

GENERAL INFORMATION BULLETIN



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Subject: PAHO Staff Conduct and Political Activities

This General Information Bulletin (GIB) highlights the Standards of Conduct expected of all PAHO staff members with respect to their political activities and conduct regardless of duty station. While PAHO staff members are not expected to give up their national sentiments or political convictions, all PAHO staff members are international civil servants and are expected to conduct themselves at all times in a manner compatible with that status including avoiding any action or public pronouncement that may adversely reflect on PAHO, including actions that could be viewed as critical of or intending to discredit a Member State's Government.

In light of the recent presidential election in the United States, and bearing in mind that the United States is a PAHO Member State and host to PAHO Headquarters, PAHO staff are advised to exercise the utmost discretion at all times in their personal political activities. This includes regulating personal behavior in public spaces such as protests or demonstrations as well as avoiding anti-government pronouncements, expressions, or postings on social media. While it is understandable that PAHO staff may wish to express their personal opinions and political positions in times of governmental change, as international civil servants, staff do not have the same freedom of private persons to take sides or to express their convictions publicly on controversial matters. As a result, staff members are reminded that their personal views should be expressed with tact and discretion because staff behavior outside the office can compromise the image and interests of the Organization.

For further information, please refer to the [PAHO E-Manual Chapter III.1.5](#), [Staff Regulation 1.5](#), the section on "Relations with Governments and Political Activity" in PAHO's Code of Ethical Principles and Conduct ([PAHO E-Manual Chapter III.11.1a](#)) and paragraphs 9-11 in the International Civil Service Commission's Standards of Conduct for the International Civil Service ([Staff Rule 110.2](#)). If there are additional questions, please contact the Ethics Office at ethics@paho.org.

