

TO: Mr. Peter Gallo,
A: Investigator, OIOS/ID

DATE: 12 March 2014

REFERENCE:

THROUGH:

S/C DE:

FROM: Joan E. Dubinsky,
DE: Director, Ethics Office



SUBJECT: **Re: Complaint of Retaliation dated 4 February 2014**

OBJET:

We received your request under ST/SGB/2005/21, *Protection against retaliation for reporting misconduct and for cooperating with duly authorized audits or investigations* ("the Bulletin"), dated 4 February 2014. In that request, you identify four individuals whom you believe have committed acts of retaliation against you: your first and second reporting officers, your deputy director of the Office of Internal Oversight Services, Investigations Division ("OIOS ID"), and the Under-Secretary-General of OIOS. Your complaint mentions several incidents that allegedly occurred in OIOS, starting in early 2013 and continuing through this year.

Based on our initial review of your complaint, including interviews of witnesses you identified and documentation which you and they have provided, I have determined that I must recuse myself and the Ethics Office from further review of your complaint.

As you may know, the duties of the Ethics Office also include the provision of confidential ethics advice to UN staff. In carrying out my responsibilities in this role, I believe that over time members of the Ethics Office and I may have received information which might affect my ability to act with full impartiality in this matter. As you may also know, the Ethics Office has for some time been consulted about various disputes involving OIOS ID. In this unusual instance, I feel it is best for me to resolve any doubts in favor of recusal so that you will not have any concerns about receiving an impartial review of your complaint. Similarly, by recusing our office, we preserve impartiality as to other potential stakeholders as well.

I realize that you may be disappointed to receive this notice. Please know that this is an extraordinary measure which is

being taken to safeguard your right to an impartial review. I have notified the Secretary-General, via the Chef de Cabinet, of my decision. You should expect to hear from the EOSG directly regarding next steps. We of course will cooperate with you and the EOSG to expedite an alternative review process for your complaint.

Should you have any questions, please contact me or my colleague, Katrina Campbell.