

ABOUT UN WATCH

Founded in 1993, UN Watch is a non-governmental organization based in Geneva, Switzerland that monitors the United Nations by the yardstick of its charter and protects human rights worldwide. For more information, please visit: www.unwatch.org.

ACKNOWLEDGEMENTS

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Introduction

Notwithstanding the repeated denials by the United Nations Relief and Works Agency (UNRWA) and its insistence that it has zero tolerance for hatred and antisemitism, UN Watch continues to find abhorrent antisemitism and support for jihadi terrorism by UNRWA staff on social media. This report details how UNRWA teachers in a 3,000member UNRWA staff Telegram group cheered and celebrated Hamas's October 7th massacre while at the same time asking when their UNRWA salaries will be paid. The UNRWA staff in the group shared photos and video footage of those events and prayed for the terrorists' success and for Israel's destruction, in clear violation of UN rules.1

Some examples from the report include:

- 1. Israa Abdul Kareem Mezher (Group Admin), UNRWA Contract Number: 30010783. On October 7th, he excitedly celebrated the Hamas massacre "God is the greatest God is the greatest" and declared "Israel's time is over."
- 2. Waseem Medhat Abu El Ula (Group Admin), UNRWA Contract Number: 30026402. Calls to kill Israelis - "execute the first settler" -and prays for terrorists'
- 3. Safaa Mohammad Al Najjar (Group Admin), UNRWA Contract Number 30026166. On October 7th, she praised Hamas Mujahidin ("holy warriors").
- 4. Abdallah Mehjaz (Group Admin), LinkedIn Profile confirms he is an UNRWA teacher. Urges Gaza civilians not to leave harm's way, and instead to serve as human shields for Hamas.

- Moreed Abdulaziz Issa, UNRWA Contract **Number: 30016859.** On October 7th, he celebrated the Hamas massacre of Israelis "What we did exceeded expectations... What they do after doesn't matter."
- Shatha Husam Al Nawajha, UNRWA Contract Number: 30030836. On October 7th, she prayed for the success of the Hamas terrorists—"May God protect them and guide their aim." She also wished for the terrorists' "victory" and for their "safe return" with "booty."
- "Yousif's Mother," chat history includes conversations about her UNRWA salary. On October 7th, she praised Hamas terrorists as "heroes," marveled at their "hearts," and prayed for God to "guide their aim."
- Ibrahim Sami El Sultan, UNRWA Contract Number: 30016429. On October 7th, he cheered Hamas's hostage-taking.
- "Hussein," chat history includes conversations about his UNRWA salary. He prayed to "break the Jews and their camp."
- 10. "Yaser," posed in front of his classroom blackboard. Posted "Oh, how much I hate the Jews."

This is the latest in a series of reports on UNRWA staff antisemitism and incitement to jihadi terrorism which our research proves is systemic and widespread. Since 2015, UN Watch has exposed over 150 UNRWA staff Facebook pages that contain antisemitism and incitement to jihadi terrorism in blatant violation of UN neutrality. Since our research is based exclusively on public Facebook pages of people who self-identify as UNRWA employees and we don't have access to a full list of UNRWA employees or UNRWA staff

Including Article 101(3) of the UN Charter ("paramount consideration" in employing staff is "securing the highest standards of efficiency, competence and integrity"; UN Staff Regulation 1.2(b) (staff must "uphold the highest standards of...integrity," including "probity, impartiality, fairness..."; UN Staff Regulation 1.2(f) (UN staff must remain neutral and impartial, especially with respect to public pronouncements); UNRWA Staff Regulation 1.4 (staff must "avoid any action and in particular any kind of public $pronouncement which may adversely \ reflect on their status or integrity, independence or impartiality..."; \textbf{UNRWA} \ Staff Regulation$ 1.7 (staff must not engage in "any political activity which is inconsistent with or might reflect upon the independence and impartiality required by their status). See Staff Regulations and Rules, UN (Last visited January 23, 2024), https://policy.un.org/ policy-doc/29078; Area staff regulations, UNRWA (January 1, 2018), .

Facebook profiles, many of which are private, it cannot capture the scope of the problem. We have always assessed that UNRWA staff neutrality violations are systematic and go well beyond the examples in our reports. As we have repeatedly explained, the real issue here is not the Facebook posts themselves, but the fact that UNRWA hires antisemitic and terrorist-supporting staff in the first place.

