


United Nations  Nations Unies
INTEROFFICE MEMORANDUM MEMORANDUM INTERIEUR

TO: Mr. António Guterres
A: Secretary-General
United Nations

DATE: 10 August 2018

FROM: Fátimazöhra Nouinou 
DE: Programme Management Assistant
Office of Counter-Terrorism
Staff Representative of Unit 10 {OCT and Part of DFS}

SUBJECT: **OIOS Unethical Conduct, Lack of Integrity and Zero Accountability**
OBJET:

1. I have worked for the Organization for seventeen years. In my last job, I worked for the previous Investigations' Director in ID/OIOS and have had an insight into the hostile working environment that has been a feature of OIOS for ten years now.
2. After the last Director left, his successor tried to get rid of me too, but on 26 June 2018 my two-and-a-half-year ordeal came to an end when the UNDT issued a Judgement in my Case *Nouinou UNDT/2018/070* which has serious implications for public confidence in OIOS, and has an impact on whether Staff Members would be prepared to report Sexual Harassment, Exploitation and Abuse within UN System.
3. OIOS unlawfully abolished my post as part of its reprisal and retaliation against me after I had reported a Deputy Director for misconduct, OHRM was complicit in attempting to block my re-appointment in other UN Offices and OIOS withheld material evidence failing to comply with an Order from the Judge in UNDT.
4. I do not believe you would consider this behavior would be acceptable for any international civil servant, far less from those who have such reliable roles and responsibilities that require absolute credibility as part of the UN Justice System.
5. Women who are sexually harassed in the UN cannot be expected to have trust in OIOS investigating those complaints if the Organization permits the current Investigations' Director to behave so unethically, without giving regard for the Staff Rules and Regulations and/or showing concern for the Rights of Staff Members.
6. I am told by ALS/OHRM that you are considering filing an appeal against my judgement. If that is so, appealing a judgement to cover up unethical behavior by OIOS can only reflect badly on the Organization, further undermining your public statements about there being a zero-tolerance policy to any misconduct/wrongdoing.
7. The six {6} months I spent without a salary, due to Unlawful OIOS Abolishment of my Two-Years Fixed-Term Contract after receiving Exceeding Expectations Performance in OIOS, have caused me great personal hardship and moral damage.

Moreover, the trauma I have endured along with the financial harm I have suffered have been very considerable. Now, I represent about 191 Staff Members while I am directly their Staff Representative and more victims of abuse of power and sexual harassment cases are finding the courage to come forward and report these cases.

8. If Staff Members are to have confidence in the integrity of the UN, and trust the credibility of OIOS investigations, there must be accountability shown by OIOS Management and its Investigations and my judgement points to there being none.

9. I would urge you not only to leave my judgement to stand, but also take remedial action against the Officials in OIOS and OHRM whose actions are clearly tainted undermining everything you are trying to achieve in terms of addressing immoral misconduct and wrongdoing in the UN including Sexual Harassment and SEA.

10. I thank you in advance for your candid consideration to my letter of significance.

Cc: Ms. Amina J. Mohammed, DSG

Ms. Maria Luiza Ribeiro Viotti, CdC

Ms. Alayne Frankson-Wallace, ED OAJ

Mr. Miguel De Serpa Soares, USG OLA

Ms. Jan Beagle, USG DM

Ms. Martha Helena Lopez, ASG OHRM

Ms. Elia Armstrong, Director Ethics Office

Ms. Bibi Sherifa Khan, President Staff Union

Mr. Kingston Rhodes, Chairman ICSC

Mr. Rolf Dietrich Kammer, UN Board of Auditors

Mr. Anand Bajaj, Panel of External Auditors to the UN

Mr. Moses Bamuwamye, IAAC

Ms. Jane Lute, OSC on Improving UN Response to SEA

Mr. Mathew W. Sanidas, Chief ORPS/OHRM

Ms. Christine Graham, Chief ALS/ORPS/OHRM

Ms. Susan Maddox, Chief DU/ALS/ORPS/OHRM