



**MONUSCO**

# **Code of Conduct**

**Integrity - Professionalism**  
**Respect for Diversity**

# STANDARDS OF CONDUCT

## MONUSCO PERSONNEL MUST

- Conduct themselves in a professional and disciplined manner.
- Treat everyone with respect, courtesy and consideration.
- Be sensitive to the local culture, traditions and religions.
- Observe strict gender-sensitive behavior.
- Avoid discrimination, abuse of authority and harassment, including sexual harassment.
- Exercise discretion in handling confidential information and all matters of official business.
- Dedicate themselves to achieving UN goals and the Mission mandate.
- Respect any curfew put in place by the Mission and avoid out-of-bounds premises.
- Comply with local laws and fulfill all private legal/financial obligations, including obeying traffic regulations, meeting alimony and child support payments, paying debts and bills, and paying for services rendered, as applicable.
- Comply with international law, including humanitarian and human rights provisions.
- Report misconduct when it occurs and cooperate with duly authorized investigations.

## MONUSCO PERSONNEL SHOULD NOT

- Participate in any illegal activities, or corrupt, unethical or improper practices.
- Use their position for personal advantage, make false claims or accept benefits to which they are not entitled.
- Purchase, traffic or trade in prohibited goods, including precious stones, metals, ivory, skins or endangered animal species.
- Engage in activities that are incompatible with their duties, including giving public statements that may adversely reflect on their status as peacekeepers or may compromise their impartiality.

## SEXUAL EXPLOITATION AND ABUSE (SEA)

Engagement by MONUSCO personnel in the following is strictly prohibited:

- Any act of sexual exploitation or abuse, or other form of sexually humiliating, degrading or exploitative behaviour.
- Any type of sexual activity with children (persons under the age of 18 years); mistaken belief in the age of the child is not a defense.
- Use of children or adults to procure sexual services for others.
- Exchange of money, employment, goods or services for sex with prostitutes or others.
- Visits to brothels or places which are declared off-limits (out-of-bounds).
- Solicit any sexual favor in exchange for assistance, such as food or other items, provided to beneficiaries of assistance including refugees, displaced or other vulnerable persons.
- Sexual relationships with beneficiaries of assistance (even consensual) are discouraged (ST/SGB/2003/13). Note that a policy of strict non-fraternization applies to members of the uniformed components i.e., members of the military and police.
- The UN maintains “Zero-Tolerance” for SEA and MONUSCO personnel are obligated to report any concerns regarding sexual exploitation and abuse by a fellow worker through the established reporting mechanisms.
- Any SEA activity will be investigated and, if substantiated, will result in disciplinary measures, including possible suspension, immediate repatriation or summary dismissal.

## **ALCOHOL, SMOKING AND DRUGS**

- Dealing or trafficking in drugs and the misuse of drugs are strictly prohibited.
- Refrain from excessive consumption of alcohol.
- Driving while intoxicated is forbidden.
- Smoking in enclosed UN premises is forbidden.

## **MISSION PROPERTY AND ASSETS**

- Be accountable and care for all UN equipment placed in your charge.
- Exercise maximum caution when driving UN vehicles.
- Use seat belts at all times.
- Do not take any non-UN passenger aboard without a written waiver.
- Inform security immediately in case of an accident.

## **MANAGERIAL & COMMANDERS' RESPONSIBILITIES**

Supervisors and managers, at all levels, have an additional duty to ensure: a working environment free of misconduct, intimidation, abuse of authority or harassment including sexual harassment as well as sexual exploitation and abuse.

## **IMMUNITY**

Be reminded that privileges and immunities accorded to UN personnel pertain only to the discharge of official duties. Immunity does not exempt from prosecution for private criminal offences, violations of host country laws or other possible acts of misconduct.

## **UN RULES AND REGULATIONS**

Further details on the standards of conduct expected of MONUSCO personnel are given in: Staff Regulations and Rules, Secretary General's Bulletins, Administrative Instructions, Information Circulars and other directives from the Secretary General and his Special Representative, the Force Commander for the military component, the Police Commissioner for the police component, and the DMS in the Mission.

## WHAT IS MISCONDUCT ?

**Misconduct is the failure by UN personnel to:**

1. Comply with their obligations under the UN Charter, Staff Regulations and Rules, and relevant administrative instructions.
2. Observe standards of conduct expected of all UN personnel.
3. Comply with private obligations and respect local laws or avoid behaviour that would negatively impact on the Organization.

## HOW TO REPORT MISCONDUCT

1. Report all allegations of misconduct to the Conduct and Discipline Team or SEA focal point.
2. Provide as much detail as possible.
3. Keep it confidential.
4. Use telephone, hand-deliver, or use e-mails.
5. Don't make false allegations.

## VICTIM OR WITNESS? CONTACT US!

MONUSCO Conduct and Discipline Team

**Email:** [monusco-cdt-inbox@un.org](mailto:monusco-cdt-inbox@un.org)

**Hotlines (Toll-free) or WhatsApp**

**24/24 7/7**

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