



Economic and Social Council

Distr.: Limited
26 March 2021

Original: English

For decision

United Nations Children's Fund

Executive Board

Annual session 2021

1–4 June 2021

Item 10 of the provisional agenda*

Investigations cases closed during 2020

Addendum to the UNICEF Office of Internal Audit and Investigations 2020 annual report to the Executive Board

Summary

This addendum to the UNICEF Office of Internal Audit and Investigations 2020 annual report to the Executive Board ([E/ICEF/2021/AB/L.3](#)) provides information on the investigations cases that were closed by UNICEF in 2020.

During the year, the Office of Internal Audit and Investigations managed 520 investigations cases; of these, the Office closed 254 cases.

* [E/ICEF/2021/9](#).



Investigations cases closed during 2020

| <i>No. ^a</i> | <i>UNICEF region/ location ^b</i> | <i>Allegation</i> | <i>Financial loss to UNICEF established (in United States dollars)</i> | <i>Investigation result/disciplinary measure</i> |
|---|---|--|--|--|
| <i>Bribery, corruption or kickbacks</i> | | | | |
| 1 | MENA | Alleged exclusion of bidders from procurement processes in favour of dealing with one vendor. | Nil | Referral made to a UNICEF office for management intervention. |
| <i>Burglary, robbery, theft of UNICEF property or funds</i> | | | | |
| 2 | EAP | Loss of health supplies by an implementing partner. | Nil | Referral made to a UNICEF office for management intervention. |
| 3 | ECA | Theft of a solar lamp from a UNICEF warehouse by a staff member. | Nil | Investigation report submitted to the Deputy Executive Director, Management. Staff member was separated from service. |
| 4 | ESA | Misuse of funds available on prepaid fuel cards by a former staff member. | \$892.41 | Investigation report submitted to the Deputy Executive Director, Management. Had they remained a staff member, former staff member would have been separated from service. |
| 5 | | Misuse of funds available on prepaid fuel cards by a staff member. | \$416.14 | Investigation report submitted to the Deputy Executive Director, Management. Staff member was separated from service and required to reimburse UNICEF. |
| 6 | | Misuse of funds available on prepaid fuel cards by a staff member. | Nil | Not substantiated. |
| 7 | | Misuse of funds available on prepaid fuel cards by a staff member. | Nil | Not substantiated. |
| 8 | | Misuse of funds available on prepaid fuel cards by a staff member. | Nil | Not substantiated. |
| 9 | | Theft of ready-to-use therapeutic food (RUTF) from a warehouse by a security guard employed by an implementing partner and two other unidentified individuals. | Nil | Referral made to a UNICEF office for management intervention. |
| 10 | Headquarters | Theft of audiovisual equipment from a staff member's personal vehicle after it was left unattended. | \$17,400.00 | Referral made to a UNICEF office for management intervention. |
| 11 | LAC | Theft of laptops by vendor providing cleaning services. | Nil | Case closed after initial assessment. |
| 12 | SA | Theft of fuel and vehicle parts by unidentified individual(s). | Nil | Referral made to a UNICEF office for management intervention. |

| <i>No. ^a</i> | <i>UNICEF region/ location ^b</i> | <i>Allegation</i> | <i>Financial loss to UNICEF established (in United States dollars)</i> | <i>Investigation result/disciplinary measure</i> |
|-----------------------------|---|--|--|--|
| 13 | WCA | Theft of medical supplies during hijacking of vendor-operated cargo trucks by unidentified individual(s). | \$159,719.46 | Case closed after initial assessment. |
| 14 | | Theft of laptops and other equipment from a UNICEF storeroom by unidentified individual(s). | Nil | Referral made to a UNICEF office for management intervention. |
| <i>Child safeguarding</i> | | | | |
| 15 | ESA | Initiation of marriage arrangements between a 16-year-old child and a staff member. | Nil | For recording purposes. No further action was required as investigative action is being undertaken by another investigative body. |
| 16 | Other | Child abuse depicted in a video circulated via social media with no clear link to UNICEF. | Nil | For recording purposes. No further action was required as action was taken by local law enforcement. |
| 17 | WCA | Failure by a staff member to register a 16-year-old child residing with the staff member for appropriate vocational training. | Nil | Referral made to a UNICEF office for management intervention. |
| <i>Conflict of interest</i> | | | | |
| 18 | ESA | Conflict of interest through ownership of a UNICEF implementing partner by a former staff member. | Nil | Case closed after initial assessment. |
| 19 | | Unauthorized exhibitions were held on United Nations premises by a staff member to promote an external initiative. | Nil | Investigation report submitted to the Deputy Executive Director, Management. A note was placed in the official status file of the former staff member indicating that the former staff member may have engaged in outside activities without authorization while still a staff member. |
| 20 | | Employment by staff member and staff member's spouse with an external organization and a UNICEF implementing partner, respectively, and fraudulent travel claim by staff member. | Nil | Case closed after initial assessment. |
| 21 | MENA | Diversion of funds and resources by the director of an implementing partner for political activities. | Nil | Not substantiated. |
| 22 | | Inappropriate use of social media by staff member. | Nil | Investigation report submitted to Division of Human Resources (DHR). Staff member received a written censure and lost one step in grade. |

