



Before: Judge Sun Xiangzhuang

Registry: Geneva

Registrar: René M. Vargas M.

SOUM

v.

SECRETARY-GENERAL
OF THE UNITED NATIONS

**ORDER
ON CASE MANAGEMENT**

Counsel for Applicant:

Christopher Bollen

Counsel for Respondent:

Elizabeth Brown, UNHCR
Chenayi Mutuma, UNHCR

Introduction

1. On 4 June 2023, the Applicant, a Senior Data Management Associate, Evaluation Service, with the Office of the United Nations High Commissioner for Refugees (“UNHCR”), filed an application contesting the decision not to initiate a full fact-finding investigation into her allegations of harassment, discrimination, islamophobia, and racism against her First Reporting Officer (“FRO”).
2. On 6 June 2023, the application was served on the Respondent, who had until 6 July 2023 to file his reply.
3. On 26 June 2023, the parties filed a joint motion for suspension of the proceedings until 23 September 2023, pursuant to art. 10.1 of the Tribunal’s Statute.
4. By Order No. 65 (GVA/2023) of 28 June 2023, the Tribunal granted the joint motion and suspended the proceedings until 25 September 2023.
5. On 10 August 2023, the parties filed a second joint motion for suspension of the proceedings, pursuant to art. 10.1 of the Tribunal’s Statute, until 31 October 2023, pending the conclusion of the ongoing settlement discussions.
6. By Order No. 97 (GVA/2023) of 11 August 2023, the Tribunal granted the joint motion and suspended the proceedings until 31 October 2023.
7. On 31 October 2023, the parties filed a joint motion requesting a further suspension of proceedings pending ongoing settlement discussions.
8. By Order No. 144 (GVA/2023) of 1 November 2023, the Tribunal granted the joint motion and suspended the proceedings until 30 November 2023.
9. On 30 November 2023, the parties filed another joint motion requesting a further suspension of proceedings until 31 December 2023 pending the finalisation of the ongoing settlement discussions.
10. By Order No. 165 (GVA/2023) of 1 December 2023, the Tribunal granted the joint motion and suspended the proceedings until 2 January 2024. The Respondent

was directed to file his reply if no settlement agreement was reached by 16 January 2024, which he did.

11. On 26 March 2024, the Applicant filed his rejoinder.

Consideration

12. Having examined the parties' submissions to date and the evidence on record, the Tribunal finds that it is fully informed on the matter and that the case can be determined without holding a hearing. Consequently, the parties can proceed to file their closing submissions.

Conclusion

13. In view of the foregoing, it is ORDERED THAT by **Friday, 7 June 2024**, the parties shall file their respective closing submission, which shall:

- a. Exclusively refer to the evidence already on file; and
- b. Not exceed 10 pages, using font Times New Roman, font size 12 pts and 1.5 line spacing.

(Signed)

Judge Sun Xiangzhuang

Dated this 24th day of May 2024

Entered in the Register on this 24th day of May 2024

(Signed)

René M. Vargas M., Registrar, Geneva