



World Health Organization

Code of conduct for participants before the Global Board of Appeal¹

Article 1

Definitions

In the present Code, the following terms shall mean:

Global Board of Appeal (GBA or Board): the peer-review advisory body established by the Director-General in accordance with Staff Regulation XI and Section 12 of the Staff Rules of the World Health Organization to reviews appeals from staff members against the decisions as provided in Section III.12.4.10 of the WHO eManual;

GBA Rules of Procedure: the rules of procedure of the Global Board of Appeal as set out in section III.12.4 of the eManual in accordance with Staff Rule 1230.8;

Code: the present Code of conduct for participants before the Global Board of Appeal;

Appellant: a staff member or a former staff member of WHO and/or any hosted or administered entities, employed under Staff Rule 420, who files an appeal with the Global Board of Appeal;

Party: the appellant or the respondent Organization in proceedings before the Global Board of Appeal;

Representative: an individual who is duly authorized to act on behalf of a party in proceedings before the Global Board of Appeal;

Participants: collectively, representatives and self-represented appellants acting in proceedings before the Global Board of Appeal.

Article 2

Purpose

The present Code describes the conduct expected of all participants in proceedings before the Global Board of Appeal.

Article 3

Acknowledgment

By acting in proceedings before the Global Board of Appeal, participants acknowledge and accept the provisions of the present Code.

¹ As endorsed by the Global Staff Management Council in November 2022. For more information, please contact the GBA Secretariat at: gba@who.int.

Article 4

Basic standards

1. Participants shall maintain the highest standards of integrity and shall at all times act honestly, candidly, fairly, courteously, in good faith and without regard to external pressures or extraneous considerations.
2. Participants shall act diligently and efficiently, and they shall avoid unnecessary delay in the conduct of proceedings.
3. Representatives shall maintain the highest standards of professionalism and shall act in the best interests of the party they represent, subject always to upholding the interests of justice and ethics.

Article 5

Conflict of interest

1. Representatives shall put the interests of the party they represent before their own interests and the interests of others, and shall not represent conflicting interests in proceedings.
2. Where a conflict of interest arises, representatives shall promptly:
 - (a) Disclose the conflict to the party they represent;
 - (b) Take all reasonable steps to mitigate the conflict; and
 - (c) Withdraw themselves as representatives if the conflict cannot be mitigated.
3. With the assent of the Chair or Deputy Chair, a party may waive a conflict of interest and consent to the representative continuing to act in proceedings.

Article 6

Confidentiality

1. Participants shall maintain, at all times, the confidentiality of the proceedings of the Global Board of Appeal.
2. Participants shall respect the confidential character of any information imparted to them in confidence in the proceedings before the Global Board of Appeal.
3. Participants shall not disclose, except as appropriate in the normal course of the proceedings, any document which is inviolable in accordance with applicable legal instruments on privileges and immunities of the Organization, unless such document is already public or disclosed by authorization of the Director-General or Executive Head of the relevant entity.
4. The obligations set forth in this article remain even after proceedings before the Global Board of Appeal have ended.

Article 7

Withdrawal of representation of representatives of appellants

1. Representatives of appellants may withdraw their representation where they reasonably consider that good cause to do so exists.
2. In withdrawing representation, the appellant's representative shall take steps to the extent reasonably practicable to protect the appellant's interests.
3. The appellant's representative shall promptly communicate such withdrawal in writing to the appellant and to the Global Board of Appeal.

Article 8

Relations with the Global Board of Appeal

1. Participants shall assist the Global Board of Appeal in maintaining the dignity and decorum of proceedings and avoiding disorder and disruption.
2. Participants shall be diligent in complying with the Staff Regulations and Staff Rules, GBA Rules of Procedure, and procedural guidance or requests of the Global Board of Appeal.

Article 9

Administration of the Code

The Chair and Deputy Chair may issue guidance to facilitate implementation of the present Code.