
Report of the Ethics Office

Organizational Oversight Reports

52nd Session of the Programme Coordinating Board

June 2023



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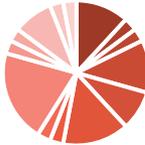
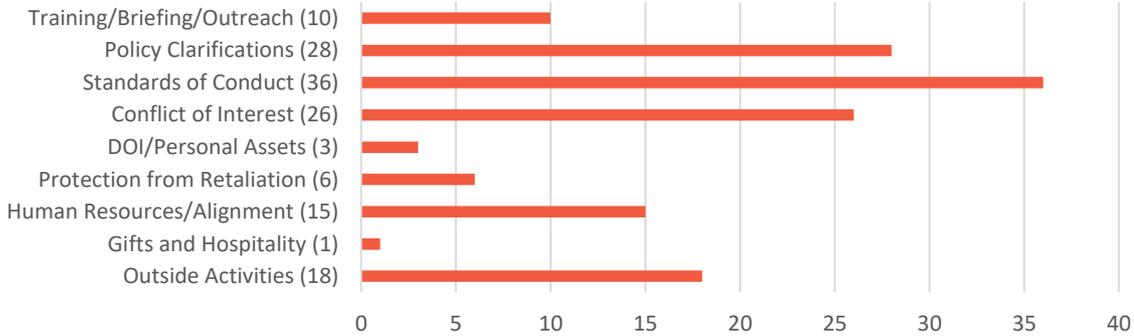
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Confidential Advisory Services
and
Protection Against Retaliation

Confidential Advisory Services

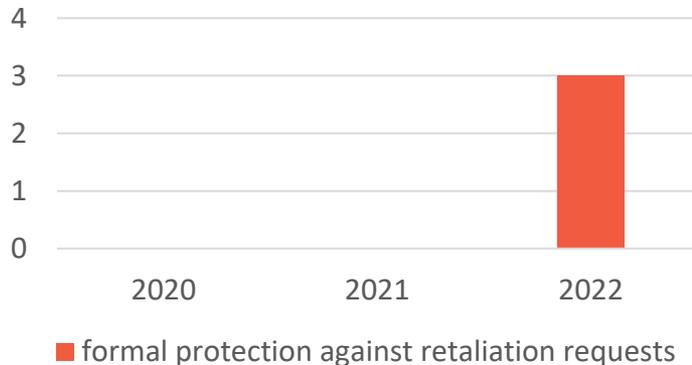
Increase in confidential advisory services by 91%
 143 total requests for advice in 2022 compared to 75 in 2021



- Harassment (4)
- Abuse of Authority (1)
- Sexual Exploitation and Abuse (3)
- Assault (1)
- Workplace Disagreement/Communications (7)
- Procurement (1)
- Discrimination (1)
- Conduct of a Sexual Nature (4)
- Fraud/Corruption (5)
- Social Media Use (1)
- Unauthorized Absences (1)
- Substance Abuse (3)

Protection Against Retaliation

- Increase in requests for protection against retaliation
- 6 requests for advice concerning retaliation
- 3 formal requests for protection against retaliation
- New policy framework on protection against retaliation under review



WHO Whistleblowing and protection against retaliation

*Policy and procedures
2015*

Office of Compliance, Risk
Management and Ethics

Reporting Period Activities

2022 Reporting Period Activities

- Integrity Hotline on external website.
- PSEAH internal controls and training.
- Mitigation of conflicts of interest via Declaration of Interest Program (457 total staff).
- Outreach and new Ethics@UNAIDS training.
- Policy coherence and participation in the Alignment Task Team.
- Streamlining processes and procedures.
- Ethics Multilateral Network and inter-agency working group on anti-racism participation.

Training Completion Rates

Ethics and Integrity: **75%**
Preventing Sexual Exploitation
and Abuse: **84%**
Preventing Harassment and
Abuse of Authority: **91%**
Preventing Fraud and
Corruption: **69%**



Identified Priorities

Identified Priorities

- Continue enhanced focus on protection against retaliation.
- Continued promotion of the Integrity Hotline.
- Enhanced training and outreach.
- Prevention of all forms of misconduct.
- Enhanced focus on discrimination, anti-racism, and diversity equity and inclusion initiatives.



Key Achievements

Key Achievements

- Streamlining processes and Standard Operating Procedures.
- Signs of increased trust: Protection against retaliation requests and increase in confidential advisory services.
- Global Staff Survey: 57-58% of respondents comfortable speaking up and reporting v. 37% in 2020. 13% abusive conduct v. 22% in 2020.
- Generally positive feedback on Ethics@UNAIDS training (4.3 out of 5 overall score).



Thank You