



UNITED NATIONS DISPUTE TRIBUNAL

Case No.: UNDT/GVA/2024/067

Order No.: 85 (GVA/2025)

Date: 15 July 2025

Original: English

Before: Judge Solomon Areda Waktolla

Registry: Geneva

Registrar: Liliana López Bello

NOVO

v.

SECRETARY-GENERAL
OF THE UNITED NATIONS

**ORDER
ON CASE MANAGEMENT**

Counsel for Applicant:

Marco Gambardella, OSLA
Robbie Leighton, OSLA

Counsel for Respondent:

Alister Cumming, UNICEF
Chinonyelum Esther Uwazie, UNICEF

Introduction

1. The Applicant, a former staff member of the United Nations Children’s Fund (“UNICEF”), filed an application on 16 December 2024 contesting the decision to impose on him the disciplinary measure of separation from service with compensation in lieu of notice and with termination indemnity, as well as the administrative measure of placing his name on the ClearCheck database.
2. On 15 January 2025, the Respondent filed his reply.
3. On 13 March 2025, the Duty Judge instructed the Applicant to file a rejoinder to the Respondent’s reply, and the parties to explore the possibility of having the dispute between them resolved without recourse to further litigation.
4. On 27 March 2025, the Applicant filed his rejoinder.
5. On 7 April 2025, the parties informed the Tribunal that, at that stage, there was no prospect of an informal resolution of this matter.
6. On 1 July 2025, the case was assigned to the undersigned Judge.

Consideration

7. Having reviewed the case record, the Tribunal finds it appropriate to invite the parties to a case management discussion (“CMD”), pursuant to art. 19 of its Rules of Procedure.
8. The purpose of the CMD is to:
 - a. Identify the factual and legal issues to be determined;
 - b. Consider what further information, submission or evidence, if any, is required;
 - c. Consider if the case may be decided on the basis of the parties’ written submissions, or if a hearing should be held;

- d. Identify relevant witnesses to be called and agree on dates for said hearing, if needed;
- e. Ascertain whether the parties are amenable to considering an alternative resolution to the dispute; and
- f. Discuss any other matter relevant to the consideration and determination of the Applicant's case.

Anonymity

9. In his reply, the Respondent requests that, in view of the sensitive nature of the matters arising in these proceedings, the names of alleged victims and witnesses should be anonymized in any public judgment or order.

10. As has been the standard practice, the Tribunal finds it appropriate to grant the Respondent's request and confirms that it will preserve the privacy of the alleged victims and witnesses in this case.

Conclusion

11. In view of the foregoing, it is ORDERED THAT the parties shall attend a CMD, which will be held virtually via Microsoft Teams on **Thursday, 17 July 2025, at 3:00 p.m. (Geneva Time)**.

12. The names of the witnesses and alleged victims shall be anonymized in the Tribunal's public orders and judgment in the present case.

(Signed)

Judge Solomon Areda Waktolla

Dated this 15th day of July 2025

Entered in the Register on this 15th day of July 2025

(Signed)

Liliana López Bello, Registrar, Geneva