

Inter-Agency Standing Committee and United Nations Chief Executives Board Task Force on  
Addressing Sexual Harassment in the Organizations of the UN System

**Meeting of Investigative Bodies on Protection from Sexual Exploitation, Abuse and  
Harassment**

**Summary Report  
26 November 2018**

**Background**

To strengthen investigative capacity for sexual exploitation and sexual harassment cases across the United Nations entities and partners, the CEB and IASC Secretariats, with financial support from UNHCR, brought together heads and senior staff of investigatory bodies, from the CEB Task Force and of the IASC. Seventy-seven participants included representatives from nineteen UN departments and agencies, the World Bank Group, the Red Cross movement, and ten NGO/ NGO consortia.

The objectives of the joint meeting were to foster constructive dialogue and closer coordination between investigatory bodies, harmonise standards, align methods, ensure consistency, strengthen capacities throughout the aid sector, and integrate a victim-centred approach.

The meeting was co-chaired by the UN Under-Secretary-General for Humanitarian Affairs and Emergency Relief Coordinator (ERC), Mark Lowcock and the UN Under-Secretary-General (USG) for Management, Jan Beagle.

**I. Strengthening Investigative Capacity to Address Sexual Exploitation, Sexual Abuse and Sexual Harassment**

Underscoring that justice delayed is justice denied, the ERC advocated for more investigators with the right skills. The challenge is to put in place guidelines, as well as appropriate timelines, for investigations and to engage more female investigators. OCHA has committed US\$ 1 million to be allocated for investigations to smaller members of the IASC but this will not be sufficient to cover needs. Resourcing for PSEA/SHA work needs to be further discussed, however it should not prevent immediate actions to improve collective response.

The USG for Management highlighted the need to reflect the cultural shift on sexual misconduct across all organizations and sectors. The UN system has more than 90,000 staff in more than 30 UN organizations as well as over 100,000 peacekeepers and needs to work together to address this issue. Sexual exploitation and abuse and sexual harassment are deeply rooted in unequal power dynamics, abuse of power and gender bias. Out of 64 new cases reported to the UN, six concerned peacekeepers, 33 cases involved civilian UN staff and 25 cases non-UN partners. Information and reporting needs to be improved and a uniform mechanism for SEA/SH data collection is being established. At a later stage, it should be possible to extend this mechanism to other types of misconduct.

The USG affirmed that these mechanisms should generate more trust in the system and lead to more reports of SEA cases. In 2017, there were 49 formal cases put forward in the first six months of the year, and 2018, there were 141 cases. USG Beagle noted that organisations should not be judged by the number of cases, which may be expected to rise, but on the way the victims are treated, and the cases are handled.

The IASC designated UNICEF Executive Director Henrietta Fore as 2018 Champion on Protection from SEA and sexual harassment to be followed in 2019 by the UN High Commissioner for Refugees, Filippo Grandi. The role of the Champion is to provide visible, sustained leadership and coordinate across the humanitarian system. Through a video statement, UNICEF Executive Director Fore outlined her three priorities. These include safe and child-sensitive reporting mechanisms and an environment where people feel comfortable coming forward; scaled-up support for survivors, and accountability which is based on prompt investigations for both child and adult survivors, and meaningful penalties for all perpetrators. Recommendations include developing IASC-wide standards and training on child-sensitive, survivor-centred investigations and building capacity to apply and enforce these standards across our investigations, including with our local partners. She called for criminal accountability for perpetrators. These elements will help restore trust in aid organizations.

The Deputy High Commissioner for Refugees, Kelly Clements, stated there has been a 200% increase in UNHCR's case load, with two-thirds of reports concerning partners, however, underreporting is probable. UNHCR has professionalized its investigation function, increased field presence of investigators, and dedicated training on misconduct and forensic interviewing. These measures have brought 74% of cases to conclusion within six months, and more than 20% within two months. Investment and donor support are still needed to respond appropriately to those who have the courage to come forward.

Remarks from participants converged around the importance of effecting culture change, noting that strengthening regulatory frameworks will not be enough. Investigations can contribute to accountability, yet other parts of the system are needed as well. Within investigations, there is a need to balance protecting victims and the liability of the organizations when the victims choose not to go forward. Evidentiary rules and the burden of proof should also be reviewed to reduce the stress on the victim.

