Report of the Ethics Office

Organizational Oversight Reports
52nd Session of the Programme Coordinating Board
June 2023
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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
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

![Graph showing formal protection against retaliation requests from 2020 to 2022]

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
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- 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