

CONDUCT & DISCIPLINE TEAM NEWSLETTER

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ACRONYMS

CDT Conduct and Discipline Team

DFC Deputy Force Commander

FC Force Commander

IDP Internally Displaced Person

IIU Internal Investigations Unit

MILOB International Military Observer

MINUSCA United Nations Multidimensional Integrated Stabilisation Mission in the Central African Republic

MoU Memorandum of Understanding

NGO Non-Governmental Organisation

NIO National Investigating Officer

OIOS Office of Internal Oversight Services

PCC Police Contributing Country

PIO Public Information Officer

PSEA Protection from Sexual Exploitation and Abuse

QUIP Quick Impact Project

SEA Sexual Exploitation & Abuse

SGBV Sexual and Gender Based Violence

SIU Special Investigations Unit

SRSG Special Representative of the Secretary-General

TCC Troop Contributing Country

UNCT United Nations Country Team

UNFPA United Nations Population Fund

UNHCR United Nations High Commissioner for Refugees

UNICEF United Nations Children's Fund

UNPOL United Nations Police

UNSC United Nations Security Council

UNSG United Nations Secretary General

WFP World Food Program

WHO World Health Organisation

Introduction

The purpose of this newsletter is to provide clarity and an update on the mandate and activities of MINUSCA's Conduct and Discipline Team (CDT), and to reinforce CDT's role as the central repository for sexual exploitation and abuse (SEA) allegations. The main focus of this first issue is on SEA as this has been a preoccupation for MINUSCA over the past year.

This newsletter consists of (1) an outline of CDT's role and responsibilities, followed by (2) a summary of CDT's key activities on training, outreach and policy initiatives and current initiatives around victim assistance and (3) a diagram on how to report SEA allegations and other forms of serious misconduct.

Attached to this first Issue is an Annex of (4) Frequently Asked Questions (FAQs) that we have developed together with the MINUSCA Public Information Section.

As this is our very first newsletter, we welcome comments and suggestions. We also invite any questions via [e-mail](mailto:minusca-demasea@un.org), as this is meant to be an interactive tool, providing a forum for discussion.

What is CDT?

The Conduct and Discipline Team (CDT) advises and assists both the Head of Mission and other members of the mission leadership on addressing conduct and discipline issues relating to all categories of UN Peacekeeping personnel. This includes establishing measures to prevent misconduct, and enforcing existing standards through capacity-building, sensitisation campaigns and information sessions on policies, procedures and guidelines pertaining to conduct and discipline issues (see [Advisory](#) for more details)

CDT is also the primary recipient of misconduct allegations, which are assessed and referred using a comprehensive database that tracks, reports and provides analysis on all cases. CDT then liaises with the appropriate investigative entities, the Department of Peacekeeping Operations, Member States and various other UN, governmental and non-governmental agencies to evaluate allegations. Where misconduct has indeed occurred, CDT ensures remedial actions by coordinating the mission's response to victims. For more questions, please refer to the FAQs at the end of this Issue.

Do you have a question or concern that you would like to see here? Send us an e-mail by writing to minusca-demasea@un.org, and we will respond in our next issue!

What can CDT do for you?

- Are you a **civilian supervisor** or **military or police commander**? You can ask us to brief your personnel on UN standards of conduct and disciplinary rules and regulations.
- Are you a **staff member**, UNV, **military contingent member**, **MILOB** or **UNPOL**? You can ask us for information on conduct and discipline related issues, including administrative and disciplinary matters. If you want to be briefed on specific disciplinary topics, we can do that too.
- Are you a **UN contracted personnel** wanting to know about the United Nations' standards of conduct and your contractual status? We can guide you.
- Do you feel that you are victim of a prohibited conduct (**harassment, discrimination, abuse of authority**)? Report it to the CDT officer in your area.
- Are you a **victim or do you have knowledge of an incident of SEA** committed by a UN or MINUSCA personnel? Report the allegation. The diagram on page 4 of this Issue explains the process.
- As mission personnel, you are duty-bound to report any allegation of wrongdoing against you or brought to your attention.

Achievements & Activities

Training: CDT training activities and awareness campaigns have played an incisive role in alerting people and raising awareness of mission personnel on the UN Code of Conduct and policy on SEA. A brief comparison between the current situation and that preceding the formal establishment of MINUSCA indicates that the training developed by the mission on SEA has had a significant impact in lowering the number of SEA allegations. This is due to a combination of factors: the control mechanisms and the five mission-specific Directives,¹ put in place by the Force Commander and Police Commissioner, holding commanding officers accountable; and CDT's continued efforts to train all newly rotated contingents and individual officers (UNPOLs & MILOBs) on SEA prevention, which forms part of their mandatory training.

