



## WELCOME NOTE



Dear Colleagues,

Welcome to this special edition of CDT CONNECT, dedicated to the theme “Serving with Integrity.”

Integrity is at the very heart of who we are as peacekeepers. It means always doing what is right, whether anyone is watching or not. It is not just about actions observed, but about values upheld. True service begins with integrity. Without it, our efforts risk being clouded by personal interest or improper intentions.

Integrity guides every aspect of peacekeeping. When we act with integrity, those we serve benefit genuinely from our presence and support. This is why the training we receive before deployment is so critical as it shapes how we carry ourselves

throughout the Mission.

Leadership, by example, is essential to building discipline and trust. Those under our command look to us for guidance, fairness and sound judgment. Through our actions and how we treat others, we define what it means to be a peacekeeper. In the same way, the communities we serve must trust us with their challenges and have confidence that we act in their best interest.

Integrity also shapes the relationship we build with local communities. The people of the Democratic Republic of Congo must know clearly and consistently that we are here to support them, without cost or expectation. Our presence is made possible by their country’s partnership with the United Nations, and it is our duty to always maintain a professional and respectful relationship with them.

Whether we wear a uniform or not, we all share the same mandate: to protect civilians. Without integrity and ethical conduct, our ability to serve is compromised, and so is the credibility of the Mission. Therefore, the people of the Democratic Republic of Congo deserve our very best in every single day and nothing less.

As you read this edition, I invite all of you, military, police, and civilian colleagues to reflect on how you embody integrity in your daily work.

Serving with integrity is not just about what we do, but who we are when no one is watching.

Serving with integrity is, therefore, non-negotiable.

**Brigadier General Diamond Meshack Madie**

Former Force Chief of Staff – MONUSCO

# ROLE MODEL OF INTEGRITY

With

**Olukemi Olanrewaju Ibikunle**

Security Advisor/Project Officer, MONUSCO- BENI



***"We can only make meaningful contributions in the host community or country by earning people's trust, and that trust is built through integrity."***

## ***Could you briefly introduce yourself and your current role within MONUSCO?***

My name is Olukemi Ibikunle, a Corrections Officer from Nigeria, deployed to MONUSCO from October 2020 to October 2022, and again from June 2023 to date. Since joining the Mission, I have worked with the Corrections Unit Project Team, first as Team Leader for the Prison Infrastructural Improvement initiative, and later as Team Lead for the Bukavu Corrections Unit, where I served as Prison Security Adviser and Project Officer. I currently hold the same role in Beni.

## ***What does the Trailblazer Award represent to you personally and professionally?***

Personally, the Trailblazer Award means encouragement to do more; a practical way of helping my family understand the reason behind my physical absence from home. It represents the fulfillment of my aspiration to make a difference and the satisfaction of knowing that my work contributes to peace and security in the host country. The award also carries professional significance, as it underscores the relevance of my work; and that of the Corrections Unit to peace and security. It provides me with opportunities to engage relevant stakeholders for the advancement of prison administration in the host country.

## ***Could you share the key message you wish to convey to readers under the theme "Serving with Integrity"?***

Serving with integrity is about earning the trust of the host community. It is about seeking their highest good without prejudice or judgment. When your actions align with your words, the community becomes open to collaboration toward sustainable peace and security. As a peacekeeper, you must lead by example, be the change you want to see, build trust by actively listening to the local population, and never take advantage of their vulnerability.

Integrity means being consistent in all circumstances; staying true to your principles even when it is difficult. In my work and leadership, I am constantly reminded of the importance of maintaining trust with colleagues and national partners, as this trust sustains the influence required of an effective leader. My collaborators are able to trust my intentions even when we disagree on methodology, which creates space for consultation and constructive compromise.

## ***What values or principles have most shaped your professional journey within the United Nations?***

Professionalism has helped me remain calm in the face of difficult situations and challenging people. Proficiency in client orientation has been useful in prioritizing my activities and adjusting my approach to respect the views of my beneficiaries and to put their needs first.