In summary, the Co-chairs stressed the importance of investigations within the overall strategy to achieve accountability for acts of sexual exploitation and sexual harassment. They urged participants to consider how to build the right policy framework for investigations and learn lessons from each other, recognizing that partners play a key role in strengthening the sector's investigative capacity. Senior management is invested in these issues and will take forward the substantive, concrete and actionable recommendations from the meeting.

## **II. Victim-Centred Approach to Investigations: Protection of Victims, Survivors and Witnesses**

A shared understanding of the elements of a survivor/victim-centred approach to investigations of sexual exploitation, abuse and harassment will better protect victims, survivors, and witnesses before, during, and in follow-up to investigative processes. Discussions focused on whether principles and elements have been translated into policy and operationalized in practice.

The UN Victims' Rights Advocate, Jane Connors advocated for the need to prioritize the rights of the women, men and children whose dignity has been assaulted over protecting the reputation of the Organization, and to go beyond a strictly 'law and order' approach. Her role, as Victims' Rights Advocate, is to give visibility and voice to victims, to protect their rights and to ensure the right assistance is made available rapidly.

She reported that victims expressed disappointment with complex complaint pathways, the lack of sufficient assistance, distressing investigative processes including repeated interviews, and little or no information on the progress and results of cases.

A broad consensus of the core elements that underpin a victim-centred, rights-based approach has emerged. These elements are to first, do no harm<sup>1</sup>, and the need to craft a tailored response to people in particularly vulnerable situations, such as children, people with disabilities, and lesbian, gay, transgender individuals. Victims who have already experienced hurt, shame and fear, have a right to privacy and confidentiality, so that information is not disclosed without informed consent. They have a right to information about the process, and safety and protection from reprisals, harassment and retaliation. It is critical that investigations are timely, professional and timebound, and that victims are treated with empathy throughout the process and their perspectives taken into account.

The UN Human Rights Office outlined key issues to ensure a rights-based approach aimed at promoting victims' rights, maximizing access to justice and remedies for victims while minimizing any negative impact the investigative process may have.

Victims are not a homogeneous group. They have different identities, priorities and assistance needs. The UN cannot make assumptions about what is best for victims and decide on their behalf, such as their protection needs and expectations. Victims' individual choices must be the key drivers of interventions aimed at protection as well as accountability. Hence, victims' rights need to be seen as a continuum, which cuts across all stages of prevention and response, including investigations and follow up with Member States for accountability and remedy. The protection of victims also needs to be an integral aspect of all phases of handling an allegation, from receipt of the initial report and during investigations through to reporting and cooperation with judicial institutions for corrective action.

Risk assessments are essential to protect victims; they need to be individualized, context-specific, to draw on the expertise of relevant actors, and to fully involve the victims themselves. Assessment of the threats that come from reporting allegations, and/or engagement in proceedings, is essential at each stage of the process. Protection plans must be put in place. For example, in Somalia, strategies had to be adjusted to document allegations, or to mitigate the timing in which cases are investigated, for fear of exposing victims to threats and reprisals.

Many of the measures applied by human rights teams relate to protection against reprisals, intimidation and stigmatization for victims of sexual violence, including seeking to preserve and conceal victims' identity during investigations. Some of these measures may include strategies of discretion or visibility depending on the context. In Darfur, human rights officers chose discretion as a standard approach to minimize attention, reaching out to victims through trusted intermediaries, and arranging meetings in locations where their identity could be protected. Protection of victims from psychological harm is especially relevant for victims of sexual violence. Training investigators in appropriate techniques not only reduces the risk of re-traumatization for the victims, but also helps victims to deliver stronger and more coherent testimonies.

Clear and predictable information sharing arrangements among actors interacting with victims and witnesses of sexual violence, exploitation and abuse are key to ensuring the prompt and effective handling of allegations and the protection of victims' rights. A shared understanding of confidentiality and informed consent standards should be developed and consistently applied among all actors involved at the intake and investigation stage. Organizations that contact victims should share information in a timelier manner to limit the number of interviews, while maintaining strict confidentiality, and develop better ways to ascertain willingness of victims to have their case taken up.

---

<sup>1</sup> Do no harm in humanitarian principles obliges humanitarian actors to prevent and mitigate any negative impact of its actions on affected population. The UN human rights office defines do no harm as an obligation not to jeopardize the life, physical and psychological safety, freedom and well-being of victims, witnesses and all those who enter into contact with them in the framework of their work.

