

**Summary of González Flavell (Nos. 14, 15, 16, and 17) v. IBRD (Preliminary Objection),  
Decision No. 618 [2019]**

In Application No. 14, the Applicant challenged the payment of education benefits and the Bank's deductions or refusal to pay her end of employment payments until the education benefits were certified. In Application No. 15, the Applicant challenged the failure to provide her with documentation regarding her end of employment payments and to pay her the correct amount of money owed to her on her last day of employment. In Application No. 16, the Applicant challenged the denial of access to her staff records and the "note of ending employment notice and corresponding documents," the failure to provide her with information about "exit requirements," the communications from her former department, which she characterized as harassment, the breach of her confidential information, and the requirement to certify her dependents. In Application No. 17, the Applicant challenged the failure to provide her with information about the language tuition benefit, which resulted in her losing her entitlement to that benefit. In all of her Applications, the Applicant claimed that she was denied "a fair and impartial process under Peer Review Services [PRS] and [a] fair hearing." The Bank raised a preliminary objection to the admissibility of the Applications.

The Tribunal found that the claims regarding procedural violations committed by PRS were inadmissible because the specific aspects of the PRS process that the Applicant was challenging were "routine procedural arrangements" that PRS had the power to make.

Regarding the fourteenth Application, the Tribunal concluded that the Applicant's claim regarding the Bank's failure to provide her with education benefits was not yet ripe, as she had not provided the requisite certificates of attendance.

Regarding the fifteenth Application, the Tribunal found that, although these claims were within its subject-matter jurisdiction, the Bank had adequately addressed the Applicant's grievances by providing her with sufficient information and paying her end of employment payments as soon as she complied with the Bank's requirements. Accordingly, the Tribunal summarily dismissed these claims.

With respect to the sixteenth Application, the Tribunal summarily dismissed the claims regarding the Applicant's access to her staff records, information about "exit requirements," harassment, and breach of confidential information. The Tribunal found that while the Applicant had been asked by HR to provide certifications for her dependents when there was no need to do so, the Applicant did not suffer harm. Accordingly, the Tribunal dismissed this claim.

With respect to the seventeenth Application, the Tribunal found that the Applicant had been provided with sufficient information about the language tuition benefit so this claim was summarily dismissed.

**Decision:** The Applications were dismissed.