Integrity, respect for diversity, and gender sensitivity have also shaped my professional journey within the United Nations. Integrity is a non-negotiable value for peacekeepers. Staying true to my values has guided my work and inspired me to deliver excellence, even when no one is watching. Respect for diversity has enabled me to work efficiently within a multicultural team and to adapt to the local context of my host country.

Gender sensitivity has greatly influenced my work in DRC prisons. I have engaged prison authorities in mentoring and coaching on gender-responsive prison management. I have advocated for equitable sharing of daily rations between male and female prisoners in Bukavu prison, and for regular vaccination of babies living with their mothers in detention. I also facilitated training sessions for female officers on caring for expectant mothers in custody, and organized sensitization for detainees on reproductive health and gender-based violence. Male prisoners and officers were also trained on positive masculinity and how they can help protect women from sexual and gender-based violence (SGBV).





### ***Can you share an experience or lesson that particularly strengthened your commitment to fairness and accountability?***

The experience that comes to mind is that of Bukavu Prison, where daily food rations were served to male prisoners while women were left to fend for themselves. The prison management was engaged, not in an accusatory manner, but tactfully and professionally, to advocate fairness in the distribution of food supplies. The obstacle of a dilapidated kitchen in the women's quarters was resolved through further advocacy, and the women were finally able to prepare and share their own daily meals.

This achievement made me realize that change is possible with the right approach, even in the most complex and underfunded contexts. It motivated me to continue seeking ways to ease the hardship of incarceration for both men and women by ensuring equitable access to basic services within prisons. This approach was later replicated in Beni Prison, where both male and female prisoners recently benefited from free medical consultations through effective collaboration between the military and civilian components of the Mission.

### ***What advice would you give to those who aspire to serve with integrity in challenging environments?***

My advice would be to stay true to your values without seeking recognition. Remember that we are surrounded by "a cloud of witnesses"; people notice what we do, even when we think they are not watching. Always reflect on what would be said about you when your name comes up in a meeting or workplace. And above all, remember that you can only make meaningful contributions in the host community or country by earning people's trust; and that trust is built through integrity.

# INTEGRITY, IN THEIR WORDS



**With  
Kaly Diakité  
UNPOL**

***“The blue helmet we wear is not a shield against the rules, but the symbol of a supreme moral commitment.”***

For a United Nations Police Officer, serving with integrity means embodying the highest values and standards of conduct and being a model of honesty and uprightness.

In daily work, this translates into honesty, transparency, rejection of corruption, respect for rules, impartiality, and the defense of human rights.

In short, integrity is the foundation of UNPOL’s credibility; it is essential to earning the trust of the population and our national police counterparts.

One day, while I was responsible for project procurement submissions, I received a few days before the final decision a luxury watch of considerable value, sent by a bidding partner.

I immediately refused the gift and returned it to the sender with a note reminding them of MONUSCO’s policy on gifts and integrity. Accepting that watch, even if it did not influence my decision, could have created the appearance of favoritism and compromised the integrity of the tender process.

Refusing it demonstrated my commitment to fairness and transparency.

Integrity is the fundamental pillar that allows UNPOL to earn and maintain the trust of the local population; a key element in the success of any peacekeeping mission. I often remind my UNPOL colleagues that our role in the field is to rebuild trust where the rule of law has been weakened. The blue helmet we wear is not a shield against the rules, but the symbol of a supreme moral commitment. We are here to serve the communities and to support their national police. As for acts of sexual exploitation and abuse, they represent a betrayal of our mandate and a criminal violation of the trust we strive to build. Any form of exploitation or abuse destroys the lives of victims and undermines all peacekeeping efforts. We are all accountable. The rules of conduct are clear: no excuses ! Any misconduct will be reported, investigated, and sanctioned with the utmost rigor.