More coherence between the UN and national judicial proceedings can potentially be achieved through actively engaging with States' investigative and judicial authorities, in order to generate an understanding of victims' rights and of the concrete concerns that need to be addressed – from avoiding stigmatization and re-traumatization to protecting confidentiality – and to ensure the adoption of appropriate protection measures. In some States victim protection is weak. More detailed information about the process, especially the investigation process, should be made available to the victim. This may reassure victims, who may then be more willing to cooperate. The challenge is to ensure a victim-focused approach by State authorities conducting the investigation.

Presentations by UNICEF and the global network Keeping Children Safe outlined specific measures to protect children victims. Two critical aspects are the do no harm approach and access to information by sexual exploitation and abuse victims. Suggested practice aimed at 'do no harm' include providing emotional support to children throughout the process by having a support person assigned to the child, avoiding multiple interviews and training victim assistance providers to facilitate investigations. To improve access to information, follow-up with States is crucial to ensure children are notified of the outcomes of the investigations. Effective legal aid for victims, especially where Troop Contributing Countries retain jurisdiction, is a real challenge. It was proposed to hold a consultation with key legal aid organizations, to identify ways of improving access to legal aid for sexual exploitation and abuse victims, such as through lawyers from Troop Contributing Countries (TCC) who would assist victims in processes in countries of alleged perpetrators, as necessary. Throughout the investigative process, child victims should be treated as protagonists and have their right to be heard respected; also, their best interests should be a primary consideration in all actions and decisions affecting them (in conformity with articles 3 and 12 of the Convention on the Rights of the Child).

The global network, Keeping Children Safe, was established after the abuse of children in emergency camps by aid workers in West Africa was reported in 2001. The network promotes International Child Safeguarding Standards to prevent child abuse and to codify the conduct of aid organizations. A culture of safeguarding and respect is critical in conflict and humanitarian settings, and it sets out standards for responders irrespective of national laws. Key challenges and lessons in making organizations safe for children include understanding there is a difference between justice and accountability, and that achieving a sense of justice is important for children. Organisations should also be aware of specific needs, such as disabled, lesbian, gay or transgender children.

Discussion raised diverse ways in which victims could be further protected. For example, at the International Criminal Tribunal, the rules of procedure were modified for cases of sexual assault, based on a realistic understanding there are often no witnesses to sexual violence. Challenges include pursuing cases where the victim does not want to continue the process, and the pressure from donors that aid agencies report the incident to national authorities, without consideration of the local context or whether security services are functional. There is also undue time pressure to report within unrealistic timeframes.

#### *Recommendations*

- Adopt and disseminate forthcoming Statement on Victims' Rights, being developed by the UN Victims' Rights Advocate
- Develop clear, common victim/survivor-centred standards on investigations, including a shared understanding of confidentiality, across the UN and the IASC;
- Develop standard operating procedures that outline the roles and responsibilities of protection actors, investigators, and other actors to have seamless continuity of victim/survivor-centred principles;

- Review burden of proof standards, i.e. related obstacles in legal systems or victims/survivors to access justice and discuss how to pursue justice, even when the victim is unwilling to collaborate.
- Communicate the results of the investigations to the victims and review the content of reporting on allegations and results.

### **III. Harmonizing approaches to define roles, improve coordination and strengthen investigative capacity**

The UN Office of Internal Oversight Services (OIOS) investigators' responsibilities include fraud, corruption, and increasingly, sexual exploitation, abuse and harassment. The Group of UN Representatives of Investigation Services (UN-RIS) was set up in 2015 and comprises the heads of oversight of 24 investigations services. In 2017, UN-RIS set up a joint taskforce to strengthen and harmonize investigations into sexual exploitation and abuse (SEA) through agreed guidelines. The guidelines will be a practical tool for investigators to ensure that SEA investigations respect the victim centred approach. A wide consultation process has seen the draft guidelines take on a broader remit, reflecting the responsibilities of all UN stakeholders responsible for preventing and responding to SEA complaints. Additional work now needs to be done to rebalance the guidelines, ensuring that they remain a practical tool, with investigations at their core. .

The Chair of UN-RIS, Ben Swanson, Director of OIOS Investigations Division, highlighted recent steps to strengthen investigations, including recruiting additional capacity and strengthening training. He also emphasized that investigations are only one component leading to accountability, and there is a need to standardize and harmonize expectations of what investigation services can provide.

