



May 1, 2018

UPDATE ON THE SEXUAL HARASSMENT POLICIES - UNAIDS

After feedback received from representatives of civil society organisations following our [initial statement](#), during late March and early April 2018 the NGO Delegation undertook and completed several key consultations, which included meetings with the UNAIDS Secretariat Staff Association (USSA), the United Kingdom in their capacity as current PCB Chair, and two civil society telephone consultation sessions with our CSO advisory group. The purpose of the consultations was to gather feedback, elicit reactions and constructive recommendations on the [Five Point Plan](#) to prevent and address all forms of harassment and abuse of authority for greater accountability and transparency within UNAIDS, and on the independent expert panel proposed by UNAIDS charged with a top to bottom review of the processes to address workplace harassment, violence, bullying and other forms of unethical behavior.

From the consultations, the NGO Delegation was informed of current workplace institutional/organizational procedures and practices by the USSA, provided an overview of the task and sensibilities of establishing the independent expert panel by the PCB chair, and invited to create and maintain an open and ongoing process for input and constructive feedback by the participants on the civil society calls. The NGO Delegation is appreciative of the sharing of information and constructive recommendations and feedback which was subsequently reported out during follow up meetings with UNAIDS Secretariat, and Bureau.

- The Delegation welcomes the creation of the Independent Expert Panel consisting of external individuals to review current and past practices and to further enhance the Five-Point Plan. This panel will be convened by and report to the PCB; the NGO Delegation as members of the PCB, and also through the PCB Bureau. Independent experts from civil society organizations will be invited to become a part of the panel and the NGO Delegation will work to support the needs of the panel and dedicate time and efforts to ensure a fully functional mechanism.
- The work of the Independent Expert Panel will be primarily forward looking, however it will also review the current processes and procedures within the UNAIDS Secretariat and will include looking back over the last 7 years, in an effort to assess the organisational culture of the UNAIDS Secretariat with particular reference to how harassment concerns and issues are brought forward and addressed, including sexual harassment, sexual exploitation and abuse, bullying and abuse of power. The Panel will seek to understand why there are reports of high levels of harassment when staff are surveyed about the issue

on the one hand, but very few formal complaints have been brought forward. The Panel will evaluate the effectiveness of existing policies and procedures at UNAIDS Secretariat; and finally, the panel will recommend a comprehensive set of prioritised measures relating to organisational culture, policies and procedures which will enable the UNAIDS Secretariat to effectively prevent and address harassment, including sexual harassment; sexual exploitation and abuse; bullying and abuse of power in the workplace.

- In terms of timeline, the PCB Bureau agreed to ensure engagement with member states and other stakeholders and committed to holding a series of consultations on the Terms of Reference with the 3 constituencies of the UNAIDS PCB (Member States, PCB NGOs and Cosponsors). On 30th April, the PCB Bureau met to agree amendments proposed during the consultations. It is expected that the final ToR will be shared in this first week of May.
- The Panel will aim to present a finalised report to the 43rd PCB in December 2018 at which point a management response to the report will be expected. We have been informed about the possibility of a preliminary report to be provided to the 42nd PCB in June 2018. This will depend on progress in forming the panel.
- The NGO Delegation will continue to work closely with the PCB Chair, PCB Bureau, USSA and civil society organisations to ensure an accountability process is followed by UNAIDS.
- The NGO Delegation will continue to work with members of civil society to conduct regular consultations, in particular regarding progress made by the independent panel including generating feedback to ensure a robust interim report and final recommendations for approval.

The NGO Delegation is a representative of civil society voice, and therefore, we acknowledge and thank you for your input and feedback to continue to help us to better represent your voice at the UNAIDS PCB.