# INTEGRITY, IN THEIR WORDS



**With**  
**Maj. Magreth Exuper Kingia,**  
**Logistics Operations Officer (MONUSCO)**

***"My key message is that integrity is vital. It is the essential weapon for maintaining peace. Each of us must be a model of respect, ethics, and accountability."***

Serving with integrity means carrying out my duties with honesty, transparency and respect, without showing favoritism to anyone.

For me, integrity is the foundation of peacekeeping. It means acting according to the law, respecting the dignity of every person, and avoiding any action that could damage the reputation of the United Nations.

Once, while working in Mavivi, a local resident offered me a chicken as a sign of appreciation because we had gone there for an activity to deliver mattresses.

I politely declined and explained that our duty as peacekeepers is to serve, not to receive gifts.

He understood my position. He realized that we are not allowed to accept any gifts from the local population.

If I had accepted that gift, it would have created a barrier between us and the civilians.

Integrity builds trust because it shows transparency in our work.

When people see that we respect the rules, reject corruption and act fairly, they understand that we are here for peace and safety, not for

our own interests.

This strengthens cooperation and mutual respect between peacekeepers and the community.

My key message is that integrity is vital.

It is the essential weapon for maintaining peace. Each of us must be a model of respect, ethics, and accountability.

We must firmly reject all forms of sexual exploitation and abuse, as such acts destroy the honor of both individuals and the United Nations. We must always remember that we are entrusted by the world to protect lives, not to harm them.



# BEHIND THE SCENES- INSIDE CDT



**Thais Dias**  
Data Analyst, CDT Beni

***"Integrity is a collective effort. Transparency and accountability strengthen the entire team."***

## ***Could you briefly describe your role as a Data Analyst in CDT and what a typical day looks like for you within the Mission?***

As a Data Analyst in CDT, I design and develop tools and dashboards that support informed decision-making and strengthen accountability within the CDT. I also provide ad hoc analyses to respond to specific needs of the team. Having designed and implemented most of the tools required to automate our key processes and enable analytics, my typical day involves extracting and analysing data, enhancing existing applications, supporting colleagues in their use, and

collaborating closely with the team to ensure our reporting is timely, accurate, and meaningful.

## ***What motivated you to work in this field and what do you find most meaningful about your work?***

I have always been driven by the power of data to bring clarity and improve process. What I find most meaningful is transforming complex or scattered information into practical tools that help the team work more effectively and ultimately contribute to upholding the Mission's standards of conduct.

## ***In your view, what does integrity mean in the context of data analysis and reporting within CDT?***

Integrity means handling data with impartiality and strict respect for confidentiality. It is about presenting the facts as they are, without bias or manipulation, and recognizing the responsibility that comes with handling data, especially those with high level of sensitivity.

## ***How do you ensure accuracy, transparency and objectivity when handling sensitive data?***

I follow clear procedures, maintain thorough documentation, and build automated processes to reduce human error. I also make sure that every dataset and report can be traced back to its source, ensuring transparency and reliability in the outputs.

## ***Have you ever faced situations where acting with integrity required you to take a difficult decision or stand by your professional principles?***

Yes. There have been instances where I had to flag inconsistencies or make the choice to slow down a process, even when it was not the most convenient option. It can be uncomfortable, however maintaining integrity is essential to protect the credibility of the work and ensure that decisions are based on facts, not assumptions.

## ***What advice would you give to colleagues on maintaining integrity when dealing with information and evidence?***

Always verify your sources, document your steps, and do not hesitate to speak up if something does not add up. Integrity is a collective effort. Transparency and accountability strengthen the entire team.

## ***What do you enjoy most about being "behind the scenes," and what keeps you motivated to serve with integrity every day?***

I enjoy seeing how the applications I build empower others to do their work more effectively. Knowing that my contribution supports fairness, accountability, and the Mission's operations keeps me motivated every day.

