

Independent review and call for further information

Statement from the Executive Committee of the Stop TB Partnership Board

18 September 2020

At the direction of the Executive Committee of the Board, the Stop TB Partnership released the following statement:

The Executive Committee is committed to working to eliminate racism and harassment in any form in the Stop TB Partnership and in the global TB response. Where any of us fall short in this, the fight against TB suffers.

Recent allegations about staff conduct at the Stop TB Partnership are serious and the Board is committed to action in response, starting with the steps outlined below.

A Call for Further Information

The Executive Committee encourages anyone who has experienced or observed incidents - current or historical - of racism, harassment, or bullying by any staff of the Stop TB Partnership, or who has any other information to share, to raise these issues through the confidential channels detailed below.

The Stop TB Partnership is hosted by UNOPS, which provides administrative, human resource and management services, including those relating to investigating any allegations of misconduct by personnel. The Executive Committee is committed to working transparently and expeditiously with UNOPS to support their investigations and their efforts to ensure a work environment that is safe, equitable and free of discrimination including racism in any form.

Anyone wishing to share additional information can use the following channels:

- The [Speak Up Hotline](#) is UNOPS's confidential mechanism for individuals (UNOPS personnel and people outside UNOPS) to report misconduct. The hotline is managed by an independent service provider on behalf of UNOPS to protect confidentiality. This service can be reached at speakup@unops.org or by phone in Switzerland at +41 800-562907. It can be accessed worldwide and free of charge.
- The Internal Audit and Investigations Group receives allegations of fraud and financial irregularities, forgery, theft, misuse of resources, conflicts of interest, assault including sexual assault, sexual exploitation and abuse, and violations of local laws. **Contact:** investigations@unops.org

- The Internal Grievances team handles any form of discrimination, harassment, including sexual harassment, and abuse of authority. They also investigate improper recruitment processes. **Contact: internalgrievances@unops.org**
- The Ethics and Compliance Office is entrusted with managing concerns of retaliation against UNOPS personnel for reporting misconduct or cooperating with an audit, investigation or other duly authorised fact-finding activity. **Contact: ethicsofficer@unops.org**
- The Office of the United Nations Ombudsman and Mediation Services helps employees to address their workplace concerns and resolve conflicts through informal means, such as: identification and review of options, conflict coaching, shuttle diplomacy, and mediation. The work of the ombudsmen and mediators is based on the principles of confidentiality, neutrality and impartiality, independence and informality. **Contact: ombudsmediation@un.org or mediation@un.org**

Incidents brought forward through UNOPS channels will be afforded due process within the United Nations system, and the Stop TB Partnership Board will receive information on UNOPS planned actions from any findings. Whistleblowers' confidentiality will be protected.

Independent Review

As [communicated](#) on August 22nd, the Executive Committee has commissioned an independent external review. The review will examine the serious issues that have been raised, assess current policies and practices, and make recommendations to ensure a work environment that is safe, equitable and free of discrimination including racism in any form.

The process will:

- Review and assess the Board, Stop TB Partnership Secretariat, and current hosting organization's anti-discrimination and anti-harassment policies.
- Review processes of how allegations of misconduct and the responses to those allegations by the Partnership and the current hosting organization are handled to inform lessons learned going forward.
- Provide concrete recommendations for action to the Board, the Stop TB Secretariat, and the current hosting organization to prevent and address discrimination and harassment.

Initial draft findings are expected to be submitted to the Executive Committee by September 30th with a final report including analysis and recommendations expected by October 15th. The final report will represent the independent analysis of the third-party firm conducting the review. Within a week of receiving the final report, it will be made public alongside recommendations from the Executive Committee on actions. The Executive Committee pledges to work with UNOPS and the Board to undertake prompt action on the findings and recommendations of the review.

Staff Survey

The Executive Committee has requested UNOPS to contract an independent third-party Staff Survey to identify ways to support immediate and future staff needs and inform further

action. This is in addition to the broader independent review outlined above. The survey is expected to begin in the week commencing September 21st.

We encourage honest feedback from every member of the Secretariat. All information collected will be kept confidential, with only aggregate and non-identifiable information provided to inform UNOPS and the Stop TB Partnership Board by mid-October to support immediate and future staff support needs and to inform further action.

All of these steps, and the Board's future actions, are grounded in the principle that any form of racism or workplace misconduct is unacceptable and completely inconsistent with the values of the Stop TB Partnership.