UNRWA's typical response to our research has been to disparage our human rights organization and downplay the problem as reflecting just a few bad apples.2 The UNRWA Telegram group featured in this report completely eviscerates UNRWA's denials and exposes the extent of UNRWA's failure to do the bare minimum to address its staff's neutrality violations. Disappointingly, the UN's initial response to this issue was to again disparage UN Watch and to vaguely claim that "any allegations are looked into."3 Yet, despite ample evidence of the violations,4 the UN still has not addressed the matter in any meaningful way.

Methodology and Contents

The data in this report comes from a Telegram group named "UNRWA-Gaza Daily Vacancies," which was created on March 25, 2020 and contains 3,000 members, most of whom are UNRWA teachers. Telegram is a platform similar to WhatsApp, through which group members can chat with each other and share documents and other files.

As stated in the group description, the purpose of the group is to coordinate negotiations for improved contracts and working conditions for UNRWA teachers employed under temporary (daily or monthly) contracts, even though many of the group members have been working at UNRWA for years.

Anyone can access the group. UN Watch downloaded all of the data in the group from March 25, 2020 to January 10, 2024, including chat history and shared files and attachments, and reviewed the entire chat history from October 7th onward.5 In addition, UN Watch conducted key word searches on the pre-October 7, 2023 data to identify relevant chats and files.

Where possible, UN Watch matched Telegram nicknames with full names and identifying data on the UNRWA employee lists circulated in the group. However, in most cases, this was not possible because the nicknames were not sufficiently unique. In some cases, UN Watch was able to corroborate UNRWA employee status via the chat history in the group or other public information. Nevertheless, due to the overwhelming evidence that this is a group for UNRWA teachers, as detailed in the next section, UN Watch applies a presumption that all group members are in fact UNRWA teachers.

This report profiles 30 members of the UNRWA Telegram group who celebrated and endorsed Hamas's October 7th massacre of Israelis or otherwise supported Hamas terrorism. Annex A contains proof that this is an UNRWA group. Annex B contains screenshots of the relevant Telegram chats with translations.6

Remarks by UNRWA Commissioner General Philippe Lazzarini on the Occupied Palestinian Territory, UNRWA (November 16, 2023), https://www.unrwa.org/newsroom/official-statements/remarks%E2%80%AF-unrwa-commissioner-general-philippe-defended by the commissioner of the commlazzarini%E2%80%AF-occupied; @UNLazzarini, Twitter (November 11, 2023, 4:50 PM), https://twitter.com/UNLazzarini/ status/1723352537825243541; UNRWA Statement on UN Watch Allegations, UNRWA (August 5, 2021), https://www.unrwa.org/ newsroom/official-statements/unrwa-statement-un-watch-allegations.

[@]UNWatch, Twitter (January 15, 2024, 2:32 AM), https://twitter.com/UNWatch/status/1746691832250040478.

[@]HillelNeuer, Twitter (January 10, 2024, 2:45 AM), https://twitter.com/HillelNeuer/status/1744883114042658902; $@Hillel Neuer, \textbf{Twitter} (January 15, 2024, 8:29 PM), \\ \underline{https://twitter.com/Hillel Neuer/status/1746962851955191937}. \\ \\ \underline{https://twitter.com/Hillel Neuer/status/1746962851955191937}. \\ \underline{https://twitter.com/Hillel Neuer/status/1746962851957}. \\ \underline{https://twitter.com/Hillel Neuer/status/17469628519}. \\ \underline{https://twitter.com/Hillel Neuer/status/17469629}. \\ \underline{$

The full archive of the UNRWA-Gaza Daily Vacancies Telegram Group chat is available at https://unwatch.org/UNRWA-terrorgram.

The times in the screenshots are Central European Time. The real time of the chat is one hour later than the time indicated. The times stated in our text are the real times.

