Independent Expert Panel

A briefing on the Expert Panel on the prevention of and response to harassment, including sexual harassment, bullying and abuse of power at UNAIDS Secretariat
Purpose of the Panel

• International organisations should be exemplars in creating work environments that are safe, respectful and accountable.
• Responds to concerns raised in the staff association staff survey, the media, individuals, NGOs and other partners.
• A priority for the PCB, led by the PCB Bureau: the UK, China, Algeria, Latin America NGO delegation and UNHCR on behalf of the Co Sponsors.
• An opportunity to influence the wider UN as well as ensure UNAIDS is an exemplar.
• Consultations started from April
Consultation Outcomes: Principles of the Review

- **Independent**
  - Relationships and governance

- **Expert**
  - *rights, ethics and gender equality; sexual harassment workplace discrimination,*
  - *international organisations & multicultural environments; organisational culture*
  - *violence against women and men in all their diversity, including sexual exploitation and abuse, victims advocacy*
  - *integrity in public life*

- **Broader remit**
  - Harassment, including sexual harassment, bullying and abuse of power
Consultation Outcomes: Structure of the review

- Expert panel of 3 – 5 members
- Shortlisting by an independent executive search firm
- Selection by the Bureau
- Procurement of a professional, experience independent secretariat to the panel
- The secretariat gathers data; the panel is responsible for analysing it and forming judgments
Review how UNAIDS has dealt with harassment, including sexual harassment, bullying and abuse of power over the last seven years:

- Formal cases and complaints: access to information
- Interviews and consultations: staff, ex staff, CSOs, others
- Culture, leadership, practice

Evaluate current policies and procedures

- Comparing current practice to best practice

Recommend robust, ambitious actions to:

- to drive change, address challenges
- Create respectful work culture of confidence, empowerment and accountability
- Drive best practice beyond UNAIDS, modelling leadership and action
Timeline for Delivery

**Consultation Phase**
- PCB members
- NGOs
- Mission briefings
- Co-sponsor calls
- Draft ToRs

**Procurement Phase**
- Appoint Exec Search firm
- Shortlist Panel Members
- Select Panel Members
- Tender for Secretariat
- Select Secretariat

**Delivery Phase**
- Broad consultation
  - Staff and former staff
  - Civil Society
  - Partners
- Policy and process review
- Case review

Report at the December PCB