

From: **Colectivo Feminista Por la Dignidad y el Respeto** < >

Date: Fri, Jan 23, 2026 at 1:51 PM

Subject: Fwd: Report-CONFIDENTIAL

To: <Barham Salih >, Kelly Clements CC: Catty Bennet Sattler , < >, < >, < >

Dear High Commissioner Barham Salim

We are writing on behalf of the Feminist Collective for Dignity and Respect to formally bring to your attention **a grave case of sexual harassment and subsequent institutional failure within the organization**, which has resulted in impunity, revictimization, and serious risks to staff safety.

The case involves Mr. X, whose conduct was reported to the IGO and supported by multiple testimonies **describing sexual harassment and violent behavior in the workplace. Despite the seriousness of these allegations, the case was closed without sanctions and without providing meaningful support or protection to the victims.**

Of particular concern is the role played by senior staff members, which raises serious questions of institutional cover-up. We formally request the opening of an independent investigation into the conduct of Ms. Y and Ms. Z for their potential responsibility in enabling, concealing, and legitimizing Mr. X's actions. Instead of being held accountable, Mr. X reportedly was effectively rewarded for his conduct and he preserved his employability within the system.

This outcome sends an alarming message: that perpetrators are protected, while victims are left without justice, support, or institutional backing. Such decisions normalize impunity and expose current and future staff to continued harm.

This matter reflects a systemic failure that goes beyond an individual case. Allowing an alleged sexual harasser to remain employable or re-contractable constitutes a serious breach of the organization's duty of care and its stated commitments to dignity, respect, and zero tolerance for sexual misconduct.

We respectfully but firmly request that:

- An independent and impartial investigation be initiated into the conduct of Ms. Y and Ms. Z.
- Mr. X's reinstatement or any future contractual engagement be suspended pending the outcome of investigations.
- Concrete measures be adopted to ensure protection, support, and non-retaliation for the victims.

**High Commissioner, silence and inaction in cases of sexual harassment amount to institutional complicity.** We trust that under your leadership, accountability, integrity, and the protection of staff will be upheld with the seriousness this case demands.

We remain available to provide further information if required and expect decisive action.

Sincerely,

Feminist Collective for Dignity and Respect

----- Forwarded message -----

**From:** **Colectivo Feminista Por la Dignidad y el Respeto** < >

**Date:** Fri, Jan 24, 2025 at 5:37 AM

**Subject:** Re: Report-CONFIDENTIAL

**To:** Caroline Dulin Brass < >, < >

Dear Ms. Dulin Brass,

We are writing on behalf of the Feminist Collective for Dignity and Respect to express our profound disappointment regarding the handling of the sexual harassment case involving Mr. X, which was reported to the IGO. Despite the gravity of the accusations, the system has chosen to close the case without providing any form of support to the victims.

It is particularly troubling that Mr. X will be probably reinstated in his role. This decision not only disregards the safety and well-being of those affected but also empowers him to continue his harassment, intimidation, and possibly escalate his behavior due to the absence of sanctions.

The case was escalated to you with the hope that your involvement would ensure a thorough and impartial investigation. However, it seems the victims have been abandoned, left without the institutional support they deserve.

Faced with this inaction, we feel compelled to turn to High Commissioner and Global Staff Council to shed light on the situation. Silence and impunity will no longer be accepted. We demand immediate and decisive action to address this matter with the seriousness it warrants.

We trust that your commitment to justice and accountability will guide your response to this critical issue.

Sincerely,

Feminist Collective for Dignity and Respect

**From:** Colectivo Feminista Por la Dignidad y el Respeto < >

**Sent:** Wednesday, January 15, 2025 12:36 PM

**To:** Caroline Dulin Brass < >; < >

**Subject:** Report-CONFIDENTIAL

Dear Ms Dulin

On behalf of three colleagues who have endured physical and sexual harassment by Mr. X (...), we write to respectfully request your intervention and support in ensuring a thorough

and expedited conclusion to the ongoing investigations by the Office of the Inspector General (IGO).

The affected colleagues have demonstrated immense courage in coming forward and filing formal complaints against Mr. X.

However, they believe the response to their concerns has been insufficient to foster a safe and supportive workplace environment. They remain fearful and anxious, as there are indications that Mr. X may return to the operation, reportedly due to his close relationship with some members of HR.

The colleagues deeply value their work and the mission of this organization but feel vulnerable and unsupported under the current circumstances. Allowing Mr. X to return, particularly in light of the allegations against him, would not only jeopardize their sense of safety but could also perpetuate a culture of impunity and mistrust within the workplace.

We urge you to ensure that the IGO investigations are conducted with utmost integrity and without undue influence from personal relationships or favoritism. It is imperative that the findings unequivocally determine whether Mr. X poses a risk to the well-being of his colleagues. Furthermore, we kindly request that steps be taken to prioritize the safety and psychological well-being of the affected individuals, which includes refraining from reinstating Mr. X to the operation until a final decision is reached.

The colleagues are hopeful that the organization will stand by its commitment to upholding a zero-tolerance policy against harassment and fostering a workplace where everyone feels safe and valued. Your intervention at this critical juncture would reaffirm this commitment and help restore confidence among the staff.

Thank you for your attention to this urgent matter.

Sincerely,

Feminist Team