**Summary of HW v. IBRD (Preliminary Objection), Decision No. 715 [2025]**

The Applicant challenged (i) the alleged "exclusion and marginalization at the level of roles and responsibilities for an Iraqi Female with Fixed Term Contract," (ii) the "not evidenced based allegations on [her] performance and putting [her] on an OTI [Opportunity to Improve Performance] plan," (iii) the non-extension of her term appointment, and (iv) the purportedly "inglorious" decision of the Peer Review Secretariat. The Bank submitted preliminary objections to the Tribunal's jurisdiction, contending that the Application was untimely.

The Tribunal first found that the Applicant received notice of the dismissal of her Non-Extension Decision claim by the decision-maker on either 26 or 27 February 2024. Therefore, the Tribunal considered that the Applicant had 120 days from that date to file her Application with the Tribunal, or by 25 or 26 June 2024, but the Applicant did not file her Application until 20 July 2024. Accordingly, the Tribunal found that the Non-Extension Decision claim was untimely.

The Tribunal next noted that the Applicant received notice of the dismissal of her Performance Management Decisions claim by Peer Review Services (PRS) on 3 April 2023 and that she had 120 days to raise this claim with the Tribunal, or by 1 August 2023. The Tribunal also noted that the Applicant was engaged with the Ethics and Business Conduct Department (EBC) with respect to claims of discrimination and harassment in connection with the Performance Management Decisions but that such engagement ended on 27 October 2022. The Tribunal considered that the Applicant had until 24 February 2023 to avail herself of the Tribunal regarding EBC's dismissal. As the Applicant did not file her Application until 20 July 2024, and as the Applicant did not timely avail herself of the Tribunal following the PRS Panel's dismissal on 3 April 2023, the Tribunal found that the Performance Management Decisions claim was untimely.

The Tribunal finally considered the Allegations of Misconduct claim. With respect to the Applicant's engagement with the Race Equity Office (REO), the Tribunal considered that the REO is not a channel which furnishes internal remedies, and thus engagement with the REO is not required to exhaust internal remedies. Nor, the Tribunal considered, does engagement with the REO preserve a claim that has already been through the formal dispute resolution process. Thus, the Tribunal considered that the Applicant's engagement with the REO did not toll the time for the Applicant to bring her Allegations of Misconduct claim before the Tribunal. The Tribunal considered that the Applicant received notice of the dismissal of her Allegations of Misconduct claim by PRS on 3 April 2023 and therefore had until 1 August 2023 to raise this claim with the Tribunal. As the Applicant did not file the present Application until 20 July 2024, the Tribunal found that the Allegations of Misconduct claim was untimely.

The Tribunal finally determined that the Applicant's claims against PRS were similarly untimely. Having found that the Applicant did not timely file her Application with respect to each of her claims and given that there were no exceptional circumstances to justify the untimeliness of those claims in her Application, the Tribunal upheld the Bank's preliminary objection.

**Decision:** The Application was dismissed.