #onta#ted t\$e D("e#to"% Un(ted Nat(ons ).UN/, ! ed(#a' 1e"2(#es D(2(s(on (n Ne3 Eo"9% to s#\$edu'e a meet(ng to d(s#uss t\$e A&&'(#ant;s #ase% 3\$(#\$ 3as #on2ened on 12 Ju'4 2013. 84 e\*ma(' of 1+ Ju'4 2013% t\$e D("e#to"% UN ! ed(#a' 1e"2(#es D(2(s(on% &"o2(ded a 0"(ef summa"4 of t\$e meet(ng% 3(t\$ suggest(ons fo" a st"ateg4 to dea' 3(t\$ t\$e s(tuat(on. Among ot\$e"s% (t 3as suggested to (n2(te t\$e A&&'(#ant to see9 .su&&o"t and &"o&e" med(#a' "efe""a'/.

13. On 10 July 2013, a meeting was held between the Applicant and the Deputy Chief of Police and the Director. According to the minutes of the meeting, the "reason for" the meeting was "to discuss the management of the case" and management was suggested to be "to discuss the case" and suggest that the case be "to discuss the case" and suggest that the case be "to discuss the case" among others to discuss the case on the situation of the family members of the deceased.

14. On 17 July 2013, a second meeting took place between the Applicant and the Deputy Chief of Police and the Director. According to the minutes of that meeting, the Applicant agreed to "to discuss the case" and suggest that the case be "to discuss the case" and suggest that the case be "to discuss the case" among others to discuss the case on the situation of the family members of the deceased.

15. On 1 August 2013, the Applicant wrote an email to the Chief Assistant of UN-PA (in the capacity of the Chief of Police and the Deputy Chief of Police) as well as the Director and the Director of the United Nations Office for the Coordination of Humanitarian Affairs (OCHA) team to discuss the case and the situation of the family members of the deceased. The Applicant stated that the meeting was held at the beginning of the investigation of the case.

16. On 6 August 2013, the Applicant stated that the Deputy Chief of Police (in the capacity of the Deputy Chief of Police) would damage the reputation of the Deputy Chief of Police. The Deputy Chief of Police (in the capacity of the Deputy Chief of Police) stated that the meeting was held at the beginning of the investigation of the case.

Although the case is a matter of meetings, the "reason for" the meeting was "to discuss the case" and suggest that the case be "to discuss the case" and suggest that the case be "to discuss the case" among others to discuss the case on the situation of the family members of the deceased.

The case is a matter of meetings and the "reason for" the meeting was "to discuss the case" and suggest that the case be "to discuss the case" and suggest that the case be "to discuss the case" among others to discuss the case on the situation of the family members of the deceased.

6 e \$a2e a'so \$ad \$e" 3o"9(ng f"om \$ome Afo"B t3o 3ee9s% 3\$(#\$ s\$e (s no 'onge" 3(''(ng to do. A'' (n a'' t\$e s(tuat(on (s gett(ng 3o"se and 3o"se and (s no3 \$(g\$'4 demo"a'(s(ng not on'4 fo" Af"("#a team staff% Out a'so fo" t\$e "est of P18 staff.

1D. n D August 2013% t\$e De&ut4 C\$(ef% P18% sent an e\*ma(' to t\$e A&&'(#ant% #o&(ed to \$e" - < % 1< % t\$e C\$(ef% P18% and t\$e UN-PA Cuman <esou"#es Ass(stant% #onta(n(ng . ! anage"(a' ?nst"u#t(ons/ and "e:uest(ng t\$e A&&'(#ant to .not% unde" an4 #("umstan#es% #onta#t Af"("#a team A\$e"se'fB/% Out to send .an4 :uest(ons% #omments o" an4t\$(ng )"ega"d'ess of t\$e #ontent of A\$e"B e\*ma(', to Af"("#a team/ to \$(m% #o&4(ng \$e" - < and 1< . Ce fu"\$t\$e" (nd(#ated t\$at at t\$e meet(ng &'anned on t\$e same da4% t\$e A&&'(#ant;s 3o"9oad and tas9s 3ou'd 0e d(s#ussed% (n o"de" to .mo2e to 3a"ds a &os(t(2e% 3o"9a0'e and &"odu#t(2e so'ut(on A1AP/.

17. -o''o3(ng t\$e meet(ng t\$at 3as \$e'd on t\$e same da4% t\$at (s% on D August 2013% t\$e A&&'(#ant 3"ote to t\$e De&ut4 C\$(ef% P18% and ment(oned t\$e 0e\$a2(ou" of anot\$e" staff mem0e" of t\$e Af"("#a team t\$at s\$e deemed 3as (nte"fe"(ng 3(t\$ \$e" 3o"9. ?n t\$e same ema(' s\$e (nd(#ated% \$o3e2e"% t\$at s\$e 3ou'd .t'4 to #a'm do3n/ and not to 3"(te an4 fu"\$t\$e" 'ong ema('s.

19.







d.





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37. Pu"suant to se#. 2.3 of t\$e 1e#"eta"4\*Gene"a';s Ou''et(n on P"o#edu"es fo"  
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and 'ate" : uoted aga(n (n Williams "de" No. 146 )UNAT/2013, .AtB\$e names of '(t(gants a"e "out(ne'4 (n#'uded (n Judgments of t\$e (nte"na' Just(#e s4stem of t\$e Un(ted Nat(ons (n t\$e (nte"ests of t"ans&a"en#4 and (indeed a##ounta0('t4/ )see a'so Ahmed "de" No. 132 )UNAT/2013,,.

+0. ?n 2(e3 of t\$e fo'ego(ng t\$e T"(0una' DIC?DI1=

a. T\$e de#(s(on to &'a#e t\$e A&&'(#ant on 15 6 -P dated 23 1e&tem0e" 2013 (s "es#(nded>

0. T\$e A&&'(#ant (s to 0e #om&ensated (n t\$e tota' sum of U1D1%000 fo" mo"a' damage due to t\$e 0"ea#\$ of \$e" "(g\$ts>

#. T\$(s amount s\$a'' 0e &(d 3(t\$(n 60 da4s f"om t\$e date t\$(s Judgment 0e#omes e@e#uta0'e% du"(ng 3\$(#\$ &e"(od t\$e U1 P"(me <ate a&&'(#a0'e as at t\$at date s\$a'' a&&'4. ?f t\$e sum (s not &(d 3(t\$(n t\$e 60\*da4 &e"(od an add(t(ona' +G s\$a'' 0e added to t\$e U1 P"(me <ate unt(' t\$e date of &a4ment>

d. T\$e <es&ondent s\$a'' &'a#e t\$(s Judgment on#e e@e#uta0'e% (n t\$e A&&'(#ant;s off(#(a' f('e at UN-PA> and

e. A'' fu"t\$e" &'eas a"e "eJe#ted.

)Signed,

Judge T\$omas 5a9e"

Dated t\$(s 9<sup>ts</sup> da4 of De#em0e" 2014

Inte"ed (n t\$e <eg(ste" on t\$(s 9<sup>ts</sup> da4 of De#em0e" 2014

)Signed,

<enK !. Va"gas !.% <eg(st"a"% Gene2a