

**ARTICLE IV
CANDIDATES WHO ARE INSTITUTE
STAFF MEMBERS**

- 4.1 For purposes of this Article, a Director General seeking reelection, staff members of the Institute, and any other person in an employment relationship with the Institute that has been nominated for or who is otherwise seeking the nomination for the position of Director General shall be included under the term "Internal Candidates."
- 4.2 As established under Article 30 of the Rules of Procedure of the General Directorate ("General Directorate Rules"), no Internal Candidates may make direct or indirect use of their positions to further their candidacies.
- 4.3 In pursuing their candidacy, no Internal Candidates shall communicate restricted, confidential, or otherwise privileged information to anyone or use that information to their private advantage.
- 4.4 Internal Candidates for Director General shall either resign or take leave from the Institute once they begin to campaign openly for nomination to the position of Director General or once they are nominated as a Candidate under these Rules, whichever happens first. The period of leave shall last until the election or until such time as the Internal Candidate withdraws his or her candidacy. The Internal Candidate may take that leave without pay, or at his or her option, may exhaust any accumulated annual leave with pay credited to his or her account before going on leave without pay. A candidate who opts to take leave and whose contract does not expire during the period on such leave shall have the right to return to a post in the Institute at a level equal to the grade held previously to taking such leave if the candidacy is not successful.
- 4.5 The forgoing Section 4.4 shall not apply to the Director General in office. Nonetheless, the Director General shall strictly conform to the requirements of Sections 4.2 and 4.3 of these Rules, as well as Articles 24 and 30 of the General Directorate Rules, for the entire period preceding the election.
- 4.6 For the purpose of conserving the independence and impartiality inherent to their status as personnel of a public international organization, and to assure that a level playing field is maintained in the election of the Director General, the Institute's personnel, as defined under Article 14 of the Rules of Procedure of the General Directorate, shall not engage in campaign activities for or otherwise support any candidate for the position of Director General.
- 4.7 Persons defined under Article 13 of the Rules of Procedure of the General Directorate ("Consultants") shall not engage in campaign activities for or otherwise support any candidate for the position of the Director General. Failure of a Consultant to observe this provision shall constitute a breach of the Consultant's contract and grounds for termination for cause.
- 4.8 Failure to observe the provisions established in this Article constitutes serious misconduct and shall result in disciplinary action, which may include summary dismissal, under the applicable Staff Rules.