



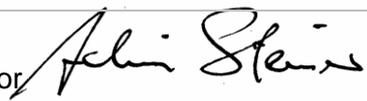
UNITED NATIONS ENVIRONMENT PROGRAMME

Programme des Nations Unies pour l'environnement Programa de las Naciones Unidas para el Medio Ambiente
Программа Организации Объединенных Наций по окружающей среде برنامج الأمم المتحدة للبيئة

联合国环境规划署



MEMORANDUM

To:	All UNEP Staff	Date:	15 July 2014
From:	Achim Steiner Executive Director 	Reference:	EO/1051/2014/yo
Subject:	Awareness raising on Respect to Diversity		

I am writing to reiterate UNEP's commitment to ensuring a discrimination and harassment free work environment for gay, lesbian, bisexual, transgender and intersex (LGBTI) staff.

The Secretary-General attaches high importance to greater equality for all staff as seen in his recent announcement of a new policy (ST/SGB/2004/13/Rev.1) on personal status for purposes of United Nations entitlements, which became effective on 26 June 2014.

As you are aware, the Secretary-General's Bulletin ST/SGB/2008/5 explicitly prohibits discrimination, harassment, sexual harassment and abuse of authority. Discrimination is defined as "any unfair treatment or arbitrary distinction based on a person's race, sex, religion, nationality, ethnic origin, sexual orientation, disability, age, language, social origin or other status." Harassment is defined as "any improper and unwelcome conduct that might reasonably be expected or be perceived to cause offence or humiliation to another person. Harassment may take the form of words, gestures or actions which tend to annoy, alarm, abuse, demean, intimidate, belittle, humiliate or embarrass another or which create an intimidating, hostile or offensive work environment." UNEP is aware that the issue of sexual orientation and gender identity can be a sensitive one, especially in certain cultures.

Respect for diversity is one of the UN's core values; it appears in job vacancy announcements, is one of the recruitment criteria, and is a part of the annual evaluations of staff performance. As the diversity and inclusion training courses make clear, diversity includes sexual orientation and gender identity.

As stated in section 3.1 of ST/SGB/2008/5, "All staff members have the obligation to ensure that they do not engage in or condone behavior which would constitute prohibited conduct with respect to their peers, supervisors, supervisees and other persons performing duties for the United Nations.

Consequently staff members are expected to:

- Ensure that all individuals regardless of sexual orientation, gender identity and family composition deserve respect;



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- Foster a work and living environment in which there is no tolerance for homophobia;
- Ensure use of language that reflects this diversity;
- Understand that Not all LGBTI persons will wish to disclose their sexual orientation or gender identity;
- Be aware that regardless of their family situation, LGBTI staff can feel isolated and vulnerable;

Supervisors have the duty to take prompt and concrete action in response to reports and allegations of prohibited conduct. Failure by managers to take action may be considered a breach of duty and result in administrative action and/or the institution of disciplinary proceedings.

Discrimination against and harassment of LGBTI colleague will be viewed with the utmost gravity and cannot be tolerated under any circumstances. Any such conduct, if proven, will be pursued as a disciplinary case.