# CDT IN ACTION- FIELD UPDATES



A total of 48 young women were sensitized on the prevention of sexual exploitation and abuse during an outreach activity organized by the MONUSCO Gender Section in partnership with the Biesther Foundation (FOBE). As part of this event, the Conduct and Discipline . Team Field Office in Goma led a 45-minute session followed by an interactive discussion on prevention, consequences, and reporting mechanisms.



The Community-Based Complaint Network (CBCN) organized an awareness session in Bule to promote the prevention of sexual exploitation and abuse and to explain how to report allegations. A total of 65 participants, including 38 women, took part in the session, engaging in discussions on how to support victims and report incidents safely.

# VOICES FROM THE COMMUNITY

## **Marie Kabzaire Baguma**

**President of the Community-Based Complaint Network (CBCN) Bunia | Coordinator of the NGO - Actions des Femmes pour la Paix et le Développement Durable (AFPDD)**



***"For me, serving with integrity, it is also about setting an example and acting with empathy and responsibility"***

To better illustrate my commitment as President of the Community-Based Complaint Network (CBCN) in Bunia, let me share a story that has stayed with me over the years. In 2017, I met a woman who lived in a remote village, about thirty-five kilometers from Bunia. She had heard about our meetings with victims of sexual exploitation and abuse and decided to attend, bringing along her twelve-year-old daughter.

When she arrived, she was upset and distrustful, thinking we had called her to give her money or make false promises. I let her speak, then gently explained that our role within the CBCN and MONUSCO's Conduct and Discipline Team was not to provide money, but to listen, to inform, and to accompany. I told her that our mission was to help victims rebuild their lives and understand their rights. Gradually, she opened up and began to trust us.

When we later launched a capacity-building program, she first wanted to raise goats, but that wasn't part of the project. She eventually chose to learn hairdressing, even though she had never been to school.

During her training, she went through a serious conflict with her daughter. As CBCN President and a trained counselor, I work with both of them through several trauma-healing and dialogue sessions. Over time, they reconciled and rebuilt their relationship.

Today, that woman lives in Bunia. She runs a small business, continues to practice hairdressing, and supports her daughter, who earned her high school diploma and is now attending university. Every time she calls to check on me, I'm reminded why I do this work: because helping one person heal can transform a whole life.

As President of the Community-Based Complaint Network (CBCN) in Bunia, I chose to take on this responsibility to help protect my community from sexual exploitation and abuse. My motivation comes from a deep desire to raise awareness so that people no longer expose themselves to risk, and to ensure that victims receive the guidance and support they need.

Working closely with MONUSCO's Conduct and Discipline Team (CDT), we have built a strong partnership that allows us to act hand in hand through community sensitization, case referrals, and capacity-building sessions for CBCN members. Over time, I have witnessed encouraging changes: communities are becoming more informed, survivors are regaining confidence, and many women and youth have rebuilt their lives through vocational training in sewing, hairdressing, and pastry-making. Some have even completed their studies and become examples of resilience.

For me, serving with integrity means being fair, honest, loyal, and respectful of human dignity while maintaining confidentiality in all our actions. It is also about setting an example and acting with empathy and responsibility.

My message to all women and men engaged in this fight is simple: let us continue to raise awareness, to protect, and to act with integrity so that our communities remain places of safety, dignity, and hope.

*Our voice matters!*



# IN THE FIELD WITH



## CONDUCT AND DISCIPLINE TEAM BUNIA

**“We face many obstacles: deteriorated roads, sleepless nights, and moments of uncertainty. But our goal remains the same: to uphold respect and dignity for the people we are here to serve.”**

This is how Milton Luis Orrego Perez, Team Leader of the Field Conduct and Discipline Team (FCDT) in Bunia, describes the spirit guiding their work.

