



**ANNUAL REPORT OF INVESTIGATIVE ENTITY ON CASES OF MISCONDUCT
HANDLED ON BEHALF OF ICAO – 2025**

EXECUTIVE SUMMARY

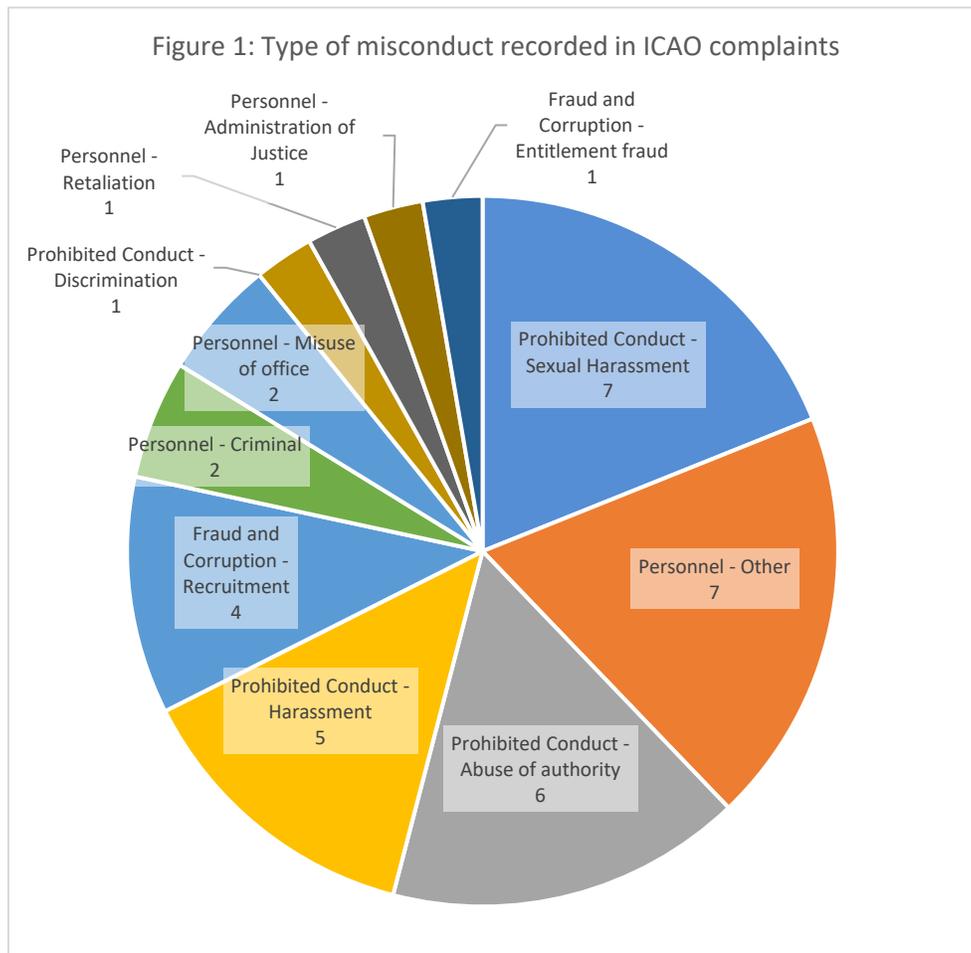
Paragraph 60 of the ICAO Framework on Ethics (Annex I to The ICAO Service Code) requires the investigative entity to provide to the Council each year an annual report of all cases of misconduct handled on behalf of ICAO within the preceding year. Therefore, this document presents the annual report of the investigative entity, the United Nations Office of Internal Oversight Services (OIOS), for 2025, which covers all cases of misconduct handled by OIOS on behalf of ICAO during the period 1 January 2025 to 31 December 2025.

1. INVESTIGATIONS

1.1 On 20 January 2022, the Office of Internal Oversight Services (OIOS) and the International Civil Aviation Organization (ICAO) entered into a new formal agreement for the provision of independent investigation services by OIOS to ICAO.

1.2 In 2025, OIOS recorded 30 complaints of misconduct involving ICAO personnel, compared to the 14 registered in 2024, 18 registered in 2023, 12 registered in 2022, 18 registered in 2021, 17 registered in 2020, and 14 registered in 2019. Of the matters received in 2025, 12 were predicated for investigation, 12 were decided for referral to ICAO for appropriate action,¹ three matters remained in intake, and three were recorded for information.

1.3 A complaint recorded by OIOS may include more than one allegation of misconduct. Multiple complaints can be filed against a single subject. Figure 1 depicts the breakdown of complaints by category of misconduct.



¹ One matter was referred back to the complainant, and one matter could not be referred to ICAO due to lack of consent from the complainant, and was closed.

1.4 Sexual harassment, abuse of authority, and harassment were the most frequently reported types of misconduct in 2025. Matters recorded as ‘Personnel – other’ included allegations of disreputable conduct and unauthorized outside activity/employment.

1.5 OIOS received seven allegations of sexual harassment in 2025, and five of them were predicated for investigation. OIOS did not receive any allegations of sexual exploitation and abuse in 2025.

1.6 53% of misconduct reports received were recorded as taking place in Canada, 17% in Egypt, two cases were reported from Peru and Saudi Arabia, respectively, and one case was reported from Senegal, the Netherlands, Singapore, South Africa, and the United States of America, respectively.

1.7 10 ICAO investigations were closed in 2025, with the average completion time of 7.2 months. The investigations covered allegations of sexual harassment, misuse of office, abuse of authority, harassment, discrimination, retaliation, disreputable conduct, and non-compliance with United Nations policies. As outputs for these cases, OIOS issued four investigation reports, two addendum reports, one advisory report, and four notes-to-file.

1.8 Seven ICAO investigations remain open as of 31 December 2025.

