
UNITED NATIONS DISPUTE TRIBUNAL

Case No.: UNDT/NY/2017/008

Order No.: 8

Introduction

1. On 18 January 2017, the Applicant, a former Air Operations Assistant with the

contesting the imposition of a disciplinary sanction consisting of separation from
service with compensation in lieu of notice and with termination indemnity, under staff
rule 10.2(a)(viii).
2. The sanction was based on a finding that the Applicant had sexually harassed
Ms. X (name redacted), a staff member at the French Embassy in Liberia, and thereafter

January 2012 and October 2015.
3. On the same date (18 January 2017), the Registry acknowledged receipt of the
application and, pursuant to art. 8.4 of the Rules of Procedure, transmitted it to the
Respondent, instructing him to file a reply by 20 February 2017 in accordance with
art. 10 of the Rules of Procedure.
4. On 20 February 2017, the Respondent filed a reply in which he contends that
the application should be dismissed in its entirety. The Respondent submits, *inter alia*,
that the grounds of

the application, and that the application itself clearly affirms the facts central to the
case, namely that: (a) the Applicant knew that Ms. X did not want his advances; and
(b) he continued his approaches, knowing that they would offend her. The Respondent
further submits that the disciplinary measure imposed on the Applicant was
proportionate and appropriate.
5. On 12 March 2017, the Applicant, without the leave of the Tribunal, filed two
documents consisting of emails from the Applicant to unidentified staff members.