| <i>No. ^a</i> | <i>UNICEF region/ location ^b</i> | <i>Allegation</i> | <i>Financial loss to UNICEF established (in United States dollars)</i> | <i>Investigation result/disciplinary measure</i> |
|---------------------------|---|---|--|--|
| <i>Entitlements Fraud</i> | | | | |
| 23 | ESA | Failure to properly record departure time from duty station while on leave or rest and recuperation by two staff members, resulting in overpayment of danger pay allowance. | Nil | Referral made to a UNICEF office for management intervention. |
| 24 | MENA | Misrepresentation of attendance records by staff member to receive additional overtime compensation. | Nil | Advisory memorandum submitted to the country office. |
| 25 | SA | Fraudulent claim for a daily subsistence allowance by a staff member for a mission during which the staff member stayed at the duty station. | Nil | Referral made to a UNICEF office for management intervention. |
| 26 | WCA | Fraudulent claim of travel entitlements by a staff member. | Nil | Case closed after initial assessment. A note outlining a failure to cooperate with the assessment of the Office of Internal Audit and Investigations (OIAI) was placed in the staff member's official status file. |
| <i>Fraud and Forgery</i> | | | | |
| 27 | ESA | Failure by an implementing partner to disclose theft of project supplies during a terrorist attack. | Nil | Case closed after initial assessment. |
| 28 | | Misuse of the United Nations name by a former staff member to obtain financial gain from a third party. | Nil | Investigation report submitted to the Deputy Executive Director, Management. |
| 29 | | Misrepresentation of academic background and association with a local non-governmental organization (NGO) in job applications with UNICEF. | Nil | Investigation report submitted to the Deputy Executive Director, Management. Staff member was separated from service. |
| 30 | | Submission of forged documentation related to non-existent beneficiaries and employees, as well as duplicate invoices, by implementing partner personnel. | Nil | For recording purposes. No further action was required, as contractual arrangement with implementing partner had already been terminated. |
| 31 | | Submission of fraudulent invoices by former staff member of another United Nations agency who applied for a position with UNICEF. | Nil | Referral made to DHR. |
| 32 | Headquarters | Failure by a newly recruited staff member to disclose active appointment with another United Nations entity at the time of commencing duties with UNICEF. | Nil | Investigation report submitted to the Deputy Executive Director, Management. Staff member was separated from service. |
| 33 | | Forgery of email exchanges presented to the United Nations Dispute Tribunal by a | Nil | For recording purposes. No further action is required. |

| <i>No. ^a</i> | <i>UNICEF region/ location ^b</i> | <i>Allegation</i> | <i>Financial loss to UNICEF established (in United States dollars)</i> | <i>Investigation result/disciplinary measure</i> |
|---|---|---|--|---|
| | | former staff member of another United Nations entity. | | |
| 34 | Other | Payment of bribes to members of a judiciary in relation to a land dispute with no clear link to UNICEF. | Nil | For recording purposes. No further action was required, as allegations fall outside the mandate of OIAI. |
| 35 | SA | Submission of forged documents made to obtain the UNICEF name, logo and stamp by an unidentified consultancy firm. | Nil | Referral made to a UNICEF office for management intervention. |
| 36 | WCA | Fraud involving collusion with fuel suppliers by a staff member committed while employed by another United Nations entity. | Nil | Investigation memorandum to the Deputy Executive Director, Management. Staff member had already been separated from service through a separate process. |
| 37 | | Submission of a forged letter by a staff member to justify an authorized absence of one week. | Nil | Referral made to the Deputy Executive Director, Management. Staff member was separated from service. |
| 38 | | Submission of an invoice with a staff member's details by a vendor for product that had not been authorized or purchased by the relevant office. | Nil | Referral made to a UNICEF office for management intervention. |
| <i>Fraud involving misuse of programme funds by third parties</i> | | | | |
| 39 | ECA | Aid diversion by an implementing partner. | Nil | For recording purposes. No further action is required, as there was no evidence that UNICEF funds were affected. |
| 40 | ESA | Use of fabricated invoices by an implementing partner to divert UNICEF funds. | Nil | Case closed after initial assessment. |
| 41 | | Aid diversion by implementing partner working with several United Nations agencies. | Nil | Case closed after initial assessment. |
| 42 | | Abandonment of a UNICEF project by an implementing partner that left an outstanding balance that UNICEF was unable to recover. | Nil | Referral made to a UNICEF office for management intervention. |
| 43 | | Fraud related to the procurement and use of rental vehicle by an implementing partner. | \$27,500.00 | Referral made to a UNICEF office for management intervention. |
| 44 | | Failure to implement projects as agreed and withholding of personnel salaries by an implementing partner. | Nil | Referral made to a UNICEF office for management intervention. |
| 45 | | Implementing partner disclosed the outcome of its investigation into allegations of nepotism, fraud and bribery by two implementing partner senior personnel. | Nil | Referral made to a UNICEF office for management intervention. |

| <i>No. ^a</i> | <i>UNICEF region/ location ^b</i> | <i>Allegation</i> | <i>Financial loss to UNICEF established (in United States dollars)</i> | <i>Investigation result/disciplinary measure</i> |
|-------------------------|---|---|--|---|
| 46 | | Financial manipulation, irregular recruitment practices and mismanagement by an implementing partner. | Nil | For recording purposes. Further consideration will be given to the matter upon receipt of the outcome of a forensic audit conduct by the country office. |
| 47 | | Allegation of misuse of funds by country office implementing partner. | Nil | For recording purposes. Further consideration will be given to the matter upon receipt of the outcome of a forensic audit conduct by the country office. |
| 48 | Headquarters | Fraud related to catfishing of individuals outside of the workplace by a National Committee staff member. | Nil | Referral made to a UNICEF office for management intervention. |
| 49 | LAC | Use of personal bank accounts of implementing partner personnel for transfer of funds. | Nil | Referral made to a UNICEF office for management intervention. |
| 50 | MENA | Diversion of personnel salaries and submission of inflated invoices by an implementing partner. | Nil | Closed after initial assessment. |
| 51 | | Falsification and forgery of documentation related to procurement of services of a non-existent vendor by an implementing partner. | Nil | Not substantiated. |
| 52 | | Lack of transparency in financial management by an implementing partner. | Nil | Referral made to a UNICEF office for management intervention. |
| 53 | | Lack of reporting and accountability by a government implementing partner. | Nil | Referral made to a UNICEF office for management intervention. |
| 54 | | Misappropriation of funds and irregular human resources practices by an implementing partner. | Nil | Referral made to a UNICEF office for management intervention. |
| 55 | | Theft of education supplies by a security guard employed by an implementing partner. | Nil | Referral made to a UNICEF office for management intervention. |
| 56 | | Failure to deliver educational supplies by an implementing partner. | Nil | Referral made to a UNICEF office for management intervention. |
| 57 | | Paycheck discrepancies due to deduction of various insurance costs by two third-party vendor personnel contracted by an implementing partner. | Nil | For recording purposes. No further action was required as no UNICEF funds were affected and the implementing partner took steps to address the allegations. |
| 58 | SA | Diversion of funds and failure to conduct monitoring activities by an implementing partner. | Nil | For recording purposes. No further action was required as the agreement with the implementing partner was terminated. |

