



Before: Judge Teresa Bravo

Registry: Geneva

Registrar: René M. Vargas M.

APPLICANT

v.

SECRETARY-GENERAL
OF THE UNITED NATIONS

**ORDER
ON CASE MANAGEMENT**

Counsel for Applicant:

Marcos Zunino, OSLA
Ana Giulia Stella, OSLA

Counsel for Respondent:

Isavella Maria Vasilogeorgi, AAS/ALD/OHR
Lucienne Pierre, AAS/ALD/OHR

Introduction

1. By application filed on 3 August 2020, the Applicant, a staff member of the United Nations Office on Drugs and Crime (“UNODC”), contests the decision of the Administration to impose on him the disciplinary sanction of loss of five steps, and deferment, for two years, of eligibility for consideration for promotion, as well as the administrative measure of requiring him to take training to improve his gender awareness, and managerial sensitivity towards handling harassment issues.
2. On 2 September 2020, the Respondent filed his reply.

Consideration

3. Having reviewed the submissions on record, the Tribunal deems it appropriate to invite the parties to a case management discussion (“CMD”) pursuant to art. 19 of its Rules of Procedure.
4. The purpose of the CMD is to:
 - a. Ascertain whether the parties are amenable to considering an alternative resolution to the dispute;
 - b. Identify the factual and legal issues to be determined;
 - c. Consider what further information, if any, is required;
 - d. Consider if the case may be decided on the basis of the parties’ written submissions or if a hearing should be held;
 - e. Identify the relevant witnesses to be called and agree on dates for said hearing, if needed; and
 - f. Discuss any other matter relevant to these proceedings.
5. Under art. 9.3 of the Tribunal’s Statute and art. 16.6 of the Tribunal’s Rules of Procedure, the oral proceedings shall be held in public unless the Tribunal decides, at its own initiative or at the request of either party, that “exceptional circumstances require that the oral proceedings be closed”. The Tribunal considers

that oral proceedings involving sexual harassment claims, such as in the present case, constitute exceptional circumstances. Therefore, the Tribunal finds it necessary to have closed oral proceedings and hold the CMD *in camera*.

6. Given the nature of certain allegations at issue, the Tribunal finds it necessary to order that the Applicant's name be anonymized for publication purposes of this Order.

IT IS ORDERED THAT:

7. The parties shall attend a CMD on **Monday, 6 December 2021, at 2.30 p.m. (Geneva Time)**, which will be conducted virtually through Microsoft Teams. In this connection, the parties are requested to provide the Geneva Registry with their contact details by **Wednesday, 1 December 2021 (COB Geneva time)**.

(Signed)

Judge Teresa Bravo

Dated this 18th day of November 2021

Entered in the Register on this 18th day of November 2021

(Signed)

René M. Vargas M., Registrar, Geneva