Process for Dealing with Allegations of Integrity Violations or Misconduct by ADB Staff

1. OAI receives an allegation of integrity violation or misconduct by an ADB staff
2. OAI screens the allegation.
   - Is the allegation within OAI’s mandate, credible, verifiable and material?
     - N: The OAI head and/or the director approves the closing report and, if appropriate, refers it to BPMSD.
     - Y: OAI investigates the allegation.
3. OAI investigates the allegation.
4. OAI reports its investigative findings to BPMSD for consideration of disciplinary measures.
5. BPMSD independently reviews OAI’s report and, where appropriate, commences administrative proceedings under AO 2.04: Disciplinary Measures and Procedures
6. Decision is subject to administrative review and appeal.

AO = administrative order,
BPMSD = Budget, Personnel, and Management Systems Department,
OAI = Office of Anticorruption and Integrity.

Note: This flowchart is not intended to, and does not replace, modify, supersede, or amend, ADB’s Integrity Principles and Guidelines (2015), AO2.02 (2020), AO2.04 (2020), and AO2.10 (2021).