



Update to the Staff Rules: Document N°3. Organization of chapters and articles

Inter-american Institute for Cooperation on Agriculture (IICA)
May, 2024

Organization of chapters and articles May, 2024

Current Regulation	Location in the new Staff Rules
Chapter I. ORGANIZATION OF PERSONNEL	Chapter I. ORGANIZATION OF PERSONNEL
1.1 Classification of Positions	1.1 Classification of Positions
Article 1.1	Article 1.1.1
1.2 Compatibility with Classification Standars	Title removed
Article 1.2.1	Removed: Not SR material
Article 1.2.2	Article 1.1.3
Article 1.2.3	Article 1.1.4
1.3 Human Resources Advisory Committee	9.6 Human Resources Advisory Committee
Article 1.3	Article 9.6.1
1.4 Classification of Personnel	Title removed
Article 1.4.1	Removed: duplicated content
Article 1.4.2	Removed
1.5 Types of Personnel	1.2 Types of Personnel
Article 1.5.1	Article 1.3.1
Literal a	Eliminated: There is no “Regular” PPI category
Literal b	Article 1.3.3
Literal c	Article 1.3.2.1
Article 1.5.2	Article 1.4
Literal a	Article 1.4.2
Literal b	Article 1.4.2
1.6 Appoiment and Title of Emeritus	1.6 Appoiment and Title of Emeritus
Article 1.6.1	Article 1.6.1
Literal a	Article 1.6.2
Literal b	Article 1.6.3
Article 1.6.2	Article 1.6.3
1.7 Occupants of Positions of Trust	1.3.2 Positions of Trust
Article 1.7.1	Eliminado
Literal a	Eliminated: There is no “Regular” PPI category
Literal b	Article 1.3.2.5
Literal c	Article 1.3.2.4
Literal d	Article 1.3.2.6
Literal e	Article 1.3.2.4
Literal f	Article 5.5.1
Literal g	Article 4.14.8
1.8 Associate Personnel	1.5 Associate Personnel
Article 1.8.1	Article 1.5.1
Article 1.8.2	Article 1.5.2
Article 1.8.3	Article 1.5.3
Article 1.8.4	Article 1.5.4
Article 1.8.5	Article 1.5.5
Article 1.8.6	Article 15.6
Article 1.8.7	Article 2.1.2

Current Regulation	Location in the new Staff Rules
Chapter II. RECRUITMENT, SELECTION AND APPOINTMENT OF STAFF	Chapter II. RECRUITMENT, SELECTION AND APPOINTMENT OF STAFF
2.1 General Guidelines	2.1 General Guidelines
Article 2.1	Removed
2.2 Recruitment	2.2 Recruitment
Article 2.2.1	Article 2.1.4
Article 2.2.2	Article 2.2.1
Article 2.2.3	Article 2.2.2
2.3 Human Resources Committee	2.3 Selección
Article 2.3.1	Article 2.3.1
Article 2.3.2	Removed: Procedural content, will be included in the MP
Article 2.3.3	Removed: Procedural content, will be included in the MP
Article 2.3.4	Removed: Procedural content, will be included in the MP
Literal a	Article 2.3.2
Literal b	Article 2.2.1
2.4 Appointment	2.4 Appointment
Article 2.4.1	Removed: Procedural content, will be included in the PM
Article 2.4.2	Removed: Procedural content, will be included in the PM
Article 2.4.3	Article 2.4.2
Article 2.4.4	Article 2.4.3
2.5 Probationary period	2.5 Probationary period
Article 2.5.1	Article 2.5.1
Article 2.5.2	Article 2.5.3
2.6 Medical Examination	2.6 Medical Examination
Article 2.6	Article 2.6.1
2.7 Loyalty Oath	2.7 Loyalty Oath
Article 2.7	Article 2.7.1
2.8 Official Place of Residence of International Professional Personnel	2.8 Official Place of Residence of International Professional Personnel
Article 2.8.1	Article 2.8.1
Article 2.8.2	Article 2.8.1
Article 2.8.3	Article 2.8.2
2.9 Family relationship	Removed
Article 2.9.1	Article 8.2.6
Article 2.9.2	Article 4.14.12
2.10 Orientation	2.9 Orientation
Article 2.10	Article 2.9.1
2.11 Re-employment	2.10 Re-employment
Article 2.11.1	Article 2.10.1
Article 2.11.2	Article 2.10.2
Article 2.11.3	Article 2.10.3
2.12 Conversion of Appointment	Article removed
Article 2.12.1	Article 2.5.2
Article 2.12.2	Removed: article duplicate
Chapter III. DUTIES, OBLIGATIONS AND PRIVILEGES	Chapter III. DUTIES, OBLIGATIONS AND PRIVILEGES