The UNRWA Telegram Group

The UNRWA Telegram group was created by Hani Jouda, who advocates for the rights of UNRWA staff⁸ and is listed among the group admins as the owner. The Telegram group description states that it is affiliated with the Palestine Refugee Advocacy Network, which appears to be connected to the PLO Refugee Affairs Department.9 In August 2022, Jouda was photographed with UNRWA Gaza Director Thomas White at a meeting discussing UNRWA services.10



In addition to creating the Telegram group, Hani Jouda is also listed as the main contact for the Palestine Refugee Advocacy Network.11 Hani Jouda himself rejects Israel's right to exist and promotes antisemitism. On May 15, 2020, Jouda posted on Facebook about the "Zionist occupation" of Palestine in 1948, concluding "The right of return is an irrevocable solid right" and "#we_will_return_ to_Palestine_72."12 In a June 18, 2021 post, he denied any Jewish connection to the Land of Israel,

stating "Jews do not have religious rights in the Holy Land."13 On his blog, Jouda quotes antisemitic texts that portray Jews as having a superiority complex that "fills the being of every Jewish individual" and as being "cunning" and "clever in evil."14

Aside from Hani Jouda, there are 18 other admins in the group who presumably are UNRWA teachers based on their presence and engagement in the group. Seven of these have been identified on UNRWA employee lists as detailed in *Annex A*. The numerous group discussions about UNRWA salaries, schedules, and teaching materials, as well as confidential UNRWA employee lists with ID numbers, documents with the UNRWA logo, letters on UNRWA letterhead, including from UNRWA Gaza Director Thomas White, and photos of teachers protesting in front of UNRWA schools, confirm the group is for UNRWA teachers. Group members also used the Telegram group to share answers to UNRWA training exam questions, including trainings on ethics and integrity and social media neutrality. Selected screenshots of this material are available in Annex A.

About UNRWA and Palestinian Refugees

Among all peoples in the world affected by conflict and displacement, only the Palestinians have a dedicated UN agency to assist their so-called refugees, i.e., those displaced in the 1948 war launched by the Arab states against Israel when it declared independence, as well as their descendants. Unlike the UN High Commissioner for Refugees (UNHCR)—the UN refugee agency for the rest of the

 $Hani Jouda, \textbf{Facebook} \ (\textbf{March 31, 2020}), \\ \underline{\textbf{https://www.facebook.com/haanii0jouda/posts/nterminations/march 31, 2020})}$ pfbid0xKENYL8EHQVyyuQkqnUM5SfdtRt1JK7REh9NqLUyPXzK3kq8sc2hm8nfFJgfjHiyl.

Hani Jouda, Facebook (Last visited January 23, 2024), https://www.facebook.com/haanii0jouda/; $Hani \textit{Jouda}, \textbf{Facebook} (August 17, 2022), \\ \underline{https://www.facebook.com/hani.a.joudaa/posts/news/facebo$ pfbid03rCc5CC2CAduLpFhNoibP4EbQcsRSe3wj46ezSwi9bMXbYqcGBSEbTYHKWqdWWFGl.

Advocacy for Palestine Refugees Facebook Page About, Facebook (Last visited January 23, 2024), $\underline{https://www.facebook.com/Advocacy.For.Palestine.Refugees/about} \ (listing website as \ \underline{https://plord.ps/}).$

Hani Jouda, Facebook (August 17, 2022), https://www.facebook.com/hani.a.joudaa/posts/ 10 pfbid03rCc5CC2CAduLpFhNoibP4EbQcsRSe3wj46ezSwi9bMXbYqcGBSEbTYHKWqdWWFGl.

Palestine Refugee Advocacy Network Facebook Page, Facebook (Last visited January 23, 2024), 11 https://www.facebook.com/Advocacy.For.Palestine.Refugees.

Hani Jouda, Facebook (May 15, 2020), https://www.facebook.com/Hani.Joudaa/posts/ 12 pfbid 0 29 BGKN kq 9 tMEN axWPe 19 yys Bkcr 8 Hxm MN 9 XUnvj G75 NWo7WVUPR 4d2NqZkSbWFz Bpl.

¹³ Hani Jouda, Facebook (June 18, 2021), https://www.facebook.com/Hani.Joudaa/posts/ pfbid02qj725D3kKm9bRGCumJHyiVmfn9qMzz8pMBM2vXzjtv3boEt2oKb2asPJ23fQxiVUl.

