



## CEB TASK FORCE ON ADDRESSING SEXUAL HARASSMENT WITHIN THE ORGANIZATIONS OF THE UN SYSTEM

### OVERVIEW

The CEB Task Force, established in November 2017 by the Secretary-General, aimed to uphold a zero-tolerance approach to sexual harassment and create a safe, inclusive work environment at the UN. It was initially intended to be a one-year effort and has gone through three phases. The first phase (2018-2019) filled policy gaps to create a common UN approach. The second phase (2020-2021) focused on a victim-centered approach and support for survivors. The third phase (2022-2023) emphasized sustainability of approaches and communication in addressing sexual harassment.

### KEY ACHIEVEMENTS (non-exhaustive list of select deliverables)

#### POLICY

- **System-wide model policy on sexual harassment:** Including a common definition of sexual harassment, model provisions for formal and informal reporting cases, prevention, support to affected individuals, and protection against retaliation.
- **Common Understanding of a Victim-centred Approach to Sexual Harassment in the UN:** Seven core principles to guide UN system organizations in adopting a victim-centered to create a conducive environment for victims to speak up. An **accompanying training module** for all UN staff has been developed and launched.

#### ACCOUNTABILITY

- **System-wide screening database “Clear Check”:** Avoiding the hiring and re-hiring of individuals whose working relationship with an organization of the system ended because of a determination that they perpetrated sexual harassment or sexual exploitation and abuse.
- **Annual Survey on Reporting of Sexual Harassment in the UN system:** Annual data collection to provide an overview of the state of reporting of sexual harassment in the organizations of the UN system, aggregating data from participating organizations.
- **Results framework:** Including indicators of good practice, to encourage policy progress by suggesting innovative ways to address sexual harassment.

#### SUPPORT AND OUTREACH

- **Model Code of Conduct:** Enabling the organization of UN events in an inclusive, respectful, and safe environment.
- **Peer to Peer Learning Dialogues:** Engaging internal and external actors to share best practices and strengthen approaches and actions on sexual harassment within the UN
- **System-Wide Training Module on the Rights and Dignity of Victims of SEA and SH:** Outlining responsibilities for UN employees to respond to allegations of sexual misconduct in accordance with the victim-centered approach.
- **Public Knowledge Hub on the prevention and response to sexual harassment:** Disseminating guidance and training materials for the prevention and response to sexual harassment available within and beyond the UN system

#### STRENGTHENING INVESTIGATIONS

- **Investigators’ Manual for the Investigation of Sexual Harassment Complaints:** Bolstering investigative capacity, harmonize victim-centered investigations, and improve communications with survivors and other stakeholders during investigations.
- Coordination of the Task Force and **Inter-Agency Standing Committee (IASC)** members with heads of investigatory bodies.
- Coordination of UN system investigations with the Network of **UN Representatives of Investigations Services (UN-RIS)**.
- **Development of guidance notes to UN decision makers** when considering sexual harassment matters (Jurisprudence on evidentiary standards, assessment of evidence and credibility, summary note on disclosure of an investigation report).