| <i>No. ^a</i> | <i>UNICEF region/ location ^b</i> | <i>Allegation</i> | <i>Financial loss to UNICEF established (in United States dollars)</i> | <i>Investigation result/disciplinary measure</i> |
|---|---|--|--|--|
| 59 | | Misappropriation of funds through double-charging projects by an implementing partner. | Nil | For recording purposes. No further action was required as the agreement with the implementing partner was terminated. |
| 60 | | Fraudulent reporting of expenditures by an implementing partner. | Nil | Referral made to a UNICEF office for management intervention. |
| 61 | | Misappropriation of unused funding related to vehicle rental by an implementing partner. | Nil | Referral made to a UNICEF office for management intervention. |
| 62 | | Non-transparent hiring practices and harassment by implementing partner personnel. | Nil | Referral made to a UNICEF office for management intervention. |
| 63 | | Procurement fraud and unprofessional behaviour by implementing partner personnel. | \$1,618.00 | For recording purposes. No further action was required as the implementing partner refunded UNICEF and took steps to address the allegations. |
| 64 | | Submission of misleading invoices and misappropriation of funds by two implementing partner personnel. | \$143.00 | Case closed after initial assessment, as implementing partner had already investigated the matter and taken appropriate action. |
| 65 | WCA | Allegation of fraud on demurrage charges on UNICEF containers by staff members and vendors. | Nil | For recording purposes. No further action was required as implicated vendors and staff members are no longer engaged by UNICEF. |
| 66 | | Diversion of humanitarian resources through a fraud scheme by an implementing partner. | \$354,863.00 | Investigation report submitted to UNICEF office for management intervention. The loss amount may be subject to further review and modification based on the findings of a forensic audit. |
| 67 | | Issuance of fraudulent boarding passes by an implementing partner. | \$3,850.00 | Referral made to a UNICEF office for management intervention. |
| <i>Gross mismanagement resulting in either financial or reputational damage to UNICEF</i> | | | | |
| 68 | ESA | Misuse of funds available on prepaid fuel cards by a staff member. | \$11,287.00 | Investigation report submitted to the Deputy Executive Director, Management. Staff member separated from service prior to completion of investigation. A note was placed in the staff member's official status file. |
| 69 | | Mismanagement of funds related to fuel and vehicle management by a staff member. | Nil | Not substantiated. |

| <i>No. ^a</i> | <i>UNICEF region/ location ^b</i> | <i>Allegation</i> | <i>Financial loss to UNICEF established (in United States dollars)</i> | <i>Investigation result/disciplinary measure</i> |
|--|---|---|--|---|
| <i>Harassment and abuse of authority</i> | | | | |
| 70 | EAP | Pattern of harassment by a staff member against another staff member. | Nil | Investigation report submitted to the Deputy Executive Director, Management. |
| 71 | | Multiple instances of workplace harassment by a staff member. | Nil | Closed after initial assessment. |
| 72 | | Multiple instances of workplace harassment by a staff member. | Nil | For recording purposes. No further action was necessary as the case was already pursued in another investigation. |
| 73 | | Unfair treatment and abuse of authority by a staff member against an individual contractor. | Nil | Referral made to a UNICEF office for management intervention. |
| 74 | | Disclosure of medical information and false comments on performance evaluation report (PER) by a staff member against another staff member. | Nil | Referral made to a UNICEF office for management intervention. |
| 75 | ECA | Bullying and creation of a hostile work environment by a staff member against supervisees. | Nil | Referral made to DHR and a UNICEF office for management intervention. |
| 76 | | Harassment and abuse of authority within the context of recruitment activities, PERs and interpersonal interactions. | Nil | Case closed after initial assessment. |
| 77 | | Creation of a hostile work environment and racist comments by a staff member who required supervisees to perform work outside their job descriptions. | Nil | Case closed after initial assessment. |
| 78 | | Harassment and abuse of authority by a staff member who attempted to impose performance improvement measures upon a supervisee without addressing burnout issues. | Nil | Referral made to DHR. |
| 79 | ESA | Abuse of authority and interference in a third-party contract with an implementing partner by staff members. | Nil | Referral made to a UNICEF office for management intervention. |
| 80 | | Unprofessional and rude behaviour by an individual contractor against implementing partner personnel. | Nil | Referral made to a UNICEF office for management intervention. |
| 81 | Headquarters | Workplace harassment in the form of disparaging language and aggressive behaviour and abuse of authority by a staff member against an individual contractor. | Nil | Not substantiated. |
| 82 | | Harassing and intimidating behaviour by an individual contractor against staff members. | Nil | Investigation memorandum submitted to a UNICEF office for management intervention. |

| <i>No. ^a</i> | <i>UNICEF region/ location ^b</i> | <i>Allegation</i> | <i>Financial loss to UNICEF established (in United States dollars)</i> | <i>Investigation result/disciplinary measure</i> |
|-------------------------|---|--|--|--|
| 83 | | Hostile working conditions and supervisor's failure to take appropriate measures after supervisee reported having been sexually assaulted. | Nil | Referral made to a UNICEF office for management intervention. |
| 84 | | Abuse of authority and intimidation related to negative PER comments by a staff member against a supervisee. | Nil | Case closed after initial assessment. |
| 85 | | Shouting and a pattern of harassment by a staff member against other staff members. | Nil | Investigation report submitted to the Deputy Executive Director, Management. |
| 86 | LAC | Supervisor pressured a staff member into accepting a PER rating and performance improvement plan despite outstanding concerns. | Nil | Referral made to DHR for management intervention. |
| 87 | | Supervisor implemented a performance improvement plan with the purpose of ending a staff member's employment. | Nil | Referral made to DHR for management intervention. |
| 88 | MENA | Unfair reallocation of work and criticism by a staff member against a supervisee. | Nil | Case closed after initial assessment. |
| 89 | | Gender discrimination during recruitment processes by a staff member. | Nil | Referral made to a UNICEF office for management intervention. |
| 90 | | Creation of a hostile work environment by a staff member against a supervisee over negative PER feedback. | Nil | Referral made to a UNICEF office for management intervention. |
| 91 | | Allegation of harassment and abuse of authority raised against former staff member's supervisor. | Nil | For recording purposes. No further action is required. |
| 92 | | Fabrication of facts in relation to a supervisee's performance by a staff member. | Nil | Closed after initial assessment. Complainant sought informal resolution. |
| 93 | Other | Unsatisfactory conduct by a staff member against and individual contractor. | Nil | Referral made to DHR. |
| 94 | | Harassment of the complainant's family member with no clear link to UNICEF. | Nil | For recording purposes. No further action was required, as allegations fall outside the mandate of OIAI. |
| 95 | | Harassment of the complainant's family member with no clear link to UNICEF. | Nil | For recording purposes. No further action was required, as allegations fall outside the mandate of OIAI. |
| 96 | | Harassment of the complainant's family member with no clear link to UNICEF. | Nil | For recording purposes. No further action was required, as allegations fall outside the mandate of OIAI. |
| 97 | SA | Belittling remarks and questioning remarks by a staff member against a supervisee. | Nil | Not substantiated. |