To strengthen the quality of investigations, OIOS and the Office of Human Resources Management developed an on-line pre-screening test for use in OIOS recruitment exercises. Successful candidates are then further vetted through a live investigator scenario. In the last recruitment exercise a significant percentage of finalists were women. This enabled OIOS to fill six posts dedicated to the investigation of sexual harassment with women. However, the challenge is to find investigators willing to deploy to peacekeeping missions, particularly for the longer term.

Some entities are using consultants to meet the need for additional investigations capacity. The results are mixed, with some providing quality services and others affected by the fact that consultants lack the institutional knowledge needed for successful investigations. There is a marked increase in demand on investigation services, particularly in sexual harassment complaints. According to an OIOS survey, the caseload of the 15 investigations services has increased by 297 percent from 2017 to 2018 in light of the uptick in reporting of such allegations.

The Danish Refugee Council shared experience on a pilot project to establish an investigation stand-by roster for UNHCR partners to increase availability of investigations capacity. The project was established in 2015 and ran for two years. It had investigators on a roster and NGOs could request and select an investigator. In hindsight, it would have been better to assess partners' needs before establishing the roster. The target group of UNHCR implementing partners was diverse and NGOs had other priorities in accountability such as strengthening protection programmes and policies. It also took time for this type of initiative to become known, understood, trusted and used. NGOs appeared to have concerns about confidentiality. The roster needs to include diverse types of investigators, female and male, with different skill-sets, language abilities, who are willing to deploy rapidly. With more focused attention to the importance of transparency, reporting, and appropriate investigations, there may be renewed appetite to explore a similar shared roster to increase available capacity.

Training initiatives are critical to increase capacity, and OIOS has focused on developing the skills of national investigation offices (NIOs), often military personnel who investigate their soldiers. The desired outcome is increased NIO professionalism. OIOS is also running a course on forensic interviewing of children, subject to Member State funding. It is planning to develop a common standard in interviewing through an investigative skills course.

For sexual harassment, various options are being explored to enable collaboration among entities to respond to areas of concern and address backlogs. OIOS is developing a methodology for sexual harassment investigations, including interviewing, credibility assessments, the victim-centred approach, and the ways to present evidence to harmonize how these investigations are done across the UN system.

The UN Joint Inspections Unit (JIU) is undertaking a review on the state of the investigation function in the UN system, to be issued in late 2019. JIU will look at progress since its 2011 report on this issue and assess the ability of the investigation function to meet new challenges and demands. The review will assess independence, capacity, procedures, internal controls and system-wide cooperation. Since 2011 independence has been enhanced, resources deficits have been addressed, professional investigators have been hired, and investigations are carried out in a more proactive way. However, new demands have emerged – increasingly complex cases, complaints against third party actors, and sensitive allegations like sexual harassment and SEA.

JIU will examine procedures, intake mechanisms, how investigations are conducted, how they are managed, and how they are followed up. It will consider internal control and prevention and whether investigations are part of the Organisation's risk assessment. The review aims to make recommendations to strengthen prevention of SEA and sexual harassment, reduce the perception of impunity, and improve system-wide coordination. A previous proposal was to create one unified UN investigation service. The proposal was not accepted, yet more coherence may still be achieved.

This session also featured a presentation from the newly established global compliance office of the International Committee of the Red Cross (ICRC). The ICRC noted challenges faced by organizations external to the UN. For example, ICRC is registered in Switzerland, and must comply with Swiss law, and internal ICRC processes are specific to the ICRC. The ICRC is in favour of a common training standard.

Participants reacted to the presentations by advocating for a more coherent approach across organizations, and the pooling of existing capacity. They also noted the distinction between the role of the investigator to establish facts and the role of management to decide outcomes.

#### *Recommendations*

- Finalize and implement the UN-RIS *Uniform Principles and Guidelines for Investigations on Sexual Exploitation and Sexual Abuse* and consider the document for wider IASC use.
- Develop performance indicators for investigations.
- Approaches to investigations should be harmonized and consistent. Develop a shared methodology on how to conduct sexual harassment investigations, including interviewing, credibility assessment and evidence presentation, and include a section on types of evidence and how they are to be analysed.
- Harmonize nomenclature and definitions across UN and non-UN aid agencies.

