

Confidential

After serious consideration, I decided that I had no other alternative but to report a persistent behavior that I have been suffering from my direct supervisor, Mr. Sandargdorf Erdenebileg, Chief of Policy Development, Coordination, Monitoring and Reporting Service of OHRLLS. As a Manager and woman, I would request your intervention. I would plead with you to do it in a way that as a staff member I would be protected against any action of retaliation from my supervisor or the Office.

On the week of 7 March 2011, specifically 9th March 2011, Mr. Erdenebileg seemed irritated at me and asked me to "clean up this mess", he was referring to the mess on his desk, in a tone that was aggressive and unethical he ordered me to clean his desk. He had dirty tissues and napkins intermingled with all these papers and documents on his desk. I felt reluctant and uncomfortable rummaging through his objects and cleaning all the personal hygiene materials but I still cleaned the mess, even though I know it is not part of my job description I went on and did it. Since I joined the office as Personal Assistant to the Chief, Mr. Erdenebileg, I tried my level best to assist Mr. Erdenebileg to be better organized in his work in order to be more efficient.

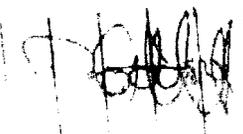
On Friday 11th March 2011, Mr. Erdenebileg asked me if I had transferred his almost 800 business cards into his contacts on Lotus Notes. I informed him that I did not yet finish the assignment and explained that my workload had not allowed me to do so and that I had been busy supporting him and others in our division and further explained that I would do it as soon as possible. In a very hostile and unprofessional way he said that, this was not the case and he did not believe me and that I had just not done it because I thought that it was not an important assignment. He then went on about how he had chosen me as the candidate for the job when I had been interviewed for my current post of Staff Assistant in OHRLLS. In a very unpleasant way he implied that he had done me a favor and literally rubbed this fact in my face, making me feel as if I didn't meet up to the expectations to be working in this Office as Staff Assistant and I did not meet the expectations he had of me. I felt very uncomfortable, edgy and humiliated as a staff and as a woman. I also felt a threatened about whether my job was in jeopardy.

Working in this environment with an abusive supervisor has provoked me considerable emotional distress and I felt very depressed. My whole weekend was spent going over this conversation with Mr. Erdenebileg, over and over in my head, I could not stop playing it in my head and I felt quite depressed.

On Monday morning 14th March 2011, after Mr. Erdenebileg had called me into his office and given me some assignments, I decided to talk to him about the previous Friday's interaction as an attempt to clear the air and improve my work relation with my supervisor. I asked if I could please speak to him for a few minutes about some concerns. I then told him that it was about the conversation we had had on Friday. I first apologized for not transferring his many business cards into contacts in Lotus Notes; I then mentioned that I felt uncomfortable around him and a bit edgy because of the way he had talked about how he had given me the post and felt as if I hadn't lived up to his expectation. I went on to ask him if I had not been chosen for the post due to how well I had interviewed or due to my two previous excellent E-Pas appraisals. I told him that I thought I was selected based on merit. I asked him if there were any other assignments or anything else he was unhappy with apart from not doing the business card assignment. I wanted

to know so as to improve in any areas that he was not happy with. He didn't say anything and said to me that he doesn't know much about my work. I then asked him if I had not been working for him since beginning of July 2010, for almost 9 months and he mumbled something which didn't make sense. I then asked him to please clarify what he meant as I didn't understand what he was saying. He asked me in a very scary tone of voice and demeanor why I was challenging him if he had criticized me. I said to him that with all due respect I wasn't challenging him at all and that I felt that since we will be working together, I needed to discuss my concerns with him so we could continue a cordial or at least working relationship. He seemed upset with me for having this discussion and asked me not to be influenced by people in our Office. I said to him that no one had influenced me to have a discussion about how uncomfortable I felt and that I had a mind of my own to raise issues that concerned me. I then thanked him for his time.

The all attitude of my supervisor, Mr. Erdenebileg, has been to try to put me down, charging me with accusations of incompetence, putting me down as a professional, dismissive in his attitude towards me as a woman and co-worker, questioning my work ethics and competence. All this is done in a very aggressive, threatening and totally unprofessional manner as if he was dealing with his personal domestic employee. To me it's very deplorable that a Senior Officer, Chief of Policy Development and Coordination, Monitoring and Reporting Unit in an institution like the United Nations, with cultural diversity and gender, in an Office working for the most vulnerable would behave in such unethical manner towards a female colleague.



18 March 2011