

UNDT/2011/215, Ekofo

UNAT Held or UNDT Pronouncements

The Tribunal found that the acts complained of amounted to misconduct under Staff Regulation 1.2 and Staff Rule 301.3(d) as conduct unbecoming of an international civil servant and as sexual harassment in connection with work. A written censure was a lenient sanction in the circumstances. Sexual harassment in connection with work, as prohibited by Staff Rule 301.3(d), includes a situation where outside the workplace a staff member perpetrated an act of sexual harassment upon another staff member.

Decision Contested or Judgment/Order Appealed

The Applicant contested the decision to impose written censure for misconduct in the form of sexual harassment.

Legal Principle(s)

N/A

Outcome

Dismissed on merits

Full judgment

[Full judgment](#)

Applicants/Appellants

Ekofo

Entity

MONUC

Case Number(s)

UNDT/NBI/2010/033/UNAT/1710

Tribunal

UNDT

Registry

Nairobi

Date of Judgement

20 Dec 2011

Duty Judge

Judge Boolell

Language of Judgment

English

Issuance Type

Judgment

Categories/Subcategories

Disciplinary matters / misconduct
Sexual harassment

Applicable Law

Former Staff Rules

- Rule 301.3(d)

Staff Regulations

- Regulation 1.2(b)
- Regulation 1.2(e)

Staff Rules

Related Judgments and Orders

UNDT/2010/024

2010-UNAT-018

2010-UNAT-022

2010-UNAT-024

2010-UNAT-040

2010-UNAT-028