#### IV. Knowledge exchange: A review of good practice

The Head of UNHCR's Investigation Service, Henrik Malmquist, put forward three proposals to promote collective action within the wider UN-NGO community:

- Develop UN-NGO regional investigation workshops, like UNHCR has been doing, to build partners' investigative capacity, raise awareness and build trust. Despite the fact UNHCR is working with over 1,000 partners, limited information about alleged misconduct is being communicated. If similar learning programmes were replicated, they could demystify partners' concerns relating to funding impacts.
- Develop a UN standard partnership agreement in consultation with NGOs. UNHCR's Project Partnership Agreement could serve as a model, as it was developed in consultation with partners and includes minimum standards for reporting and investigating misconduct, including sexual exploitation and abuse.
- Build a framework for a more structured and coordinated UN-NGO approach to include better information-sharing on similar problems faced in the same locations, collaboration on interventions, witness protection and interviewing. The framework should include an interface with the UN-RIS network to accomplish better results.

UNHCR has seen a global increase in receipt of allegations of sexual exploitation and abuse and sexual harassment and abuse implicating not only staff members but also personnel from implementing partners. Challenges include a lack of staff, as well as limits on the ability to conduct forensics. Despite UNHCR's protection mandate, it is still difficult to protect and support witnesses and victims, leading UNHCR to produce a Guidance note on support to persons of concern to UNHCR who cooperate with investigations by the Inspector General's Office. However, State entities remain the best placed entity to ensure protection and safety of investigation witnesses.

UNHCR partners, such as the Lutheran World Federation (LWF), have benefitted from UNHCR-NGO workshops and has collaborated with the UNHCR Inspector General's field unit in Nairobi, for example in gathering information technology forensics.

LWF explained how both victim and perpetrator should be treated humanely and fairly for best investigation results. Investigators must also be aware of how trauma a victim has experienced might affect the interview process.

Challenges from an NGO perspective include inter-agency UN-NGO cases where misconduct affects several organizations in the same field location. In this case, agencies should investigate collaboratively. Harmonizing standards, processes and application of SEA protocols across UN agencies would also help NGOs. Currently, different agencies have different standards and approaches. Large NGOs who partner with several UN agencies, such as Save the Children, would benefit from consistency.

Mapping legal settings in a given field location, including the definition of what constitutes criminal behaviour under national law, and guidance around what and when to report to local and national authorities would be a useful service to the various agencies working in the same location.

The challenge of following up on investigations when the matter has been taken up by the community, or when the perpetrator is also a member of the community, adds to the complex nature of the issue.

The Core Humanitarian Standard (CHS) Alliance provides training and support mainly to NGO partners on the prevention and investigation of sexual exploitation and abuse. From 2010 until last year, CHS trained more than 500 participants. In 2018, it increased the number of training sessions and will have trained some 200 investigators by year-end. CHS sees a demand for their services and will hire subject matter experts to review their training materials as well as to develop new modules of investigating sexual harassment and carrying out IT forensics. The CHS Alliance maintains a pool of approved trainers on prevention of sexual exploitation and abuse and investigations, who are also experienced investigators and can be contracted as independent consultants.

Several NGOs have designed clear guidelines for investigations. Some invest in training and create mentoring opportunities for less experienced investigators and by bringing staff from various locations or parts of the organisation.

Effective prevention of sexual exploitation and abuse networks in the field, under the leadership of the RC/HC are an essential element to coherence and field coordination at the country level. The PSEA network could conduct joint risk assessments. Participants would welcome a review of what makes for a strong prevention of sexual exploitation and abuse network, and the resources it requires, like a dedicated coordinator.

It is important to recognize that under-reporting may be the reason some agencies receiving fewer allegations. However, abuse may still be happening. It is also increasingly difficult to set timeframes for reporting, as some allegations refer to cases that may date several years back.

Participants suggested better reporting of the consequences and actions taken following investigations, which may help deterrence. Performance metrics for investigations was also considered, including whether setting target timeframes was a realistic or useful metric. The UN is interested in having benchmarks for investigations. Some agencies have their own performance indicators, for example to complete investigations within six or 12 months. Prioritising sexual exploitation and abuse cases impacts on other investigations, potentially delaying fraud or corruption cases.

#### *Recommendations*

- Coherent and consistent application of the UN Implementing Partner Protocol, which could be modelled on the UNHCR Standard Project Partnership Agreement.
- Replicate UNHCR partner workshops to build technical capacity within NGOs, drawing on CHS Alliance guidelines and training.

## **V. Forward-Looking Agenda**

The Co-chairs of the meeting, USGs Beagle and Lowcock, underscored the multifaceted nature of investigations of sexual exploitation and abuse and sexual harassment. The connection to the larger issue of workplace culture was also highlighted.