| <i>No. ^a</i> | <i>UNICEF region/ location ^b</i> | <i>Allegation</i> | <i>Financial loss to UNICEF established (in United States dollars)</i> | <i>Investigation result/disciplinary measure</i> |
|------------------------------------|---|---|--|---|
| 98 | | Gender-based discrimination and harassment by staff members against another staff member. | Nil | Closed after initial assessment. |
| 99 | | Blackmailing of a staff member by unidentified individuals. | Nil | Closed after initial assessment. |
| 100 | | Rude and insulting behaviour and nepotism by a staff member against implementing partner personnel. | Nil | Closed after initial assessment. |
| 101 | WCA | Patterns of harassment, sexual harassment and abuse of authority by a staff member against several other staff members. | Nil | Investigation report submitted to the Deputy Executive Director, Management. |
| 102 | | Imposition of unjustified PER ratings by a staff member against a supervisee. | Nil | Referral made to a UNICEF office for management intervention. |
| 103 | | Raising of voice by a staff member against other personnel. | Nil | Referral made to a UNICEF office for management intervention. |
| 104 | | Multiple acts of abuse of authority and harassment by supervisors against a supervisee. | Nil | For recording purposes. No further action was required as investigative steps were taken as part of another case. |
| <i>Inappropriate staff conduct</i> | | | | |
| 105 | EAP | Failure to conduct background checks by a staff member during the recruitment of a consultant. | Nil | Referral made to DHR and a UNICEF office for management intervention. |
| 106 | | Fraud and procurement irregularities committed during previous employment by a staff member. | Nil | Referral to DHR and a UNICEF office for management intervention. |
| 107 | | Statements by staff member regarding potentially illegal actions leading to the seizure of a UNICEF laptop by local police. | Nil | For recording purposes. No further action was required as staff member had already separated from service. |
| 108 | | Plagiarism on an online written assessment by a staff member. | Nil | Referral made to a UNICEF office for management intervention. |
| 109 | | Violation of the rules governing the United Nations Language Proficiency Examination by a staff member. | Nil | Referral made to a UNICEF office for management intervention. |
| 110 | ECA | Drug use by a staff member. | Nil | Referral made to a UNICEF office for management intervention. |
| 111 | | Violation of the rules governing the United Nations Language Proficiency Examination by a staff member. | Nil | Investigation report submitted to the Deputy Executive Director, Management. |
| 112 | ESA | Inappropriate use of social media by a staff member. | Nil | Referral made to DHR for management intervention. |

| <i>No. ^a</i> | <i>UNICEF region/ location ^b</i> | <i>Allegation</i> | <i>Financial loss to UNICEF established (in United States dollars)</i> | <i>Investigation result/disciplinary measure</i> |
|-------------------------|---|--|--|---|
| 113 | | Failure to comply with local laws by not paying unpaid rent and damages by a staff member. | Nil | Referral made to a UNICEF office for management intervention. |
| 114 | | Sexual relationship between staff members. | Nil | Referral made to a UNICEF office for management intervention. |
| 115 | | Verbal and physical altercation between a staff member and a government official. | Nil | Referral made to a UNICEF office for management intervention. |
| 116 | | Verbal and physical altercation between a staff member and members of the public. | Nil | Investigation report submitted to the Deputy Executive Director, Management. Staff member was separated from service. |
| 117 | Headquarters | Physical assault of a staff member by another staff member while they were in a personal relationship. | Nil | Investigation memorandum submitted to the Deputy Executive Director, Management. No further action was taken. |
| 118 | | Allegation of failure to comply with personal legal financial obligations by a staff member. | Nil | Referral made to DHR for management intervention. |
| 119 | | Lack of support and poor attitude from information technology personnel in relation to data access issues. | Nil | Referral made to a UNICEF office for management intervention. |
| 120 | | Inappropriate use of social media by a staff member. | Nil | Referral made to DHR. Staff member received a written censure and lost two steps in grade. |
| 121 | | Tampering with a UNICEF survey by an unidentified individual. | Nil | Not substantiated. |
| 122 | | Inappropriate use of social media by a staff member. | Nil | Investigation memorandum submitted to the Deputy Executive Director, Management and then referred to DHR for management intervention. |
| 123 | | Unauthorized access of a supervisor's emails by a staff member. | Nil | Investigation report submitted to the Deputy Executive Director, Management. |
| 124 | | Inappropriate use of social media by a staff member. | Nil | For recording purposes. No further action was required. |
| 125 | LAC | Inappropriate use of social media and communications with government officials by a staff member. | Nil | Not substantiated. |
| 126 | | Leak of a sensitive email by an unidentified staff member. | Nil | Not substantiated. |

