

**Before:**

## **Introduction**

1. Via Order No. 012 (NY/2023) dated 17 February 2023, the Duty Judge granted the Applicant reply. The Applicant was instructed to respond with a specific focus on para. 22 and Annex R/3 of the reply, and to indicate whether she wished to adduce any further evidence.

para. 34, *Khamis* 2021-UNAT-1178, para. 80, *Wakid* 2022-UNAT-1194, para. 58, *Nsabimana* 2022-UNAT-1254, para. 62, and *Bamba* 2022-UNAT-1259, para. 37). The Appeals Tribunal has further stated that clear and convincing proof requires more than a preponderance of the evidence but less than proof beyond a reasonable doubt it (see *Molari* 2011-UNAT-164, para. 30). In this regard establishing that the alleged misconduct for which a disciplinary measure has been