USG Lowcock encouraged participants to continue to work across agencies and learn from each other's best practices beyond the meeting. He proposed to facilitate ongoing conversations by connecting participants through a virtual group. He committed to inform the Inter-Agency Standing Committee of the outcome of the meeting and expected to receive feedback from actors other than investigatory bodies on their experiences and work with sexual exploitation and abuse and sexual harassment.

As senior leaders, the Co-chairs would engage with Member States to raise awareness of challenges and solutions in the field and to assist in mobilizing and dedicating appropriate resources. USG Lowcock noted that two pages on protection from SEA had been included in the Global Humanitarian Overview, which is the most comprehensive, authoritative and evidence-based assessment of world humanitarian needs. This

underlines the fact that prevention of sexual exploitation and abuse is a central and integral part in the management of humanitarian response. He proposed to organize a follow-up meeting in six to nine months' time.

USG Beagle emphasized the importance of the attitude, behaviour and communication by senior management regarding sexual exploitation and abuse and sexual harassment. Timely, reliable, and comparable quantitative and qualitative data on sexual exploitation and abuse and sexual harassment are needed to inform policy development and strengthen prevention and response mechanisms.

The CEB Task Force on Sexual Harassment will establish an investigations sub-working group to focus directly on this issue. USG Beagle committed to engage with Member States, such as with the Ambassadorial Group of Friends to Eliminate Sexual Harassment in New York to share best practice and to raise political support for strengthening UN system investigative capacity. The Co-chairs recognized that investigating sexual exploitation and abuse and sexual harassment can be traumatic and that the availability of care for investigators themselves should be included in the follow-up.

Based on the expert discussions throughout the meeting the following actions were proposed for future coordinated work by the IASC and CEB Task Force:

1. Develop a reference model of best practices for professional investigations based on a survey of practice across the UN system and related international entities. Best practices should refer to, *inter alia*:

- (a) recruitment of investigators
- (b) training of investigators
- (c) interviewing techniques
- (d) victim-centred approach
- (e) culture of respect and empathy for all parties affected
- (f) protocols for communication on status of cases with relevant parties at key steps throughout the investigation process, including:
  - i. information on expectations at the time of reporting;
  - ii. at commencement of investigation and at key intervals or stages of the investigation process;
  - iii. outcome of investigation; and
  - iv. any disciplinary measure imposed, or other action taken.

Such best practices should serve as the foundation to implement harmonized investigatory practices for sexual exploitation and abuse/sexual harassment cases across the UN system and the IASC.

2. Develop benchmarking frameworks based on standardized metrics for key performance indicators, including timelines and aggregated data for sexual exploitation and abuse /sexual harassment investigations, and provide for periodic reporting on these metrics across all entities in the UN system and IASC members.
3. Define common terminology and definitions to apply to investigations of sexual exploitation and abuse /sexual harassment throughout the UN system and the IASC.
4. Examine and identify optimal practices for pooling investigative resources and activities across the UN system or for developing a shared roster of stand-by investigative capacity.
5. Integrate a victim-centred approach to investigations involving sexual exploitation and abuse/sexual harassment into the draft UN-RIS Guidelines on SEA Investigation, in coordination with the UN Victims' Rights Advocate.
  - (a) Conduct training on implementation of the victim-centred approach in conjunction with the roll-out of the UNRIS Guidelines

6. Promote partnership and outreach to partners and relevant parties, including NGOs and Member States, involved in sexual exploitation and abuse/sexual harassment investigations with a view to share information and best practices on investigations.
7. Establish appropriate and consistent evidentiary rules, including burden of proof in cases involving sexual exploitation and abuse/sexual harassment across the UN internal justice system.
  - (a) Review evidentiary rules, including burden of proof applicable in cases involving sexual exploitation and abuse/sexual harassment
8. Organise and convene a colloquium for UN judges and tribunal staff to address bias and stereotypes under the auspices of the UN Victims' Rights Advocate, UN Human Rights (OHCHR), UN Office for Human Resources (OHR) and the UN Office of Legal Affairs (OLA).
9. Apply common investigation standards and approaches at country level, under the leadership of the RC/HC and with the support of the in-country prevention of sexual exploitation and abuse network.
  - (a) Mapping of in-country resources (legal assistance, psycho-social support) should be shared
  - (b) Survey of national legislation as it applies to SEA cases.
10. Convene a follow-up meeting by September 2019.