



ADMINISTRATIVE TRIBUNAL
TRIBUNAL ADMINISTRATIF

**CODE OF JUDICIAL CONDUCT
OF THE ADMINISTRATIVE TRIBUNAL
OF THE NORTH ATLANTIC TREATY ORGANIZATION
(Adopted on 1 July 2013)**

This Code of Judicial Conduct is intended to establish standards for the ethical conduct of the President, members and Registrar of the Administrative Tribunal (hereinafter “Tribunal”) of the North Atlantic Treaty Organization (hereinafter “NATO”). It is designed to provide guidance to the President, members and Registrar of the Tribunal and to assist staff and management of NATO to better understand and support the work of the Tribunal. In adopting this Code, the Tribunal has noted that NATO has adopted in 2010 a new NATO-wide Code of Conduct establishing the core values of integrity, impartiality, loyalty, accountability, and professionalism. The provisions of this Code are subject to the provisions of the NATO’s Civilian Personnel Regulations, in particular Annex IX thereto, and the Rules of Procedure of the Tribunal. This Code may be amended by the Tribunal.

INDEPENDENCE¹

The President, members and Registrar of the Tribunal shall act independently in the performance of their duties. They shall take all reasonable steps to ensure that no one interferes directly or indirectly with the work of the Tribunal.

¹ Article 6.1.6 of Annex IX to the NATO’s Civilian Personnel Regulations provides : “The members of the Tribunal shall be completely independent in the exercise of their duties; they shall not receive any instructions or be subject to any constraint.”

INTEGRITY

1. The President, members and Registrar of the Tribunal shall be of high moral character and act honorably and in accordance with the principles set out in this Code.
2. The President, members and Registrar of the Tribunal shall uphold the law and shall ensure that they observe local laws so as not to be perceived as abusing the privileges and immunities conferred on them.

IMPARTIALITY

1. The President, members and Registrar of the Tribunal shall act at all times with impartiality. The President and members of the Tribunal shall adjudicate matters without favor or bias.
2. The President, members and Registrar of the Tribunal shall ensure that their conduct at all times maintains the confidence of all in the impartiality of the Tribunal and avoid situations that might give rise to the reasonable perception of favoritism or partiality.
3. The President, members and Registrar of the Tribunal shall take care that any public expression of personal views or convictions does not compromise, or appear to compromise, the performance of judicial duties or the interests of the Tribunal.
4. The President, members and Registrar shall not directly or indirectly negotiate or accept any remuneration, income, compensation, gift, advantage or privilege that can be reasonably perceived as a reward or likely to influence them in favor of a party.
5. The President, members and Registrar of the Tribunal shall not initiate, permit or consider *ex parte* communications concerning a pending matter.
6. The President, members and Registrar of the Tribunal shall not use or lend the prestige of judicial office to advance the private interests of themselves, their family members or anyone else.

PROPRIETY

1. The President, members and Registrar of the Tribunal shall act tactfully and with reserve in a manner that is consistent with their status as President, members and Registrar of the Tribunal of the Tribunal.
2. The President, members and Registrar of the Tribunal shall refrain from participating in any activity that is in conflict with the interests of the Tribunal or would damage the Tribunal's reputation.
3. Save in the discharge of the duties of judicial office, the President, members and Registrar of the Tribunal shall not comment publicly on the merits of any matter pending before the Tribunal.
4. The President, members and Registrar of the Tribunal shall observe the rule that deliberations of the Tribunal are secret.
5. The President, members and Registrar of the Tribunal shall respect and safeguard the confidentiality of information, which is made known to them as a result of the performance of their official duties.
6. The President, members and Registrar of the Tribunal shall treat colleagues and parties before the Tribunal with courtesy and respect.
7. The President, members and Registrar of the Tribunal are expected to act with tolerance, sensitivity, respect and impartiality towards all, and not treat anyone in a discriminatory manner.
8. When conducting oral hearings, the President, members and Registrar of the Tribunal have a duty to act courteously to legal representatives, parties, witnesses, experts, judicial colleagues and others, and require all participating in the hearing similarly to act in a courteous manner.

COMPETENCE AND DILIGENCE

1. The President, members and Registrar of the Tribunal shall perform all assigned judicial duties diligently and dispose of judicial work promptly and in a professional manner.
2. Members and Registrar of the Tribunal shall inform the President of the Tribunal should they suffer from an illness or other circumstances that might impair their ability to perform their judicial duties. The President of the Tribunal shall inform the members of the Tribunal should he suffer from an illness or other circumstances that might impair his ability to perform his judicial duties.

3. The President, members and Registrar of the Tribunal shall take reasonable steps to maintain the necessary level of professional competence and remain informed about developments in international administrative law.

_____(s.)_____
Louise Otis, President

_____(s.)_____
Thomas Laker, Vice-President

_____(s.)_____
Seran Karatari Köstü, Member

_____(s.)_____
Fabien Raynaud, Member

_____(s.)_____
Anne Trebilcock, Member

_____(s.)_____
Laura Maglia, Registrar