

UNDT/2024/058, Swaidan

UNAT Held or UNDT Pronouncements

The Tribunal DECIDES to deny the application in its entirety.

Decision Contested or Judgment/Order Appealed

The Applicant's non-selection for Senior Human Resources Officer position in the UNHCR Regional Bureau for the Middle East and Northern Africa in Amman, Jordan.

Legal Principle(s)

The Applicant was given fair and adequate consideration during the selection process. Nor was there any discrimination or bias or any material procedural irregularities in the recruitment process leading to the Applicant's non-selection.

The JRB's ability to make an alternative recommendation is limited to rare "instances where the rectification of [an] identified procedural shortcoming would evidently result in the recommendation of another candidate who was assessed by the manager and DHRM or the SAC as fully suitable...

Outcome

Dismissed on merits

Outcome Extra Text

The Applicant has failed to bear her burden to present evidence showing that bias played any role in the challenged non-selection decision.

Full judgment

[Full judgment](#)

Applicants/Appellants

Swaidan

Entity

UNHCR

Case Number(s)

UNDT/NBI/2023/071

Tribunal

UNDT

Registry

Nairobi

Date of Judgement

11 Sep 2024

Duty Judge

Judge Wallace

Language of Judgment

English

Appeal Status

Appealed

Issuance Type

Judgment

Categories/Subcategories

Central Review Body

Jurisdiction / receivability (UNDT or first instance

Written test

Full and fair consideration

Staff selection (non-selection/non-promotion)

Applicable Law

Administrative Instructions

Related Judgments and Orders

2022-UNAT-1208