

**Guiding Principles of Conduct for Office of Staff Legal Assistance (OSLA)
Affiliated Counsel in the United Nations**

1. The primary duty of counsel is to the client staff member, former staff member or affected dependant of a staff member, within the framework of the Charter of the United Nations, and of its existing laws, the principles of justice, and legal ethics.
2. Counsel shall have demonstrated competence to handle the subject matter they are dealing with, and they should be in a position to devote the time necessary to provide full legal advice, assistance and representation.

Duty to the Client

3. In all matters concerning a client's interest, counsel shall observe the high standard of diligence requisite to a relationship of trust. As his or her representative, counsel's words or actions may affect the client's position.
4. Counsel shall advise the client staff member objectively and with full regard to his or her duty as a representative of the client and as an officer of the court. In so doing, he or she shall seek to obtain the fullest possible knowledge of the facts, and consider them for all aspects, as well as the laws, regulations, jurisprudence and other legal provisions related thereto. As necessary, counsel shall advise the client staff member if his or her case is

10. All present and former staff members are entitled to the assistance of counsel. Counsel may, however, decline to advise or act in any matter, but shall under no circumstances exercise discrimination on improper grounds.
11. Counsel may withdraw only for good cause from any matter in which he or she has agreed to act. "Good cause" shall include, but not be limited to, any situation which a client seeks to insist upon a course of action incompatible with counsel's duties under the UN staff rules and regulations, the law and legal ethics, and to the Tribunals as officers of the court. A persistent failure of the client to cooperate with or follow the advice of counsel, or a serious breach of confidentiality or trust between counsel and the client may result in withdrawal of counsel from the case. Counsel may also withdraw should a client engage or retain outside counsel to handle his or her legal representation unless a specific co-counsel arrangement is agreed upon.

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