Current Regulation	Location in the new Staff Rules
3.1 Hours of Work	3.1 Hours of work
Article 3.1.1	Article 3.1.1
Article 3.1.2	Article 3.1.2
3.2 Official Holidays	4.5 Official Holidays
Article 3.2	Article 4.5
3.3 Financial Liability	Title removed
Article 3.3	Article 9.1.4
3.4 Service to a Government or International Agency	3.2.2 Service to a Government or International Agency
Article 3.4.1	Article 3.2.2
Article 3.4.2	Article 3.2.2
3.5 Outside Activities and Interests	Title removed
Article 3.5.1	Article 3.2.4
Article 3.5.2	Article 3.2.4
Article 3.5.3	Article 3.2.5
Article 3.5.4	Article 3.2.6
Article 3.5.5	Article 3.1.5.4
Article 3.5.6	Article 3.1.5.5
Literal a	Article 3.1.5.5
Literal b	Article 3.1.5.5
Literal c	Article 3.1.5.5
Literal d	Article 3.1.5.5
Literal e	Article 3.1.5.5
Article 3.5.7	Article 3.1.5.6
Article 3.5.8	Article 3.2.1.1
Literal a	Article 3.2.1.1
Literal b	Article 3.2.1.1
Literal c	Article 3.2.1.1
Literal d	Article 3.2.1.1
Article 3.5.9	Article 3.2.1.2
Article 3.5.10	Article 3.2.1.3
Article 3.5.11	Article 3.2.1.4
3.6 Property Rights for Work Performed	3.1.6 Property Rights for Work Performed
Article 3.6	Article 3.1.6.1
3.7 Political Activities	3.1.7 Political Activities
Article 3.7.1	Article 3.1.7.1
Article 3.7.2	Article 3.1.7.2
Article 3.7.3	Article 3.1.3
3.8 Candidacy for the Position of Director General	3.7 Election of the DG
Article 3.8.1	Article 3.7.1.
Article 3.8.2	Article 3.7.2
Article 3.8.3	Article 3.7.3
Article 3.8.4	Article 3.7.4
Article 3.8.5	Article 3.7.5
Article 3.8.6	Article 3.7.6
Article 3.8.7	Article 3.7.7
Article 3.8.8	Article 9.9.2
3.9 Honors and Grants	Title removed
Article 3.9	Article 3.1.5.8
3.10 Privileges, Immunities and Exemptions	4.3.12 Privileges, Immunities and Exemptions
Article 3.10.1	Article 4.3.12.1

Currente Regulation	Location in the new Staff Rules
Article 3.10.2	Article 4.3.12.2
Article 3.10.3	Article 4.3.12.3
Article 3.10.4	Article 4.3.12.4
Article 3.10.5	Article 4.3.12.5
3.11 Claims	Title removed
Article 3.11.1	Article 9.5.1
Article 3.11.2	Article 9.5.2
Article 3.11.3	Article 9.5.3