Outreach: CDT's Outreach campaign has generated great interest amongst local communities. The emphasis of the campaign has been on improving dialogue with community leaders, local authorities, students and women's associations. This includes the development of radio and television broadcasts disseminating information on how to report allegations of misconduct and countering the perception that the United Nations is neither doing enough to prevent SEA, nor holding perpetrators of misconduct accountable. A specific focus is on explaining the mission's existing reporting mechanisms and the UN's

¹We hope to have these directives posted on MINUSCA intra-web shortly.

HOW TO CONTACT US

CDT MINUSCA has four offices in Bangui, Bouar, Bambari and Bria.

CDT HQ Bangui
MINUSCA HQ Annex
minusca-demasea@un.org

CDT Field Office Bambari
Sector Centre
minusca-cdt-bambari@un.org

CDT Field Office Bouar
Sector West
minusca-cdt-bouar@un.org

CDT Field Office Bria
Sector East
minusca-cdt-bria@un.org

CDT also has a **hotline** (+236 21613344) and **United Nations extension code** (173 4445). All MINUSCA personnel are welcome to contact us. Consultations with CDT will always be treated with **utmost confidentiality**.

zero tolerance policy. Strong partnerships have been forged with some of the communities, and there appears to be increased vigilance and interest in the swift reporting of those SEA allegations brought to their attention. Meanwhile, a country-wide and comprehensive outreach strategy is being developed, with CDT in the lead, supported by MINUSCA sections including PIO, Child Protection and Civil Affairs. Together with MINUSCA's Civil Affairs Section, CDT is also exploring the possibility of setting up Quick Impact Projects (QUIPS) with local communities. For outreach activities, attempts are being made to target remote settings where military contingents are located and where there is no other UN presence, or where military camps are located in close proximity to areas of high population density and IDP camps.

Case Management: To ensure swift and comprehensive case reporting, toll-free telephone lines have been set up and are managed by humanitarian NGOs (Danish Refugee Council, the Red Cross, etc). CDT also has a generic email address to allow for reporting of misconduct, ensuring full confidentiality. In allegations of SEA involving mission military contingent members, investigations are conducted jointly by National Investigation Officers (NIOs) and OIOS. This is prescribed by the MoU signed between the UN and Troop Contributing Countries (TCCs). For SEA cases involving civilian personnel, and Experts on Mission (UNPOL, MILOBs, etc), OIOS has the primary role for conducting investigations.

Policy & Initiatives: The SEA Task Force was constituted to coordinate SEA-related activities across the mission

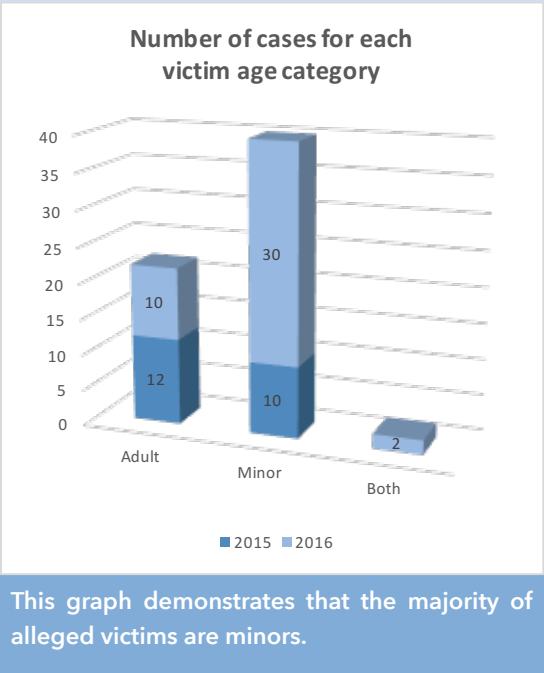
and with the UNCT to provide a forum for strategic policy discussions around SEA. Established in December 2015, it meets on a fortnightly or monthly basis to address prevention and response to SEA cases. Chaired by the SRSG and supported by CDT, the SEA Task Force is in the process of developing a SEA Plan of Action to define and clarify the responsibilities and specific activities by the military, police, MINUSCA civilian sections and UN agencies to ensure coordinated action. The Task Force's membership includes: senior mission staff from Human Rights, Child Protection, Women's Protection, the Field Coordinator and from the UN Agencies: UNFPA, UNHCR and UNICEF. Following the Task Force's latest meeting, thematic working groups have been established, reporting

on: victim assistance, the development of an agreement on information sharing and reporting, outreach activities and the development of a SEA Plan of Action.

