

From: **Colectivo Feminista Por la Dignidad y el Respeto** <colectivofeministaporladignida@gmail.com>

Date: Thu, Jan 1, 2026 at 12:31 AM

Subject: Fwd: Report

To: <barham.████████>

CC: Stephane Dujarric De La Riviere>, Filippo Grandi >, Kelly Clements, Shahrzad Tadjbakhsh Catty Bennet Sattler, Ethics Office, Jovanie Philogene, Machtelt Clara De Vriese, EO IGO, Henrik Malmquist, Sebastien Godefroid, Ethics Office, Juraj Strasser, New York Staff Union

Dear High Commissioner Salih,

We respectfully write to you as a feminist collective committed to the protection of dignity, integrity, and safety of women and staff members within the United Nations system.

It is with deep concern and only after exhausting all available internal mechanisms that we feel compelled to bring this matter directly to your attention. Over a period exceeding two years, multiple staff members submitted formal complaints, testimonies, documentary evidence, and corroborating information regarding the conduct of Mr. █████. These submissions were made through established internal channels, including the Inspector General's Office (IGO), the Ethics Office, Human Resources, SET (all members), Representative Regional Director and the Staff Association (Local, Regional and Global)

Despite the volume, consistency, and seriousness of these reports, reportedly more than twenty separate submissions by different individuals, no effective investigations, disciplinary actions, or corrective measures were undertaken. This prolonged inaction, under the responsibility of the Office of the Inspector General, has fostered a perception of impunity and gravely undermined staff trust in the Organization's accountability framework.

The reported misconduct was neither isolated nor sporadic, but recurrent and sustained, escalating over time. Of particular gravity, this behavior culminated in physical aggression, including an incident in which Mr. █████ physically pushed a colleague during the course of official duties. Despite the seriousness of this act and the risks posed to staff safety, no meaningful disciplinary or protective measures were taken.

As a direct consequence of this sustained inaction, numerous victims, predominantly women, were either separated from the Organization or felt compelled to resign, citing fear, distress, and the absence of institutional protection. Others continue to experience significant physical and psychological harm associated with prolonged exposure to intimidation, aggression, and a hostile work environment. In addition to repeated allegations of harassment, violence, and abuse of authority, staff members raised serious and substantiated concerns regarding administrative and financial misconduct. Of particular concern is the continued receipt of a dependency/partner allowance by Mr. █████ for a spouse from whom he had been separated for more than six months, without reporting this change in marital status to Human Resources, as required under United Nations rules and regulations.

A formal complaint on this matter was submitted with documentary evidence and verifiable information, including confirmation from national migration authorities that the spouse had already departed the country and that divorce proceedings were underway. Despite the seriousness of these allegations and the availability of independent means to corroborate the facts, Human Resources under the responsibility of Ms. Caty Bennett failed to take corrective or disciplinary action, and the allowance continued to be paid to an ineligible staff member.

These circumstances raise profound concerns regarding compliance with financial regulations, internal controls, and the equal application of rules, as well as the accountability of managerial and oversight functions. When credible allegations supported by evidence result in no action, the message conveyed to staff is one of tolerance for misconduct and selective enforcement of standards.

Furthermore, due to the perceived lack of effective response within internal UN mechanisms, some affected individuals sought recourse before external authorities. We are aware that formal complaints were submitted to the local Ministry of Foreign Affairs and other competent national authorities requesting the removal of Mr. [REDACTED] from the country; these proceedings are reportedly under review.

It is also important to note that the United Nations Resident Coordinator and the UNHCR Representative were fully aware of the repeated reports, documented patterns of misconduct, and staff concerns over this extended period. Despite this senior-level awareness, the situation regrettably remained unresolved.

Your Excellency, an organization that seeks credibility, ethical leadership, and moral authority must demonstrate zero tolerance not only in policy, but in practice. Where misconduct is credibly alleged and supported by evidence particularly involving violence, abuse of authority, financial irregularities, and retaliation, accountability must include concrete and visible sanctions. It is profoundly unjust that dedicated, ethical, and high-performing staff members were forced to leave the Organization, while a repeatedly reported official remained without consequence.

We respectfully request your personal intervention to ensure that this case is reviewed in a truly independent and impartial manner, and that appropriate disciplinary, administrative, and corrective measures are applied without further delay. We further urge a review of the failures of oversight bodies, including the Inspector General's Office, the Ethics Office, and Human Resources in fulfilling their duty to protect victims, prevent retaliation, and uphold the Organization's standards of integrity.

Your leadership at this critical juncture can restore trust, reaffirm the Organization's values, and send an unequivocal message that impunity has no place within UNHCR.

Respectfully,

Feminist Collective for Dignity, Respect, and Non-Violence toward Women