| <i>No. ^a</i> | <i>UNICEF region/ location ^b</i> | <i>Allegation</i> | <i>Financial loss to UNICEF established (in United States dollars)</i> | <i>Investigation result/disciplinary measure</i> |
|-------------------------|---|---|--|---|
| 127 | | Domestic abuse by a United Nations Volunteer engaged by UNICEF. | Nil | Investigation report submitted to the Executive Coordinator, United Nations Volunteers programme. |
| 128 | | Misuse of information and communication technology resources by a staff member. | Nil | Referral made to a UNICEF office for management intervention. |
| 129 | | Manipulation of recruitment and procurement processes, covering up of illegal actions and other unprofessional conduct by a staff member. | Nil | Case closed after initial assessment, as investigative steps were taken as part of another case. |
| 130 | MENA | Failure to participate in an investigation conducted by OIAI by a staff member. | Nil | Investigation memorandum submitted to the Deputy Executive Director, Management. Staff member received a written censure and lost two steps in grade. |
| 131 | | Possible leak of confidential recruitment material to an external candidate by unidentified individual(s). | Nil | For recording purposes. No further action was required, as there was insufficient evidence to pursue any viable avenues of enquiry. |
| 132 | | Detainment of a staff member by local authorities. | Nil | For recording purposes. No further action was required. |
| 133 | | Inappropriate social media use by a staff member. | Nil | Investigation memo issued to the Deputy Executive Director, Management. Staff member received a written censure and a note was placed in the staff member's official status file. |
| 134 | | Allegations that a staff member was responsible for a decline in fundraising and poor staff morale. | Nil | Referral made to a UNICEF office for management intervention. |
| 135 | | Insensitive comments made by a staff member to other staff members in relation to the coronavirus disease 2019 pandemic and poor implementation of health protocols by staff members. | Nil | Referral made to a UNICEF office for management intervention. |
| 136 | | Violation of the rules governing the United Nations Language Proficiency Examination by a staff member. | Nil | Referral made to a UNICEF office for management intervention. |
| 137 | | Misrepresentation of prior experience and academic credentials by a staff member. | Nil | Referral made to DHR |
| 138 | | Inappropriate use of social media by a staff member. | Nil | Referral made to the Deputy Executive Director, Management. |
| 139 | | Inappropriate use of social media by an individual contractor. | Nil | Referral made to a UNICEF office for management intervention. |

| <i>No. ^a</i> | <i>UNICEF region/ location ^b</i> | <i>Allegation</i> | <i>Financial loss to UNICEF established (in United States dollars)</i> | <i>Investigation result/disciplinary measure</i> |
|-------------------------|---|--|--|---|
| 140 | | Sexual relationship between a staff member and a staff member of another United Nations entity. | Nil | Referral made to a UNICEF office for management intervention. |
| 141 | SA | Accessing and downloading unauthorized web content by unidentified individual(s) and storing it on a shared computer. | Nil | Advisory memorandum submitted to a UNICEF office. |
| 142 | | Plagiarism of a previously prepared memo and policy by a staff member during a recruitment. | Nil | Investigation memorandum issued to the Deputy Executive Director, Management. Staff member received a written reprimand. |
| 143 | | Unethical behaviour, plagiarism and the publishing of a UNICEF study without permission by a staff member. | Nil | Investigation memorandum issued to the Deputy Executive Director, Management. A note was placed in the staff member's official status file. |
| 144 | | Inappropriate behaviour by staff members resulting from sexual relations between staff members, and their inebriation, | Nil | Referral made to a UNICEF office for management intervention. |
| 145 | | Use of UNICEF vehicles without reimbursing costs by a staff member. | Nil | Referral made to a UNICEF office for management intervention. |
| 146 | WCA | Fraudulent assistance of external candidates participating in a written test as part of a recruitment process by a staff member. | Nil | Investigation report submitted to the Deputy Executive Director, Management. |
| 147 | | Plagiarism by copying answers from the Internet by a staff member during a written assessment for a United Nations recruitment. | Nil | Case closed after initial assessment. |
| 148 | | Failure to disclose previous time served in prison prior to recruitment by a former staff member. | Nil | Not substantiated. |
| 149 | | Confiscation of and wiping the data from a staff member's phone by another staff member. | Nil | Referral made to a UNICEF office for management intervention. |
| 150 | | Inappropriate comments by a staff member during a joint meeting with another United Nations agency. | Nil | Referral made to a UNICEF office for management intervention. |
| 151 | | Violation of the rules governing a written test for a recruitment process by a staff. | Nil | Referral made to DHR. |
| 152 | | Violation of the rules governing the United Nations Language Proficiency Examination by a former staff member. | Nil | Referral made to DHR. |

| <i>No. ^a</i> | <i>UNICEF region/ location ^b</i> | <i>Allegation</i> | <i>Financial loss to UNICEF established (in United States dollars)</i> | <i>Investigation result/disciplinary measure</i> |
|-------------------------|---|---|--|--|
| <i>Miscellaneous</i> | | | | |
| 153 | EAP | Misuse of the UNICEF logo by a vendor contracted by the vendor of another United Nation entity. | Nil | For recording purposes. No further action was necessary as the contractual relationship with the vendor in question had already been terminated. |
| 154 | ECA | Irregularities involving the procurement and transportation of goods purchased on behalf of another United Nations agency. | Nil | Referral made to a UNICEF office for management intervention. |
| 155 | ESA | Irregularities concerning payment of consultancy fees by staff members. | Nil | Referral made to the UNICEF Legal Adviser. |
| 156 | | Contractual dispute related to construction of classrooms in a refugee camp. | Nil | Referral made to a UNICEF office for management intervention. |
| 157 | Headquarters | Receipt of fraud alert regarding non-compliant goods sold by various suppliers. | Nil | Referral made to a UNICEF office for management intervention. |
| 158 | | Receipt of report indicating vulnerabilities in UNICEF servers. | Nil | Referral made to a UNICEF office for management intervention. |
| 159 | | Request from a former staff member to be provided with a written report of the outcome of a case raised against their former supervisor. | Nil | For recording purposes. No further action was required. |
| 160 | | Request for management review of a staff member's entitlement to a repatriation grant. | Nil | For recording purposes. No further action was required. |
| 161 | | Data privacy concerns regarding the sharing of the personally identifiable information of staff members, consultants and external auditors. | Nil | Referral made to UNICEF offices for management intervention. |
| 162 | | Irregular administration of insurance benefits by staff members resulting in delays in processing requests. | Nil | Referral made to DHR. |
| 163 | LAC | Irregularities in fundraising practices by staff members in relation to monthly donations from two supporters. | Nil | Referral made to a UNICEF office for management intervention. |
| 164 | | Misuse of programme funds related to the publication of textbooks containing political content by a government implementing partner. | Nil | Referral made to a UNICEF office for management intervention. |
| 165 | MENA | Withholding of payments to staff members at a local medical treatment centre by an implementing partner. | Nil | Referral made to a UNICEF office for management intervention. |
| 166 | | Aid diversion in relation to organized convoys carrying health and nutrition supplies by the local military. | Nil | For recording purposes. No further action was required. |

