



**UNITED NATIONS
OFFICE OF THE
HIGH COMMISSIONER FOR HUMAN RIGHTS**



Code of Conduct for OHCHR staff

In the performance of their duties for the Office of the High Commissioner for Human Rights, and in order to attain the highest standard of quality, integrity and professionalism, staff shall abide by the principles of the United Nations Charter and all applicable United Nations rules, and in particular they shall:

1. Promote the advancement and observance of all human rights as defined by international instruments, and base all actions, statements, analysis and work on these standards.
2. Respect, uphold and enforce the United Nations principle of non-discrimination with regard to race, colour, gender, language, religion, opinion, national or social origin, property, birth or other status.
3. Promote the fulfilment of the mandate of the High Commissioner as defined by the relevant General Assembly and other United Nations resolutions, as well as by internal guidelines and policy documents.
4. Respect the United Nations Charter's principle of independence vis-à-vis Governments and other external authorities, accepting directives only from the United Nations and report, through the proper channels, to the High Commissioner.
5. Conduct, and be seen to conduct, themselves in an impartial and objective manner at all times - while always promoting human rights - and avoid expressions of partisanship or prejudice.
6. Discharge their functions with promptness, efficiency, a sense of initiative, competence, good faith, integrity and professionalism at all times.
7. Respect the culture, customs, and people of the country of operation and all other people with whom they come into contact.
8. Encourage cooperation among the various United Nations agencies and departments and promote the integration of a human rights dimension in all aspects of their work.
9. Exercise discretion in regard to all official matters, and not communicate to any person any information known to them by reason of their official position which has not been made public, except in the course of their duties or by authorization of the High Commissioner, nor at any time use such information to private advantage - including after separation from the OHCHR.
10. Refrain from making public statements on official matters, except as provided in the relevant OHCHR guidelines.
11. Refrain from endangering, by way of their words or action during or after their service with the OHCHR, the safety and privacy of the people with whom they come into contact and their own safety, strictly comply with all DSS security directives, and refer any security queries to the appointed security advisor or Designated Official.
12. Refrain from and oppose any act of corruption or fraud, make use of OHCHR resources responsibly with a view to avoiding waste or self-enrichment, and respect OHCHR property over its assets and work products, including rights of authorship and copyright to research, publications and other materials that OHCHR produces.