

Module 3: Individual Peacekeeping Personnel

Lesson 3.3



Conduct and Discipline



Relevance

Peacekeeping personnel:

- Ambassadors of the UN
- Highest standards of behaviour and integrity
- No sexual violence or exploitation



Learning Outcomes

Learners will:

- List three key principles of conduct
- Describe categories of misconduct
- Explain consequences of misconduct for victims, peacekeeping personnel and the mission
- List key entities addressing conduct and discipline



Lesson Overview

1. Conduct
2. Misconduct
3. Consequences of Misconduct
4. Reporting Misconduct
5. What Individual Peacekeeping Personnel Can Do



Learning Activity

3.3.1

Film: *Perceptions of UN Peacekeeping Personnel*

Instructions:

- Watch the long version of *UN Peacekeeping Is*
- Consider the media coverage of UN personnel
- How do the positive and negative images of personnel affect the image of the UN?

Time: 15 minutes

- Film: 3:10 minutes
- Group work: 5-7 minutes

<https://youtu.be/egjBqs3o6XY>



1. Conduct

- Your conduct represents the UN





UN Standards of Conduct

- Three principles underpin UN standards of conduct:
 1. Highest standards of efficiency, competence and integrity
 2. Zero tolerance policy on sexual exploitation and abuse (SEA)
 3. Accountability of those in command or authority who fail to enforce the standards of conduct



Code of Conduct for Peacekeeping Personnel

- UN Charter – highest standards of integrity and conduct
- International Human Rights Law, International Humanitarian Law – fundamental basis for standards
- Public and private life – pursue ideals of the UN



Immunities & Privileges

- To enable you to perform functions
- May be waived by Secretary-General when in the interests of the UN
- Does not mean that those who violate standards of conduct will get away with it



2. Misconduct

Definition of Misconduct

- Defined differently for different categories of peacekeeping personnel
- All build on the same three principles of the UN standards of conduct



Definition of Misconduct

For Civilian Personnel

Failure by a staff member to:

- Comply with his/her obligations under UN Charter, Staff Regulations and Rules and relevant Administrative issuances
- Observe Standards of Conduct expected of an international civil servant

Reference: Staff Rule 310.1

Principles are also binding on other civilians in peacekeeping operations



Definition of Misconduct

For Members of National Contingent and Military Staff Officers

- Misconduct means any act or omission that is a violation of UN standards of conduct, mission-specific rules and regulations or the obligations towards national and local laws and regulations in accordance with the status-of-forces agreement where the impact is outside the national contingent.
- Serious Misconduct is misconduct, including criminal acts, that results in, or is likely to result in serious loss, damage or injury to an individual or to a mission. Sexual exploitation and abuse constitute serious misconduct.

Reference: We are the UN Peacekeeping Personnel (lists specific instances)



Definition of Misconduct

For UN Police and Military Observers

- **Minor Misconduct:** any act, omission or negligence that is a violation of mission standard operating procedures (SOPs), directives or any other applicable rules, regulations or administrative instructions, but which does not result in or is not likely to result in major damage or injury to an individual or the mission.
- **Serious Misconduct:** any act, omission or negligence, including criminal acts, that is a violation of mission SOPs, directives or any other applicable rules, regulations or administrative instructions, that results in or is likely to result in serious damage or injury to an individual or to the mission.

Reference: Directives for Disciplinary Matters involving Civilian Police Officers and Military Observers (lists specific instances)



Categories of Misconduct

Category I: Serious Misconduct includes:

- Sexual exploitation and abuse (SEA)
- Criminal activities, e.g. offences against the person, offences against property, including fraud

Category II: Misconduct includes:

- Simple theft and fraud
- Sexual or other work-related harassment
- Traffic-related incidents, e.g. speeding



Learning Activity

3.3.2

Consequences of Misconduct

Instructions:

- Consider the negative media coverage
- What are the consequences for victims?
- What are the consequences for the mission?
- What are the consequences for personnel?

Time: 5 minutes

- Brainstorming: 3 minutes
- Discussion: 2 minutes



3. Consequences of Misconduct

For the Victim

- Violates victim's human rights
- Can involve physical injury, financial loss, property damage or loss
- Psychological and emotional effects
- May affect family and local community





For the Mission

- Violates human rights
- Undermines UN principles
- Violates integrity and impartiality
- Reduces credibility and image of UN
- Threatens security
- Undermines rule of law and fosters crime



For Peacekeeping Personnel

- Disciplinary action
- Repatriation/barring from future service
- Summary dismissal
- Criminal proceedings
- Financial liability



4. Reporting Misconduct

Key Entities

- Conduct and Discipline Unit (CDU)
- Office of the Internal Oversight Services (OIOS)
- Ethics Office
- UN Ombudsman





Reporting Duties for Personnel

- Report suspected misconduct
- Report in good faith supported by evidence
- Cooperate with UN investigations
- Make reports to UN officials, OIOS or to others in special circumstances
- Report misconduct directly to OIOS without a need for supervisory approval (ST/SGB/273, para 18)



Protection from Retaliation

- **Retaliation:** direct or indirect detrimental action recommended, threatened or taken against a person who reports misconduct
- Retaliation can be reported



Learning Activity

3.3.3

Promoting Good Conduct

Instructions:

- Consider your conduct as UN personnel
- What do you need to remember?
- Design a poster to put up in the mission as a reminder

Time: 10 minutes

- Group work: 5-7 minutes
- Discussion: 3 minutes



5. What Individual Peacekeeping Personnel Can Do

Individual Responsibility

- You are an ambassador of the UN
- Follow UN Charter, IHRL, IHL, UN specific rules, regulations and guidance
- You have a duty to report misconduct, cooperate in investigations, provide information in good faith





Leadership and Accountability

- Maintain standards of conduct
- Prevent, monitor and respond to misconduct
- Ensure misconduct prevention training
- Conduct periodic misconduct risk assessments
- Report all misconduct to CDU or OIOS





Summary of Key Messages

- Key principles of conduct – high standards, zero tolerance of SEA, leadership accountability
- Categories of misconduct – category 1 serious misconduct offences (high risk), category 2 misconduct offences (low risk)
- Serious consequences of misconduct for peacekeeping personnel, host population and mission
- Key entities for conduct and discipline – CDU, OIOS, Ethics Office, UN Ombudsman



Questions



Learning Activity

Learning Evaluation