In Ituri Province, the FCDT works daily to promote ethical conduct and strengthen the trust that connects MONUSCO personnel with the communities they serve. Composed of five members from the civilian, military and police components, the team combines its efforts to raise awareness, follow up on reports and support prevention activities against sexual exploitation and abuse. In a context marked by many challenges, their commitment is reflected in a steady field presence, attentive listening to community members, and consistent support to Community-Based Complaint Networks, ensuring that MONUSCO's presence continues to embody respect and protection.

### Reaching the unreachable

Extending their efforts beyond Bunia, the Field Conduct and Discipline Team (FCDT) regularly travels to areas that are often difficult to access. Despite poor road conditions and occasional insecurity, the team continues its missions to Gina, Tchabi, Bogoro, Drodoro, Rhoo, Fataki, Amee, and Komanda to raise awareness and provide support to MONUSCO personnel and local communities.

These field visits, often requiring long hours on unsafe roads, reflect the team's commitment to promoting responsible conduct and maintaining dialogue with those they serve. Each visit is an opportunity to remind that discipline, respect and accountability are essential elements of peacekeeping.

### Encouraging honesty and responsibility

FCDT Bunia conducts regular sensitization sessions and on-the-ground discussions with civilian, military and police personnel to strengthen their understanding of conduct standards and the responsibilities that come with the UN uniform. By maintaining a presence in remote duty stations across Ituri, the team helps sustain a professional and respectful working environment, which is key to preserving the credibility of peacekeeping.

### Serving with dedication

Field work often means long days on difficult roads, modest living conditions and many hours spent coordinating, training and listening.

These efforts go beyond simple compliance; they reflect a shared commitment to responsibility and service.

To strengthen trust between MONUSCO personnel and the communities they serve, FCDT Bunia regularly organizes awareness activities, including radio programs, training for civil contractors and sessions with uniformed personnel.

By remaining close to both personnel and communities, FCDT Bunia contributes to a culture of respect and accountability that supports the Mission's efforts to serve with integrity.

# COMMITTED TO ACTION



**With**

**Eric Blanchard Jibikila**

**President of the National Staff Union (NSU)**

**MONUSCO**

“

*Each of us can make a difference by placing integrity at the heart of our actions; because integrity, to me, is the union of honesty, responsibility and exemplary conduct.*

”

**Could you briefly introduce yourself and remind us of the role of the National Staff Association within MONUSCO?**

The National Staff Association (commonly referred to as the National Staff Union – NSU) is the representative body of locally recruited national staff within the Mission. It serves as a structured platform for dialogue between the Administration (both Mission and Headquarters) and national employees,

ensuring the protection of their rights and the promotion of their professional and social interests. The NSU advocates for the professional, social, and economic interests of national staff before the Mission's leadership. It fosters dialogue with the Administration on working conditions, strengthens staff cohesion and well-being, and contributes to discussions on human resources management policies to ensure fairness, transparency, and respect for the Organization's rules. In summary, the NSU plays a strategic role as the voice of national staff and a social partner to the Administration, thereby contributing to the effective implementation of MONUSCO's mandate.

**What motivated you to take on the role of President of the National Staff Union?**

What motivated me to take on the role of President of the NSU was, above all, the desire to stand against injustice, to serve my colleagues, and to actively contribute to improving their working conditions. Over the years, I have seen how much my colleagues needed a voice to carry not only their concerns but also their hopes. I did not choose this responsibility for myself, but to serve, by listening, advocating, and building bridges between staff and the Administration, because I remain convinced that every employee deserves to be heard, respected, and valued. This role is also my way of giving back what I have received: the trust of my colleagues, their solidarity, and their daily commitment to the Mission's peace mandate. Being President means embodying that trust and transforming it into tangible action. In essence, my motivation is simple: to help build a strong, united, and respected association that improves the lives of its members and strengthens MONUSCO's overall effectiveness in fulfilling its mandate. It is a heavy responsibility, but I believe we have succeeded in giving the NSU its rightful place within the Mission as an indispensable partner.

