

Important Information

The Staff Committee would like to inform all personnel that between April 19 until de 22 the Administrative Tribunal will hold public hearings for the cases Paulo Abrão vs. Secretary General and Steven Griner vs Secretary General. Both cases refer to the termination of contracts of staff members.

The Staff Committee would like to encourage staff to be informed and pay close attention to these processes which will focus on very important issues such as **due process** (or lack thereof) (**unlawful terminations, fairness, equality of arms, balance and impartiality**).

OAS personnel can follow the hearings using the following link:

[TRIBAD HEARING](#)

Also, the Staff Committee would like to inform about three recent judgments of the IDB Administrative Tribunal on cases with similar issues. In all cases the Judgements focus on the need to:

“assure due process for Bank staff members disciplined for misconduct, this Tribunal will apply the standard of proof adopted by the United Nations Administrative Tribunal and by the WBAT. The Bank is urged to modify its Code of Ethics to adopt that standard of proof in conducting investigations of misconduct”. [JUDGMENT CASE No. 102](#)

“reminds all parties that the right to a fair trial includes the principle of equality of arms: during discovery, this comprises the expectation that the Respondent must produce the documents requested by the Complainant to plead the case” [JUDGMENT CASE No. 100](#)

The Staff Committee coincides that fairness and due process are part of any individual human right of staff members of any Organization.

