

2012-UNAT-212, Edwards

UNAT Held or UNDT Pronouncements

The Appellant appealed the amount of damages awarded by UNDT and claimed additional compensation for the excessive delay of more than four years, from the date she requested an administrative review to the date of the UNDT judgment. UNAT held that the Appellant had been adequately compensated and noted that, unless she could show that she was singled out to work more than her similarly placed colleagues, it would be difficult to conclude that the Chief demanding a higher work output from the Appellant constituted harassment. UNAT dismissed the appeal and affirmed the UNDT judgment.

Decision Contested or Judgment/Order Appealed

The Applicant contested the conclusion of the Panel on Discrimination and Other Grievances (PDOG) that her medical condition was not the result of alleged harassment. UNDT found that the Administration failed in its duty to create working conditions conducive to the Applicant's health but held that she had already been compensated by the Secretary-General for medical costs and re-credited her with 339 days of medical leave.

Legal Principle(s)

Work-related pressures will not necessarily constitute harassment unless an individual can demonstrate that they were singled out to work more than their similarly placed colleagues.

Outcome

Appeal dismissed on merits

Full judgment

[Full judgment](#)

Applicants/Appellants

Edwards

Entity

UNOV

Case Number(s)

2011-218

Tribunal

UNAT

Registry

New York

Date of Judgement

16 Mar 2012

Language of Judgment

English

Issuance Type

Judgment

Categories/Subcategories

Compensation

Discrimination and other improper motives