Current Regulation	Location in the new Staff Rules
Chapter IV. SALARIES, ALLOWANCES, BENEFITS AND ADJUSTMENTS	Chapter IV. REMUNERATION SYSTEM: SALARIES AND EMOLUMENTS
4.1 Remuneration System	4.1 Remuneration System
Article 4.1.1	Article 4.1.2
Article 4.1.2	Article 4.1.3
Article 4.1.3	Article 4.3.1
Article 4.1.4	Article 4.2.1
Article 4.1.5	Article 4.4.1
Article 4.1.6	Article 4.1.4
4.2 Subsidios, beneficios y ajustes – Categoría de Personal Profesional Internacional	Title is replaced with new 4.2 that integrates IPP and LP
Article 4.2.1	Article 4.3.2
Article 4.2.2	Article 4.3.3
Article 4.2.3	Article 4.3.4
Article 4.2.4	Article 4.3.5
Article 4.2.5	Article 4.2.2
Article 4.2.6	Article 4.2.2
Article 4.2.7	Article 4.3.6
Article 4.2.8	Article 4.2.6.1
Líteral a	Article 4.2.6 i
Líteral b	Eliminado: es una referencia al SR
Líteral c	Article 4.2.6 v
Article 4.2.9	Article 4.3.8
Líteral a	Removed: There is no “Regular” IPP category
Líteral b	Article 4.3.8 a
Líteral c	Removed: This is the effective date of the benefit.
Líteral d	Removed: No PPI contracted on external projects before January 1988
Article 4.2.10	Article 4.3.10
Article 4.2.11	Article 4.3.11
Article 4.2.12	Removed: Practice not implemented that would generate additional expenses.
Líteral a	Removed: Practice not implemented that would generate additional expenses.
Líteral b	Removed: Practice not implemented that would generate additional expenses.
Líteral c	Removed: Practice not implemented that would generate additional expenses.
Article 4.2.13	Article 4.2.7.3
Article 4.2.14	Article 4.2.7.2
Article 4.2.15	Article 5.6.1
4.3 Allowances and Benefits-Local Personal Category Personnel	Title is replaced with new 4.2 that integrates IPP an LP
Article 4.3	Article 4.2
Article 4.3.1	Article 4.4.2
Article 4.3.2	Article 4.2.3
Article 4.3.3	Article 4.2.2
Líteral a	Article 4.2.2 b
Líteral b	Article 4.2.2 a
Article 4.3.4	Article 4.2.2
Líteral a	Article 4.2.2 b

Current Regulation	Location in the new Staff Rules
Literal b	Article 4.2.2 a
Article 4.3.5	Article 4.2.6.1
Literal a	Article 4.2.6.1
Literal b	Article 4.2.6.1 v
Article 4.3.6	Removed: Practice not implemented that would generate additional expenses
Literal a	Removed: Practice not implemented that would generate additional expenses
Literal b	Removed: Practice not implemented that would generate additional expenses
Literal c	Removed: Practice not implemented that would generate additional expenses
Article 4.3.7	Article 4.4.3
Literal a	Article 4.4.3 a
Literal b	Article 4.4.3 b
Article 4.3.8	Article 5.6.1
4.4 Allowances and Benefits- Local Professional Category Personnel	Título se sustituye con nuevo 4.2 que integra PPI y PL
Article 4.4.1	Article 4.4.2
Article 4.4.2	Article 4.2.3
Article 4.4.3	Article 4.2.6
Literal a	Article 4.2.6
Literal b	Article 4.2.6 v
Article 4.4.4	Article 4.2.2
Literal a	Article 4.2.2 b
Literal b	Article 4.2.2 a
Article 4.4.5	Article 4.2.2
Literal a	Article 4.2.2 b
Literal b	Article 4.2.2 a
Article 4.4.6	Removed: Practice not implemented that would generate additional expenses
Literal a	Removed: Practice not implemented that would generate additional expenses
Literal b	Removed: Practice not implemented that would generate additional expenses
Literal c	Removed: Practice not implemented that would generate additional expenses
Article 4.4.7	Article 4.4.3
Literal a	Article 4.4.3 a
Literal b	Article 4.4.3 b
Article 4.4.8	Article 5.6.1