| <i>No. ^a</i> | <i>UNICEF region/ location ^b</i> | <i>Allegation</i> | <i>Financial loss to UNICEF established (in United States dollars)</i> | <i>Investigation result/disciplinary measure</i> |
|---------------------------|---|---|--|--|
| 167 | | Management-level appointment of a staff member despite the issuance of an adverse decision against that individual by the United Nations Dispute Tribunal. | Nil | Referral made to DHR. |
| 168 | Other | Posting of an inappropriate photo of a child holding a cell phone on a UNICEF website. | Nil | Referral made to a UNICEF office for management intervention. |
| 169 | | Inappropriate social media use by a UNICEF supporter. | Nil | Referral made to a UNICEF office for management intervention. |
| 170 | Other | Medical malpractice with no clear link to UNICEF. | Nil | For recording purposes. No further action was required, as allegations fall outside the mandate of OIAI. |
| 171 | SA | A former staff member with another United Nations entity who was dismissed following corruption charges was seeking employment with UNICEF. | Nil | Referrals made to UNICEF offices for management intervention and to another United Nations entity. |
| 172 | | Falsification of documents and use of the UNICEF logo in a fraudulent scheme by external parties. | Nil | Case closed after initial assessment. No evidence of wrongdoing by any UNICEF staff members. |
| 173 | WCA | Report of a possible high rate of vaccine rejections, especially among health workers, due to medical complications following the administration of yellow fever vaccination. | Nil | Referral made to a UNICEF office for management intervention. |
| <i>Personnel disputes</i> | | | | |
| 174 | ECA | Failure to disclose affiliation with an implementing partner by a staff member during a recruitment process. | Nil | Referral made to a UNICEF office for management intervention. |
| 175 | | Challenging of management decision to abolish posts by concerned staff members. | Nil | Case closed after initial assessment. |
| 176 | | Favouritism towards a particular candidate by the panel during a recruitment process. | Nil | Referral made to DHR. |
| 177 | ESA | Irregularities related to contracting an individual consultant who did not meet the minimum experience requirements by staff member(s). | Nil | Referral made to a UNICEF office for management intervention. |
| 178 | | Lack of transparency and integrity during a recruitment process by staff member(s) due to a lateral reassignment being initiated for a position while the recruitment process for that same position was ongoing. | Nil | Referral made to DHR. |
| 179 | Headquarters | Favouritism towards a particular candidate and lack of compliance with organizational gender policies by the | Nil | Investigation report submitted to another United Nations entity. |

| <i>No. ^a</i> | <i>UNICEF region/ location ^b</i> | <i>Allegation</i> | <i>Financial loss to UNICEF established (in United States dollars)</i> | <i>Investigation result/disciplinary measure</i> |
|-----------------------------------|---|---|--|---|
| | | staff member of another United Nations entity. | | |
| 180 | | Allegation of unsatisfactory conduct by staff member(s). | Nil | For recording purposes. No further action was required. |
| 181 | | Negligence by staff members during recruitment processes. | Nil | For recording purposes. No further action was required as the matter was pursued through another investigation. |
| 182 | | Irregularities related to the recruitment of senior-level staff members. | Nil | Referral made to DHR. |
| 183 | MENA | Collusion with administrative officials during the recruitment of a consultant. | Nil | For recording purposes. No further action was required. |
| 184 | | Improper influence over recruitment processes and failure to pay administrative expenses by staff members. | Nil | Referral made to a UNICEF office for management intervention. |
| 185 | SA | Nepotism by a staff member through introducing friends and family to implementing partners. | Nil | Referral made to a UNICEF office for management intervention. |
| 186 | | Undue influence in favour of a preferred candidate in a recruitment process by a staff member. | Nil | Referral made to a UNICEF office for management intervention. |
| 187 | WCA | Undue influence in favour of a preferred candidate who could not speak the local language and who was reportedly romantically involved with the hiring manager. | Nil | Referral made to a UNICEF office for management intervention. |
| <i>Procurement irregularities</i> | | | | |
| 188 | EAP | Undue influence exerted by a staff member over two NGOs to hire the staff member's relatives. | Nil | Investigation report issued to the Deputy Executive Director, Management. A finding of no misconduct was made by the Deputy Executive Director, Management. |
| 189 | | Lack of transparency and fairness during a procurement process by staff members. | Nil | Referral made to a UNICEF office for management intervention. |
| 190 | Headquarters | Submission of forged documentation by a vendor during a procurement process. | Nil | For recording purposes. No further action was required. |
| 191 | MENA | Irregularities related to an imposter company being registered as a vendor. | Nil | For recording purposes. No further action was required as the relevant UNICEF office took appropriate remedial action. |
| 192 | | Terms of reference for an invitation to tender was designed to favour particular bidders and was not published on a UNICEF website. | Nil | For recording purposes. No further action was required as the relevant UNICEF office took appropriate remedial action. |

| <i>No. ^a</i> | <i>UNICEF region/ location ^b</i> | <i>Allegation</i> | <i>Financial loss to UNICEF established (in United States dollars)</i> | <i>Investigation result/disciplinary measure</i> |
|--------------------------------------|---|---|--|---|
| 193 | SA | Undue influence over a procurement process by a staff member who owned a bidding company. | Nil | Referral made to a UNICEF office for management intervention. |
| <i>Retaliation</i> | | | | |
| 194 | EAP | Retaliation by a staff member after a supervisee raised concerns about possible misconduct, including theft and fraud. | Nil | Investigation report submitted to the Ethics Office. |
| 195 | SA | Retaliation by a staff member after a supervisee raised concerns about possible misconduct, including theft and fraud. | Nil | Investigation memorandum submitted to the Ethics Office. |
| 196 | WCA | Retaliation through abolishment of post by a staff member against a supervisee for reporting procurement irregularities. | Nil | Investigation memorandum submitted to the Ethics Office. |
| <i>Sexual exploitation and abuse</i> | | | | |
| 197 | ECA | Sexual exploitation and abuse of an intern by a former staff member. | Nil | Referral made to the Deputy Executive Director, Management. |
| 198 | ESA | Sexual exploitation and abuse by employees of an implementing partner involved in a nutrition programme. | Nil | Referral made to a UNICEF office for management intervention. |
| 199 | | Sexual exploitation and abuse of school-aged children by employees of an implementing partner. | Nil | Referral made to other United Nations entities whose projects were impacted. Investigation report issued by the United Nations Office of Internal Oversight Services. |
| 200 | | Sexual exploitation and abuse involving solicitation of sex workers by a retired staff member retained as a consultant. | Nil | Investigation report issued to a UNICEF office for management intervention. |
| 201 | | Sexual exploitation and abuse by a paid volunteer of an implementing partner in a refugee camp. | Nil | Referral made to a UNICEF office for management intervention. |
| 202 | | Sexual exploitation and abuse of a former beneficiary by a staff member of an implementing partner. | Nil | Referral made to a UNICEF office for management intervention. |
| 203 | | Sexual exploitation and abuse involving solicitation of sex workers by an implementing partner employee. | Nil | Referral made to a UNICEF office for management intervention. |
| 204 | | Sexual exploitation and abuse of a local female by personnel of an implementing partner and fund diversion by a different implementing partner. | Nil | Referral made to a UNICEF office for management intervention. |
| 205 | | Sexual exploitation and abuse of a refugee by a staff member of an implementing partner. | Nil | Referral made to a UNICEF office for management intervention. The implementing partner conducted an investigation, which determined |

