PROTECTION AGAINST RETALIATION

We all have the obligation to speak up when we observe something which does not meet the standards we set at UNOPS. When you speak up, you have a right to protection against retaliation. UNOPS has zero tolerance for retaliation.

WHAT IS RETALIATION?
If you speak up or cooperate with an official audit or investigation and then experience threats or actions which adversely affect your working conditions, you may be experiencing retaliation.

EXAMPLES: OBVIOUS ACTIONS
- Intimidation or harassment
- Actual or threatened physical violence
- False or unfair accusations of poor performance
- Abolishing a post for no good reason
- Removal of responsibilities for no valid reason

EXAMPLES: SUBTLE ACTIONS
- Deliberately making working conditions intolerable
- Deliberately isolating or making fun of you
- Exclusion from meetings necessary to perform your role
- Providing unfavourable reference checks without justification
- Wrongful exclusion from short-lists for new posts

IS RETALIATION HAPPENING TO ME?
- The behaviour must happen because you spoke up or engaged in another protected activity.
- Ask yourself:
  - Have things noticeably changed after you spoke up or cooperated in an audit/investigation?
  - Is there a pattern? The sum of several subtle actions could amount to retaliation.

If you feel that you may have been subjected to retaliation or need some advice, you should contact the Ethics Office via speakup.unops.org or ethicsofficer@unops.org. All complaints are treated confidentially.