Current Regulation	Location in the new Staff Rules
Chapter V. CHANGE IN STATUS AND PERFORMANCE OF DUTIES	
5.1 Transfers	Title removed
Article 5.1.1	Article 3.2.3.2
Article 5.1.2	Article 3.2.2.1
Article 5.1.3	Article 8.5.2
Article 5.1.4	Eliminado porque no hay personal regular
5.2 Temporary Transfer in Cases of Emergency or Special Missions	3.2.3T emporary Transfer in Cases of Emergency or Special Missions
Article 5.2	Article 3.2.3.1
5.3 Promotion	5.1. Promotion
Article 5.3.1	Article 5.1.1
Literal a	Article 5.1.1
Literal b	Article 5.1.1
Literal c	Article 4.2.2
Article 5.3.2	Article 5.1.2
Article 5.3.3	Article 2.2.1
5.4 Reassignment	5.2 Reassignment
Article 5.4.1	Article 5.2.1
Article 5.4.2	Article 5.2.2
Article 5.4.3	Article 8.5.2
5.5 Temporary Assignment of Duties	5.3 Temporary Assignment of Duties
Article 5.5	Article 5.3.1
5.6 Inter-Institutional Cooperation Activities	5.4 Activities for staff development outside of the Institute
Article 5.6	Article 5.4.1
5.7 Unremunerated Work	Eliminado el título
Article 5.7.1	Article 5.4.2
Article 5.7.2	Article 3.1.3.7
5.8 Performance Appraisal	5.5 Performance evaluation
Article 5.8.1	Article 5.5.1 y 1.7.1 f
Article 5.8.2	Article 5.8.2
Article 5.8.3	Article 5.5.3
Article 5.8.4	Article 5.5.3
Article 5.8.5	Article 5.5.4
Article 5.8.6	Article 5.5.4
Article 5.8.7	Article 5.5.5
Article 5.8.8	Article 5.5.6
Article 5.8.9	Removed: Procedural content, will be included in the MP
Literal a	Removed: Procedural content, will be included in the MP
Literal b	Removed: Procedural content, will be included in the MP
Literal c	Removed: Procedural content, will be included in the MP
Literal d	Removed: Procedural content, will be included in the MP
Literal e	Removed: Procedural content, will be included in the MP

Current Regulation	Location in the new Staff Rules
Chapter VI. ANNUAL VACATION AND LEAVE	
6.1 Annual Vacation	
Article 6.1.1	Article 4.2.5.1
Article 6.1.2	Article 4.2.5.1
Article 6.1.3	Article 4.2.5.1
Article 6.1.4	Article 4.2.5.2
6.2 Granting of Vacation	Title removed
Article 6.2	Removed: Procedural content, will be included in the MP
6.3 Rights during Vacation	Title removed
Article 6.2	Article 4.2.5.3
6.4 Leave without pay	4.2.7.1 Leave without pay
Article 6.4	Article 4.2.7.1
6.5 Leave for Further Professional Training	Title removed
Article 6.2	Article 5.6.2
6.6 Leave Due to Death in the Family	4.2.7.4. Leave Due to Death in the Family
Article 6.2	Article 4.2.7.4
6.7 Leave for marriage	4.2.7.5. Leave for marriage
Article 6.2	Article 4.2.7.5
6.8 Home leave	4.3.7. Home leave
Article 6.8.1	Article 4.3.7.1
Article 6.8.2	Article 4.3.7.2
Article 6.8.3	Article 4.3.7.1
6.9 Limitations of Home Leave Right	Title removed
Article 6.9	Article 4.3.7.3
6.10 Travel to Spouse's Place of Residence	Title removed
Article 6.10	Removed: Contradicts the concept of recognized residence
6.11 Extra-continental Homeland	Title removed
Article 6.11	Article 2.8.3
6.12 Dependent's Education Travel	4.3.7.5. Dependent's Education Travel
Article 6.12	Article 4.3.7.5
6.13 Use of Home Leave for Further Professional Training	Title removed
Article 6.13	Article 5.6.3
6.14 Permitted travel dates	Title removed
Article 6.14	Removed: Procedural content, will be included in the MP
6.15 Official Per Diem Expenses when a Staff Member is on Home Leave	Title is removed
Article 6.15	Removed: Procedural content, will be included in the MP
6.16 Home leave expenses	Title is removed
Article 6.16	Removed: Procedural content, will be included in the MP

Current Regulation	Location in the new Staff Rules
Chapter VII. Staff association	Chapter VI. ASOCIACIÓN DE PERSONAL
7.1 Staff Association	6.1 Staff Association
Article 7.1.1	Article 6.1.1
Article 7.1.2	Removed: Procedural content, will be included in the MP
7.2 Officers of the Staff Association	6.2 Officers of the Staff Association
Article 7.2.1	Article 6.2.2
Article 7.2.2	Article 6.2.1
7.3 Use the Official Time and IICA Facilities	6.3 Use the Official Time and IICA Facilities
Article 7.3.1	Article 6.3.1
Article 7.3.2	Article 6.3.2
Article 7.3.3	Article 6.3.3
7.4 Facilities and Guarantees for Officers of the Staff Association	6.4 Facilities and Guarantees for Officers of the Staff Association
Article 7.4.1	Article 6.4.1
Article 7.4.2	Article 6.4.2

