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ANNUAL REPORT OF THE ETHIC OFFICE

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Pan American
Health
Organization



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REGIONAL OFFICE FOR THE Americas

Ethics Office Annual Report

Presentation will cover four key areas:

- Advice and guidance given to PAHO personnel
- Reports received about possible ethical concerns
- Cases of fraud and theft or loss of PAHO property and resources
- New initiatives to improve awareness and reduce the risk of conflicts of interest



Figure 2: Consultations received, by reporting period, 2008–2014

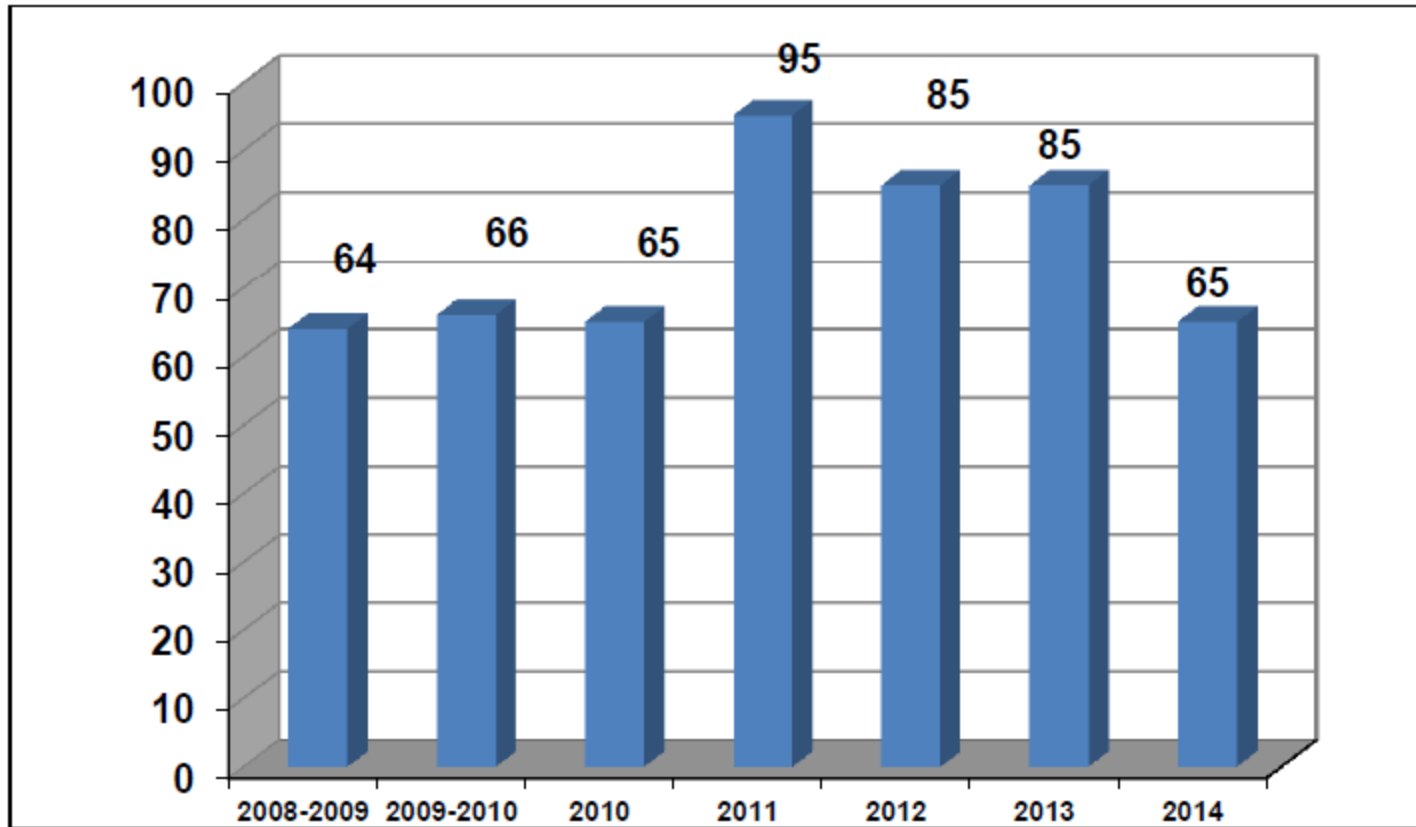
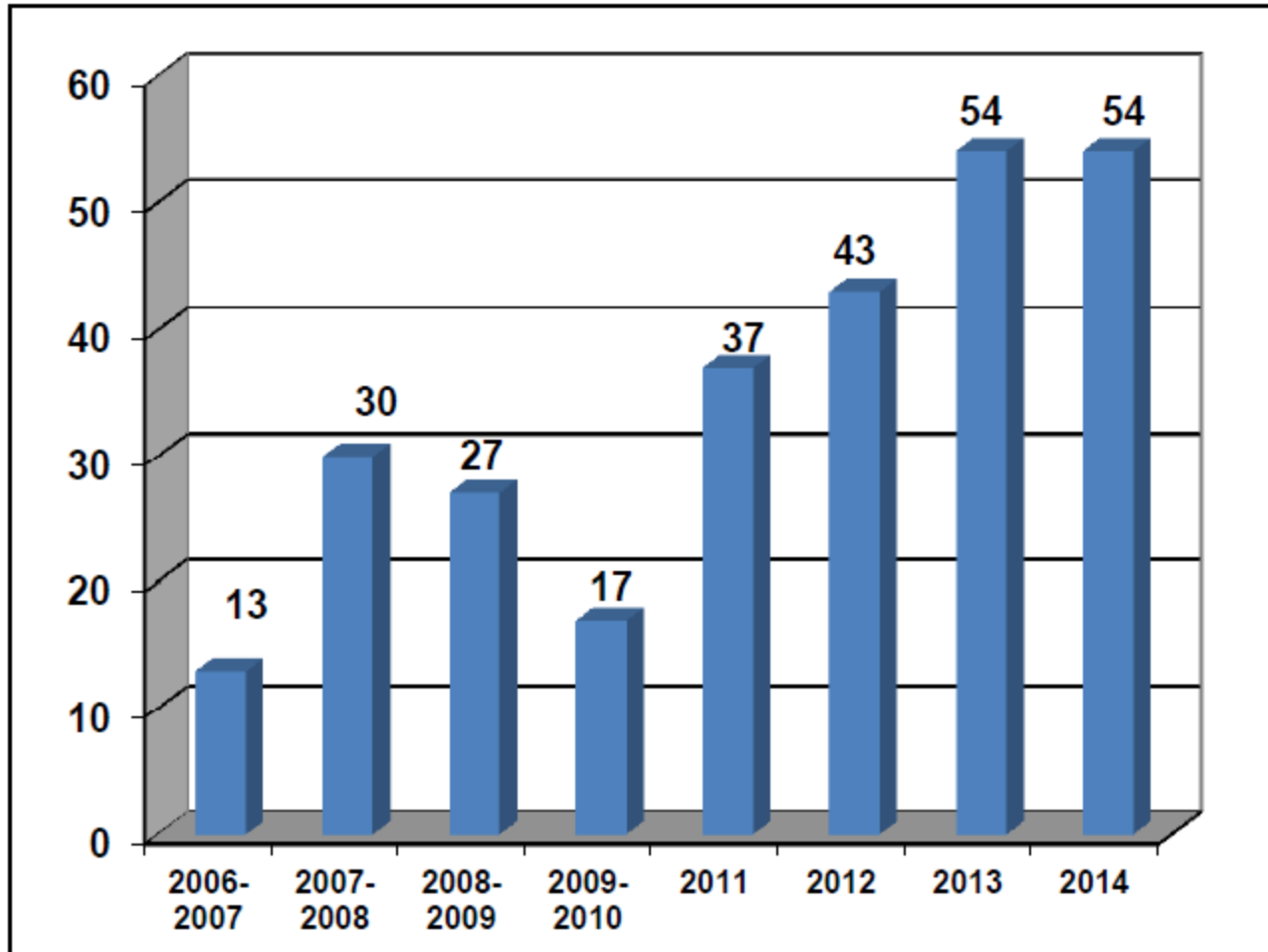
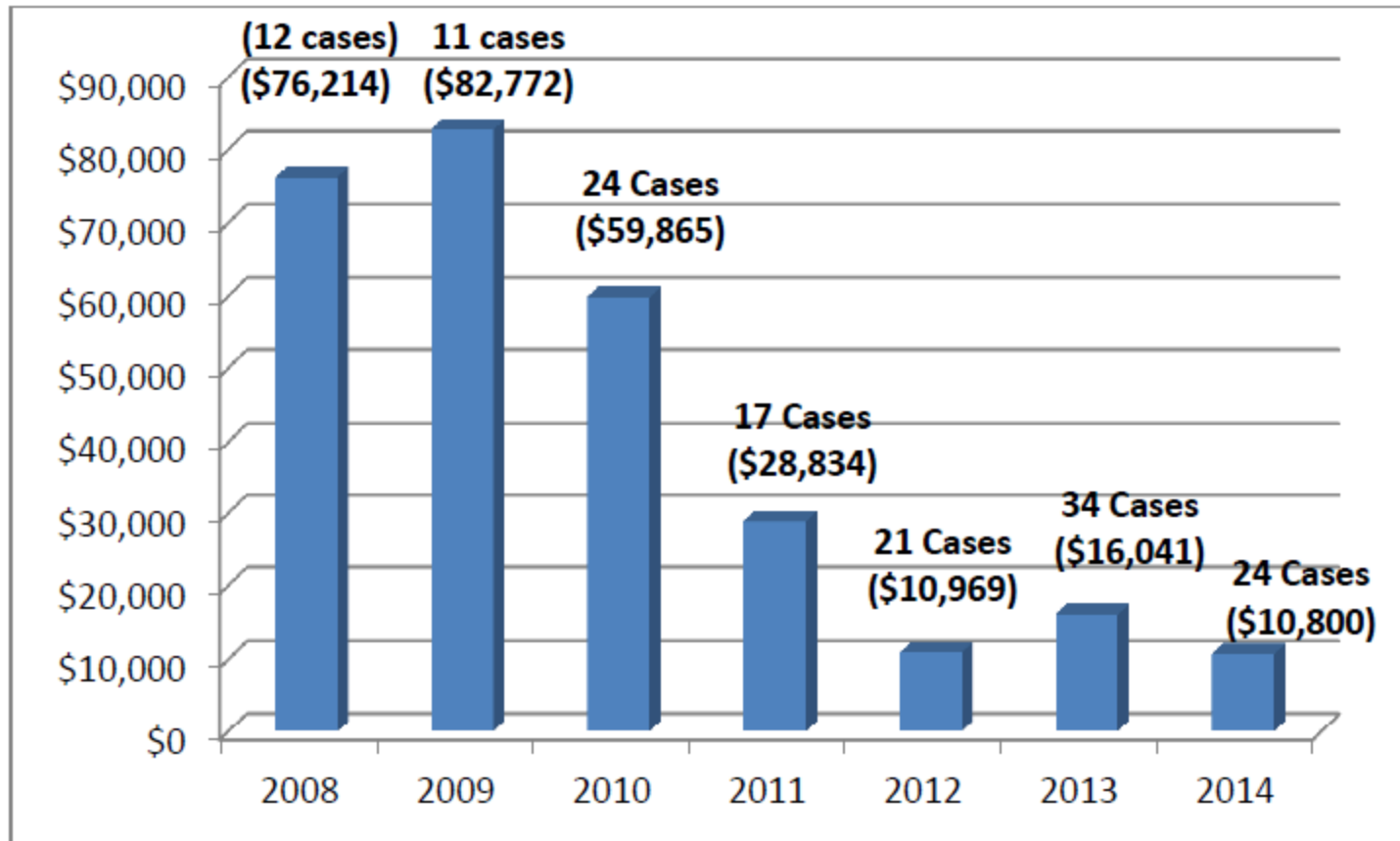