**Integrity is often measured through small, everyday actions. Could you share a concrete example of an attitude or practice that illustrates this?**

Yes, for example, strictly respecting working hours and established procedures, even when no supervisor is present, is a concrete way to demonstrate integrity.

Another example is the proper use of Mission resources: using equipment, vehicles, or funds solely for professional purposes, without taking advantage of them for personal use.

Similarly, admitting a mistake instead of hiding it and taking the initiative to correct it reflects an attitude of integrity. It may seem minor, but it is precisely in these moments that trust is built among colleagues, supervisors and partners.

Integrity is also lived through small gestures: speaking the truth plainly, treating everyone with dignity, and acting with humility, including knowing when to apologize or ask for forgiveness. These small, consistent actions embody the values of the United Nations and strengthen MONUSCO's credibility with local communities while fostering mutual respect among colleagues.





**With**  
**Eric Blanchard Jibikila**  
*President of the National Staff Union (NSU) – MONUSCO*



we serve. I lead by example, demonstrating that respect and integrity are non-negotiable values, while encouraging open dialogue so that everyone feels safe to ask questions, share concerns, or report misconduct without fear of retaliation. Finally, I remind everyone that individual actions reflect on the entire Mission: recognizing exemplary conduct and understanding the consequences of misconduct are essential to maintaining vigilance and accountability. Each interaction is, for me, an opportunity to reinforce that respect, dignity and the protection of the most vulnerable are at the heart of MONUSCO's mandate and the trust communities place in us.

United Nations Day, is a moment to reflect on our shared commitment to peace, dignity, integrity, solidarity, and respect for human rights. At MONUSCO, we strive to embody these timeless values in a demanding and often challenging context; one that nevertheless continues to carry hope. Every action we take, whether as civilians, military, or police personnel, helps strengthen community trust, protect the most vulnerable, and bring the DRC closer to a more stable, inclusive, and prosperous future. This celebration also marks the 80th anniversary of the founding of the United Nations, an organization facing significant challenges today.

# LET'S SPEAK OUT!



**Four anonymous testimonies reminding us that acting with integrity means choosing what is right, even when it's difficult.**

**"I said no, even if it was tempting."**

A local contractor offered me a small "gift," convinced I could help him get selected for a service contract. I hesitated for a second, then I refused. It didn't seem like much, but that's how it starts. Serving with integrity means resisting shortcuts, even when they look harmless. Trust, once lost, can never be bought back.

Civilian staff, Kinshasa

**"She was afraid, so I spoke up for her."**

A colleague told me that a senior staff member was making persistent advances. She was afraid to report it. I listened quietly, then accompanied her to the right people. It wasn't easy, but it was the right thing to do. Serving with integrity means not looking away when someone is suffering. Sometimes, courage is simply reaching out your hand.

UNPOL officer, Beni

**"Words can destroy more than weapons."**

I heard rumors about a woman in the office, accused of having relationships with several colleagues. I chose to speak up because such gossip has no place in our work. Spreading stories only destroys trust and dignity. Serving with integrity means protecting others from harm, not adding to it.

Respect begins where gossip ends.

National staff, Beni

**"Our uniform is a promise."**

One evening, I reminded my fellow soldiers that no relationship with civilians is ever acceptable, even if it seems "consensual." In our uniform, every action matters. We don't wear these colors to seduce or to intimidate.

We wear them to protect.

In this work, honor isn't worn on the uniform; it's proven through our actions.

Peacekeeper, Tanzanian Contingent



# CONDUCT AND DISCIPLINE TEAM CDT



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## Stay tuned to Parler pour Protéger

Our radio program on the prevention  
of sexual exploitation and abuse

Broadcast every second and last Friday on Radio Okapi at 7:45 a.m.  
(Kinshasa time) and online at  
[www.radiookapi.net/nations-unies](http://www.radiookapi.net/nations-unies).





# **A publication of the Conduct and Discipline Team MONUSCO**

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