Current Regulation	Location in the new Staff Rules
Chapter VIII. OFFICIAL TRAVEL	Chapter VII. OFFICIAL TRAVEL
8.1 Official travel	7.1 Official travel
Article 8.1	Article 7.1.1
8.2 Fund Advances for Official Travel	Titlle removed
Article 8.2	Removed: Procedural content, will be included in the MP
8.3 Travel regulations	7.2 Travel regulations
Article 8.3	Article 7.2.1
8.4 Travel tickets	Titlle removed
Article 8.4	Removed: Procedural content, will be included in the MP
8.5 Official travel Document	7.3 Official travel Document
Article 8.5.1	Article 7.3.1
Article 8.5.2	Article 7.3.1
8.6 Means of transportations	7.4 Means of transportations
Article 8.6	Article 7.4.1
8.7 Per Diem Expenses for International Travel	7.5 Per Diem Expenses for International Travel
Article 8.7.1	Article 7.5.1
Article 8.7.2	Article 7.5.2
8.8 Per Diem and other Expenses for National Travel	7.6 Per Diem and other Expenses for National Travel
Article 8.8	Article 7.6.1
8.9 Per Diem Expenses for Staff Members in Case of Illness	Título se elimina
Article 8.9.1	Removed: Procedural content, will be included in the MP
Article 8.9.2	Removed: Procedural content, will be included in the MP
8.10 Official travel expenses	Titlle removed
Article 8.10	Removed: Procedural content, will be included in the MP
8.11 Travel and Settlement Expense	Titlle removed
Article 8.11.1	Article 4.3.5
Literal a	Article 4.3.5
Literal b	Article 4.3.5
Literal c	Article 4.3.5
Article 8.11.2	Article 4.2.8.1
8.12 Tavel for Health Reasons	Titlle removed
Article 8.12	Removed: Procedural content, will be included in the MP
8.13 Repatriation of Mortal Remains	4.2.8 Repatriation of Mortal Remains
Article 8.13.1	Article 4.2.8.1
Article 8.13.2	Article 4.2.8.3
Article 8.13.3	Article 4.2.8.4
Article 8.13.4	Article 4.2.8.2

Current Regulation	Location in the new Staff Rules
Chapter IX. SEPARATION FROM SERVICE	Chapter VIII. SEPARATION FROM SERVICE
9.1 Resignation	8.5 Resignation
Article 9.1.1	Article 8.1.1
Article 9.1.2	Article 8.9.2
9.2 Expiration of Appointment	Título se elimina
Article 9.2.1	Eliminated: There is no “Regular” PPI category
Article 9.2.2	Articles 8.2.1 y 8.9.1
Article 9.2.3	Article 8.1.1
9.3 Termination of Appointment for Health Reasons	8.7 Termination of Appointment for Health Reasons
Article 9.3.1	Article 8.7.1
Literal a	Eliminated: There is no “Regular” PPI category
Numeral i	Eliminated: There is no “Regular” PPI category
Numeral ii	Eliminated: There is no “Regular” PPI category
Numeral iii	Eliminated: There is no “Regular” PPI category
Numeral iv	Eliminated: There is no “Regular” PPI category
Numeral v	Eliminated: There is no “Regular” PPI category
Literal b	Article 8.7.1
Numeral i	Article 8.1.1
Numeral ii	Article 8.1.1
Numeral iii	Article 8.1.1
Numeral iv	Article 8.7.1
Numeral v	Article 8.7.1
Article 9.3.2	Article 8.7.2
9.4 Termination Due to Reduction in Personnel for Abolition of Post	8.4 Termination Due to Reduction in Personnel for Abolition of Post
Article 9.4.1	Article 8.4.1
Article 9.4.2	Article 8.4.2
Article 9.4.3	Eliminated: There is no “Regular” PPI category
Article 9.4.4	Article 8.1.1
9.5 Rescission of Appointment	8.2 Rescission of Appointment
Article 9.5.1	Article 8.2.1
Article 9.5.2	Article 8.2.2
Literal a	Article 8.2.2 a
Literal b	Article 8.2.2 b
Literal c	Article 8.2.2 c
Literal d	Article 8.2.2 d
Literal e	Article 8.2.2 e
Literal f	Article 8.2.2 f
Literal g	Article 8.2.2 g
Literal h	Article 8.2.2 h
Literal i	Article 8.2.2 1
Article 9.5.3	Article 8.2.3
Article 9.5.4	Article 8.2.7
Article 9.5.5	Article 8.2.4
9.6 Summary Dismissal	8.3 Summary Dismissal
Article 9.6.1	Articles 9.9.1 y 9.9.2
Article 9.6.2	Article 8.3.1
Article 9.6.3	Article 9.9.3
Article 9.6.4	Article 8.9.3
Article 9.6.5	Article 9.9.4