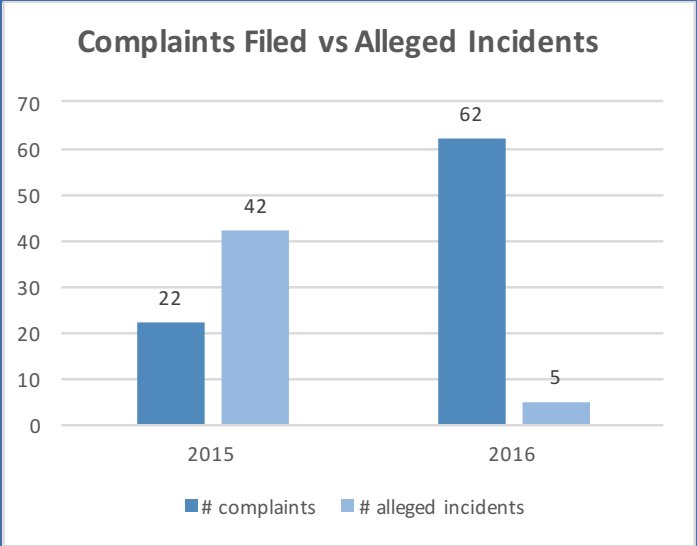
The Task Force is assisted by SEA Joint Prevention Teams, whose weekly meetings are held and chaired by the MINUSCA FC or DFC in Bangui. They are attended by contingent commanders in Bangui and on a monthly basis by respective sector commanders in MINUSCA's regional bases. The Prevention Teams are composed of MINUSCA, UN Agencies and members of the UNCT. Their focus is on actions taken to prevent SEA by forces that include joint regular patrols, risk assessment visits to camps and discussion on other preventive measures.

Victim Assistance

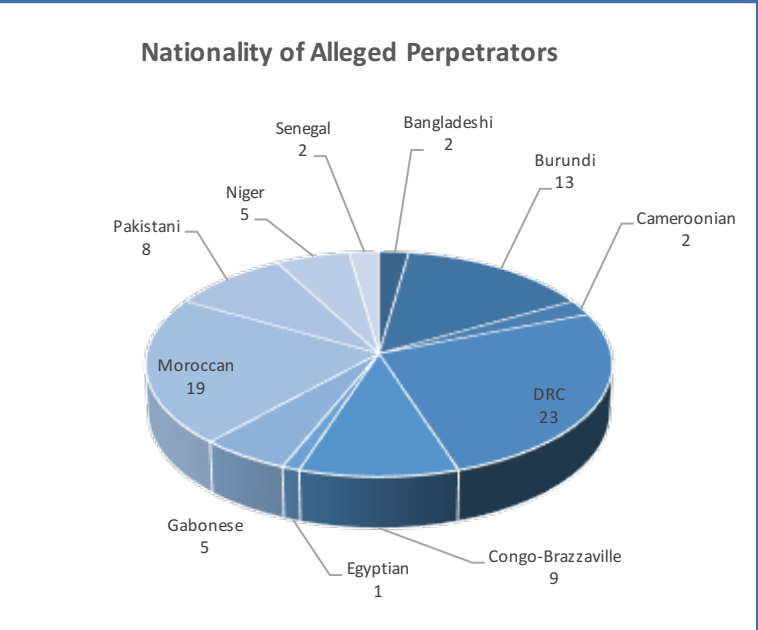
The victim assistance mechanism involves assistance to victims of sexual violence, including SEA, by UN and non-UN forces. Beneficiaries include complainants, victims/survivors and children born as result of sexual violence. The mechanism includes medical, psychosocial, legal and immediate material assistance that is provided by different UN partners (UNFPA, UNICEF, WHO, UNHCR, WFP) and mostly implemented by international and national NGOs (Danish Refugee Council, Doctors without Borders, etc). Assistance is currently provided in Dekoa, Sibut, Bangui and Bambari. The rolling out of these programmes is monitored by the PSEA Task Force, who use as the main indicator the percentage of alleged victims provided with assistance. Victim support and assistance is provided regardless of who the perpetrator is. The priority is to reach victims in a timely manner so that they can receive appropriate treatment.



FACTS & FIGURES



This graph demonstrates that the vast majority of complaints received in 2016 refer to incidents in 2015 and before.



This graph provides an overview of alleged perpetrators by the nationality of the contingent.

HOW-TO : THE REPORTING & REFERRAL OF ALLEGATIONS