Figure 4: Number of reports on ethical concerns received by the Ethics Office, 2006 to 2014



**Figure 5: Amount of fraud, theft, and loss
by year, 2008 to 2014**



ETHICS BROCHURES 2014

GIFTS AND HOSPITALITY

Avoiding the Quid Pro Quo



October 2014

CONFLICT OF INTEREST: AVOIDING EVEN THE APPEARANCE OF IMPROPRIETY



October 2014

OUTSIDE EMPLOYMENT AND ACTIVITIES

Life Outside of PAHO



October 2014



Declaration of Interest Questionnaire



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DECLARATION OF INTERESTS QUESTIONNAIRE

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INTRODUCTION

Dear PAHO staff member,

When you were appointed as a staff member of the Pan American Health Organization (PAHO), you pledged to discharge your functions and to regulate your conduct with the interests of the Organization only in view. However, even with good intentions, some situations may arise where it might not be clear if your involvement or association with an outside activity is in the best interests of the Organization or constitutes a conflict of interest. A conflict of interest occurs when your private interests interfere or may be perceived to interfere with the performance of your official duties. Conflicts of interest may arise from personal relationships, outside employment and activities, financial interests, gifts and awards, among other causes.

The aim of this Declaration of Interests Questionnaire is to provide you an opportunity to disclose pertinent information that will enable PAHO's Ethics Office to identify potential conflicts of interest that may arise from the relationships and activities in which you are engaged outside of PAHO. Your responses to the questions posed in the Questionnaire will help us to work effectively with you to identify potential conflicts of interest that could ultimately harm the reputation and integrity of the Organization and compromise your status as an international civil servant.

In the event that a possible conflict of interest is identified, the Ethics Office will liaise with you and your supervisors, if necessary, to identify an appropriate course of action, which may include divesting the particular interest, redefining the nature or extent of your association or participation or even waiving the conflict of interest if it is determined that it is in the best overall interests of the Organization to take this action.



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Future Plans

- Anti-retaliation training for managers
- Update PAHO's Policy on Protecting People who Report Wrongdoing or Cooperate in an Investigation or Audit
- Review of staffing structure and assignment of responsibilities in ETH
- Increased focus on preventative measures and training activities



Ethics Office

Thank you – Any questions?

Gracias – Preguntas?

Obrigado – Perguntas?

Merci – Des questions?

