



**Before:** Judge Sun Xiangzhuang

**Registry:** Geneva

**Registrar:** René M. Vargas M.

SOPHOCLEOUS

v.

SECRETARY-GENERAL  
OF THE UNITED NATIONS

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**ORDER  
ON CASE MANAGEMENT**

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**Counsel for Applicant:**

George Irving

**Counsel for Respondent:**

Marcos Zunino, DAS/ALD/OHR, UN Secretariat

Sergei Gorbylev, DAS/ALD/OHR, UN Secretariat

## **Introduction**

1. On 8 June 2023, the Applicant, a staff member of the United Nations Office on Drugs and Crime, filed an application contesting the decision to impose on him the disciplinary measure of demotion by one grade with deferment for three years of consideration for eligibility for promotion, in accordance with staff rule 10.2(a)(vii), as well as the administrative measure of requiring him to undertake a gender sensitivity training, in accordance with staff rule 10.2(b).
2. On 11 July 2023, the Respondent filed his reply.
3. On 13 October 2023, the Applicant filed a rejoinder pursuant to Order No. 127 (GVA/2023).
4. Upon the parties' joint requests, the proceedings were suspended from 27 October 2023 until 2 April 2024 pending informal settlement discussions.
5. As the parties could not settle the dispute, the Respondent filed his comments on the Applicant's rejoinder on 16 April 2024 pursuant to Order No. 19 (GVA/2024).

## **Consideration**

6. Having reviewed the case record, the Tribunal finds it appropriate to invite the parties to a case management discussion ("CMD") pursuant to art. 19 of its Rules of Procedure.
7. The purpose of the CMD is to:
  - a. Identify the factual and legal issues to be determined;
  - b. Consider what further information, submissions or evidence, if any, is required;
  - c. Consider if the case may be decided on the basis of the parties' written submissions, or if a hearing should be held;

- d. Identify relevant witnesses to be called and agree on dates for said hearing, if needed;
- e. Ascertain whether the parties are amenable to considering an alternative resolution to the dispute; and
- f. Discuss any other matter relevant to the consideration and determination of the Applicant's case.

**Conclusion**

8. In view of the foregoing, IT IS ORDERED THAT the parties shall attend a CMD, which will be held virtually via Microsoft Teams on **Thursday, 2 May 2024, at 3 p.m. (Geneva Time)**.

*(Signed)*

Judge Sun Xiangzhuang

Dated this 24<sup>th</sup> day of April 2024

Entered in the Register on this 24<sup>th</sup> day of April 2024

*(Signed)*

René M. Vargas M., Registrar, Geneva