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## Proposal for resolution

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AG [REDACTED]  
To: Emma Reilly [REDACTED]

Mon, Mar 2, 2020 at 1:26 PM

Dear Colleagues  
Many many thanks for your email  
I will have people in charge looking into it. Warmest regards AG

Sent from my iPhone

> On Mar 2, 2020, at 4:59 AM, Emma Reilly [REDACTED] wrote:

>

> Dear Secretary-General,

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> Thank you again for meeting with us last week. We have always been keen to resolve our cases internally, and remain frustrated at the failure of OHCHR to engage with us even following the departures of the former leadership.

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> We genuinely understand the political difficulty of action to protect us being interpreted as implicit criticism of the former leadership, but our cases began in 2013 and 2015, and the retaliation has deliberately aimed at ruining our careers and reputations ever since. This situation is untenable, and has severe impacts. Our lives are now dominated by the need to constantly protect ourselves against unjustified and often public attacks by current and former UN officials with much greater power, status and audience than we enjoy. None of the UN rules are actually applied to our cases, with complaints simply ignored and investigations refused.

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> We reported child rape and complicity in the international crimes of torture and arbitrary detention because we are genuinely committed to the mandate of the UN. Whistleblowers strengthen systems and provide an opportunity to prevent scandals, but the continued, and very public, retaliation against us sends a clear message to staff that they should never report even the most egregious wrongdoing if they value their careers.

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> We were pleased by your public announcement that we would receive protective measures, and propose the following concrete solutions to our cases.

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> For Emma:

> 1. Take me off the P-4 roster, and assign me - with my consent - to another agency or programme, with a continuing contract to avoid any further retaliation by means of threatened non-renewal. My preference is UNESCO, in the areas of prevention of violent extremism, freedom of expression or artificial intelligence, all domains in which I have extensive experience and expertise. If I must remain within the Secretariat, my preference is a Human Rights Officer post in CTED. If necessary, these could be executed through secondment from OHCHR;

> 2. Retract the false and defamatory press release by the same means it was issued (press release, Twitter, Facebook), noting in particular that my reports were in fact all substantiated. The language should be agreed prior to issuance;

> 3. Enter mediation or arbitration as regards remaining issues (with the UN Secretariat, not OHCHR, which has repeatedly demonstrated bad faith). Should that not be successful within one month, reinstate Judge Downing to complete his judgement in my cases, which were at the deliberation stage. I note that will be sending a formal complaint of abuse of authority regarding, inter alia, failure to share information with Member States prior to the GA vote in the coming days, having now confirmed the series of events.

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> For Miranda:

[REDACTED]

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> We look forward to hearing from you, and greatly appreciate the time you have personally taken with a view to resolving our cases.

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- > Kind regards,
- > Emma Reilly and Miranda Brown