| <i>No. ^a</i> | <i>UNICEF region/ location ^b</i> | <i>Allegation</i> | <i>Financial loss to UNICEF established (in United States dollars)</i> | <i>Investigation result/disciplinary measure</i> |
|-------------------------|---|--|--|---|
| | | | | that the allegation was unsubstantiated. |
| 206 | | Sexual exploitation and abuse of a child by an implementing partner at a refugee settlement. | Nil | Referral made to a UNICEF office for management intervention. |
| 207 | | Sexual exploitation and abuse by an implementing partner at a refugee camp. | Nil | Referral made to another United Nations body. |
| 208 | | Sexual exploitation and abuse by an implementing partner at a refugee camp. | Nil | Referral made to another United Nations body. |
| 209 | | Sexual exploitation and abuse by an implementing partner within the context of a general food distribution project. | Nil | Referral made to another United Nations body. |
| 210 | | Sexual exploitation and abuse of an internally displaced child by an implementing partner. | Nil | Referral made to another United Nations body. |
| 211 | Headquarters | Sexual exploitation and abuse by an unidentified staff member while deployed on mission. | Nil | For recording purposes. No further action was possible due to a lack of information available. |
| 212 | LAC | Exchange of humanitarian aid for sexual favours by an implementing partner. | Nil | Referral made to other United Nations entities. |
| 213 | MENA | Unwanted physical and verbal advances towards a housekeeping hotel employee by a staff member. | Nil | Investigation report submitted to the Deputy Executive Director, Management. A finding of no misconduct was made by the Deputy Executive Director, Management due to a lack of evidence. |
| 214 | | Sexual exploitation and abuse of beneficiaries by personnel of two implementing partners. | Nil | Referral made to a UNICEF office for management intervention. |
| 215 | | Allegation of sexual exploitation and abuse of children by personnel of a government implementing partner at a refugee camp. | Nil | For recording purposes. No further action was required and the government implementing partner had already taken appropriate action. |
| 216 | | Sexual exploitation and abuse by implementing partner personnel. | Nil | Referral made to a UNICEF office for management intervention, noting that the implementing partner had already investigated the matter, dismissed the alleged perpetrator and taken other appropriate action. |
| 217 | | Sexual exploitation and abuse by personnel of an implementing partner. | Nil | Referral made to a UNICEF office for management intervention. |

| <i>No. ^a</i> | <i>UNICEF region/ location ^b</i> | <i>Allegation</i> | <i>Financial loss to UNICEF established (in United States dollars)</i> | <i>Investigation result/disciplinary measure</i> |
|-------------------------|---|---|--|--|
| 218 | | Sexual assault of an unidentified individual by a staff member. | Nil | For recording purposes. No further action was required as there was insufficient evidence to pursue any viable avenues of inquiry. |
| 219 | Other | Request for OIAI to assist in an investigation into alleged sexual exploitation and abuse being conducted by another United Nations entity. | Nil | No further action was required. OIAI conducted a forensic extraction of potentially relevant documents and provided them to the United Nations entity conducting the investigation. |
| 220 | | Child sexual abuse and child pornography involving a messaging application. | Nil | Referral made to the International Criminal Police Organization (INTERPOL). |
| 221 | | Perpetrator in a child rape case was released after paying a bribe with no clear link to UNICEF. | Nil | For recording purposes. No further action was required, as allegations fall outside the mandate of OIAI. |
| 222 | SA | Falsification of identification documentation to facilitate marriage to a child by a staff member. | Nil | Investigation report submitted to the Deputy Executive Director, Management. A finding of no misconduct was made by the Deputy Executive Director, Management. |
| 223 | | Sexual exploitation and abuse of a beneficiary by an implementing partner. | Nil | For recording purposes. No further action was required, as the implementing partner had already investigated the allegation, dismissed the alleged perpetrator and taken other appropriate action. |
| 224 | | Sexual exploitation and abuse by a former staff member. | Nil | Referral made to UNICEF Legal Adviser for possible referral to the local authorities. |
| 225 | | Sexual exploitation and abuse of children by a cleaner employed by an implementing partner. | Nil | Referral made to a UNICEF office for management intervention. |
| 226 | | Sexual exploitation and abuse by a staff member against implementing partner personnel. | Nil | Investigation report submitted to the Deputy Executive Director, Management. A finding of no misconduct was made by the Deputy Executive Director, Management. |
| 227 | WCA | Sexual exploitation and abuse of a child by an implementing partner. | Nil | Referral made to a UNICEF office for management intervention. |
| 228 | | False statements by a former staff member to local authorities. | Nil | For recording purposes. No further action was required. |