Current Regulation	Location in the new Staff Rules
9.7 Separation from Service	8.6 Separation from Service
Article 9.7.1	Article 8.6.1
Article 9.7.2	Eliminated: There is no “Regular” PPI category
Article 9.7.3	Article 8.6.2
9.8 Certificate for Years of Service	8.10 Certificate for Years of Service
Article 9.8.1	Article 8.10.1
Article 9.8.2	Article 8.10.1
9.9 Letter of Recommendation	8.11 Letter of Recommendation
Article 9.9	Article 8.11.1
9.10 Payment in Case of Staff Member’s Death	8.8 Payment in Case of Staff Member’s Death
Article 9.10	Article 8.8.1
9.11 Lead-Time for Separation from Services	8.9 Lead-Time for Separation from Services
Article 9.11.1	Article 8.9.1
Article 9.11.2	Article 8.9.1
9.12 Repatriation Upon Separation from Service	8. 12 Repatriation Upon Separation from Service
Article 9.12.1	Article 8.12.1
Article 9.12.2	Article 8.12.2
Article 9.12.3	Article 8.12.1

Current Regulation	Location in the new Staff Rules
Chapter X. DISCIPLINE AND RECONSIDERATION	Chapter IX. DISCIPLINE AND RECONSIDERATION
10.1 Disciplinary Measures for International Professional Personnel	9.1. General Disciplinary Measures
Article 10.1.1	Article 9.1.1
Article 10.1.2	Article 9.1.2
Article 10.1.3	Article 9.9.1
10.2 Disciplinary Measures for Local Professional and General Services Personnel	9.1. General Disciplinary Measures
Article 10.2	Article 9.1.1
10.3 Right to be Heard	9. 2 Right to be Heard
Article 10.3.1	Article 9.2.1
Article 10.3.2	Article 9.4.3
Article 10.3.3	Article 9.2.1
Article 10.3.4	Article 9.2.2
Article 10.3.5	Articles 9.3.1, 9.3.2 y 9.3.3
Article 10.3.6	Article 9.3.5
10.4 Joint Committee on Disciplinary Measures	Tittle removed
Article 10.4.1	Removed: A single committee is formed Human Talent Advisory Committee (HTAC)
Article 10.4.2	Removed: A single committee is formed Human Talent Advisory Committee (HTAC)
10.5 Procedures of the Joint Committe on Disciplinary Measures	Tittle removed
Article 10.5.1	Article 9.6.1 A
Article 10.5.2	Removed: Duplicate with 10.5.1
Article 10.5.3	Article 9.6.5
10.6 Reconsideration	9.7 Reconsideration
Article 10.6	Articles 9.7.1, 9.7.2 y 9.7.3
10.7 Joint Advisory Committee on Reconsideration	Tittle removed
Article 10.7.1	Article 9.6.6
Article 10.7.2	Removed: A single committee is formed Human Talent Advisory Committee (HTAC)
Article 10.7.3	Removed: A single committee is formed Human Talent Advisory Committee (HTAC)
10.8 Procedures for recosideration	Tittle removed
Article 10.8.1	Article 9.7.5
Article 10.8.2	Article 9.7.6
Article 10.8.3	Article 9.7.4
Article 10.8.4	Article 9.7.7
Article 10.8.5	Articles 9.6.5 y 9.7.8
Article 10.8.6	Article 9.7.9
Article 10.8.7	Article 9.7.10
Article 10.8.8	Article 9.7.11
Article 10.8.9	Article 9.7.12
Article 10.8.10	Article 9.7.14
Article 10.8.11	Article 9.6.3
10.9 Release Time	Tittle removed
Article 10.9	Article 9.7.15
10.10 Sexual Harassment	9.10 Harassment

Current Regulation	Location in the new Staff Rules
Literales a,b,c,d,e,f,g	Removed: The topic of sexual harassment from the previous Chapter X is reformulated to include disciplinary provisions on all types of harassment.