| <i>No. ^a</i> | <i>UNICEF region/ location ^b</i> | <i>Allegation</i> | <i>Financial loss to UNICEF established (in United States dollars)</i> | <i>Investigation result/disciplinary measure</i> |
|--------------------------|---|---|--|--|
| <i>Sexual harassment</i> | | | | |
| 229 | EAP | Inappropriate and repeated comments of a sexual and personal nature by a staff member against another staff member. | Nil | Referral made to the Deputy Executive Director, Management, noting that following initial assessment, there was insufficient evidence to take further investigative action. |
| 230 | | Sexual advances in the form of non-consensual physical contact by a staff member against another staff member. | Nil | Investigation report issued to the Deputy Executive Director, Management. Staff member had already separated from service but was informed that a separation from service would have been imposed had they remained a staff member. A note was also placed in the staff member's official status file. |
| 231 | | Comments of a possible sexual nature about a webinar participant made by staff members on an online chat platform. | Nil | Referral made to a UNICEF office for management intervention. |
| 232 | ESA | Inappropriate sexual comments by a staff member about the appearance and conduct of other staff members. | Nil | Investigation report issued to the Deputy Executive Director, Management. The staff member received a written censure. |
| 233 | Headquarters | Sexual remarks by a staff member against another staff member. | Nil | For recording purposes. No further action was required as there was insufficient information to pursue any viable avenues of inquiry. |
| 234 | | Inappropriate physical contact and unwelcome comments by an employee of a vendor against another employee of a vendor. | Nil | Referral made to a UNICEF office for management intervention. |
| 235 | | Unwelcome sexual advances by a staff member towards a supervisee and failure to renew another supervisee's appointment. | Nil | Case closed after initial assessment. |
| 236 | LAC | Sexual harassment by an international consultant towards a staff member while on official travel, including remarks about the staff member's appearance and inappropriate touching. | Nil | Investigation report issued to a UNICEF office for management intervention. |
| 237 | | Harassment and sexual harassment in the form of frequent inappropriate comments by a United Nations Volunteer against government implementing partner employees. | Nil | Investigation Report submitted to the Executive Coordinator, United Nations Volunteers programme. |

| <i>No. ^a</i> | <i>UNICEF region/ location ^b</i> | <i>Allegation</i> | <i>Financial loss to UNICEF established (in United States dollars)</i> | <i>Investigation result/disciplinary measure</i> |
|-------------------------|---|--|--|--|
| 238 | | Unwelcome sexual advances and inappropriate touching of an employee of an implementing partner by a consultant. | Nil | Referral made to a UNICEF office for management intervention. |
| 239 | MENA | Inappropriate touching of a consultant by a staff member. | Nil | Case closed after initial assessment. |
| 240 | MENA | Harassment and sexual harassment in the form of inappropriate comments by a staff member against a former United Nations Volunteer. | Nil | Investigation report submitted to the Deputy Executive Director, Management. The staff member lost ten steps in grade and a deferment of eligibility for consideration of promotion for three years. |
| 241 | SA | Unprofessional conduct, sexual harassment and abuse of authority by a former staff member against another staff member. | Nil | Investigation report submitted to the Deputy Executive Director, Management. If still a staff member, the former staff member would have received a written censure, lost three steps in grade and received a deferment of eligibility for salary increment and removal of supervisory functions for two years. A note was placed in the former staff member's official status file. |
| 242 | | Unwelcome physical and verbal sexual advances, including explicit comments about age and appearance, by a staff member against a supervisee. | Nil | Investigation report submitted to the Deputy Executive Director, Management. Staff member received a written reprimand. A note was placed in the staff member's official status file for three years. |
| 243 | | Sexual misconduct, including nonconsensual physical contact, and intimidating behaviour by a staff member against another staff member. | Nil | Investigation report submitted to the Deputy Executive Director, Management. Staff member received a written reprimand. A note was placed in the staff member's official status file for three years. |
| 244 | | Sexual harassment by a staff member against another staff member. | Nil | For recording purposes. No further action was required, as the victim did not consent to a formal investigation and the staff member was separated from service as the result of a separate investigation. |
| 245 | | Unwelcome sexual comments, multiple instances of inappropriate touching, video recording without consent and threats by a staff member against another staff member. | Nil | Investigation report issued to the Deputy Executive Director, Management. Staff member was separated from service. |

| <i>No. ^a</i> | <i>UNICEF region/ location ^b</i> | <i>Allegation</i> | <i>Financial loss to UNICEF established (in United States dollars)</i> | <i>Investigation result/disciplinary measure</i> |
|--|---|--|--|---|
| 246 | | Inappropriate comments and unacceptable workplace behaviour between implementing partner personnel. | Nil | Referral made to a UNICEF office for management intervention. |
| 247 | | Extramarital affair and domestic abuse by a staff member. | Nil | Case closed after initial assessment. |
| 248 | | Inappropriate physical touching of two staff members and sexual harassment of an intern by a staff member. | Nil | Investigation report submitted to the Deputy Executive Director, Management. |
| 249 | WCA | Unwelcome sexual advances and harassment through messages and physical contact by a staff member against another staff member. | Nil | Investigation report submitted to the Deputy Executive Director, Management. Staff member was separated from service and added to a United Nations screening database on sexual misconduct. |
| 250 | | Offer of career advancement in exchange for sexual favours by a former staff member against another staff member. | Nil | Referral made to DHR. The staff member had already been separated from service following an investigation into separate allegations of sexual harassment. |
| 251 | | Unwelcome sexual advances and inappropriate comments by a staff member towards two other staff members. | Nil | Referral made to a UNICEF office for management intervention. |
| 252 | | Unwelcome physical advances and inappropriate verbal remarks by a staff member towards another staff member. | Nil | Investigation report issued to the Deputy Executive Director, Management. Staff member was separated from service. |
| <i>Unauthorized use, misuse or waste of UNICEF funds or property</i> | | | | |
| 253 | ESA | Fuel theft and misuse of fuel card through the creation of fake transactions by a staff member. | \$733.60 | Investigation report submitted to the Deputy Executive Director, Management. Staff member resigned during the investigation. A note was placed in the staff member's official status file. |
| 254 | SA | Irregularities related to office-related expenses and misuse of UNICEF assets by a staff member. | Nil | Referral made to a UNICEF office for management intervention. |

^a The entries in this table are not numbered consecutively; the reference numbers correspond to internal records maintained by the Office of Internal Audit and Investigations.

^b The UNICEF regions listed in this table are as follows: ECA: Europe and Central Asia; EAP: East Asia and the Pacific; ESA: Eastern and Southern Africa; LAC: Latin America and Caribbean; MENA: Middle East and North Africa; SA: South Asia; and WCA: West and Central Africa. The designation "Other" represents non-UNICEF entities.