Hani Jouda Blog (Last visited January 23, 2024), https://hani-jouda.blogspot.com/2022/04/blog-post.html.

world's refugees-UNRWA does not have a mandate to resettle Palestinian refugees, which would lead to their removal from refugee rosters. Instead, UNRWA is dedicated to maintaining the refugee status of its 5.9 million constituents until there is a "just and lasting solution to their plight."15

On the surface, UNRWA serves as an internationally funded welfare agency that provides education, health care, and cash assistance to millions of Palestinians. With 30,000 staff, most of whom are Palestinian refugees, UNRWA is also a major source of employment for them.¹⁶ Some 20,000 of these UNRWA beneficiaries work in UNRWA education.17

In practice, UNRWA is a political advocacy tool to promote the so-called Palestinian right of return, which is just another way for the Palestinians to achieve their ultimate goal of eliminating Israel as a Jewish state. Last March, the UNRWA Teachers' Union in Lebanon described UNRWA as "the main political witness to our cause," i.e., to the plight of the refugees and their right of return.¹⁸ Therefore, it is not surprising that UNRWA has close ties to the Palestinian leadership, as indicated by the fact that the PLO-affiliated Palestine Refugee Advocacy Network was involved in creating and managing the UNRWA Telegram group at issue here.

At the same time, because it is part of the UN, UNRWA is mandated to abide by the UN humanitarian principles. Therefore, on its website, UNRWA pays lip service to these principles. However, our research since 2015 proves that UNRWA's representations are at best highly misleading and at worst outright lies.

UNRWA insists that its work is guided by the humanitarian principles, which include neutrality, impartiality, and independence.19 It claims that "UNRWA staff's respect of the Humanitarian Principles is attested by the rarity of staff conduct violations and our robust reporting system." Yet,

we continue to find violations through our research, which is based exclusively on public sources. Our assessment is that if we had access to non-public data, we would find many more violations. Moreover, the fact that we continue to find violations demonstrates that UNRWA staff neutrality violations are widespread and mostly ignored. Thus, the "rarity of staff conduct violations" touted by UNRWA proves only UNRWA's utter failure in identifying, investigating, and holding staff accountable for their neutrality violations.

On its website, UNRWA also boasts that 95% of its staff members have completed its social media and neutrality course. The high completion rate for UNRWA's social media and neutrality course, however, is meaningless. As detailed in *Annex A*, chat history and files found in this UNRWA Telegram group establish that UNRWA staff do not take this course seriously and help each other pass it by sharing the exam questions and answers in advance-in effect, cheating.

UNRWA further maintains that it takes "strong action" against UNRWA staff who violate the humanitarian principles "up to and including termination, for promoting hatred or engaging with controversial issues publicly or on social media"20 and UNRWA routinely touts its "zero tolerance" for hate speech and incitement to violence.²¹ However, this is belied by the case of Riad Nimr, a teacher in Lebanon who had publicly endorsed the gruesome terrorist stabbing and shooting at a Jerusalem synagogue in which five people were killed and hailed a Palestinian terrorist as a "pure soul." UNRWA initially suspended Nimr, only to reinstate him three weeks later after a mass pressure campaign by the UNRWA staff unions and by the Hamas and Islamic Jihad terror groups. UNRWA's susceptibility to pressure from both its staff unions and Palestinian terror groups confirms that UNRWA is incapable of taking "strong action" or enforcing a "zero tolerance" policy.

Frequently Asked Questions, UNRWA (Last visited January 23, 2024), https://www.unrwa.org/who-we-are/frequently-asked-15

¹⁶ Working at UNRWA, UNRWA (Last visited January 23, 2024), https://www.unrwa.org/careers/working-unrwa.

¹⁷ German Development Minister Announces Package of Support for UNRWA, UNRWA (November 8, 2023), https://www.unrwa.org/ newsroom/news-releases/german-development-minister-announces-package-support-unrwa.

Striking UNRWA Staff Protest Suspension of Teacher Who Incited Terrorism, UN Watch (March 22, 2023), https://unwatch.org/ 18 hamas-unrwa-staff-slam-suspension-of-teacher-who-promotes-terrorism/.

¹⁹ $Humanitarian \textit{Principles}, \textbf{UNRWA} (Last \textit{visited January 23, 2024}), \\ \underline{\text{https://www.unrwa.org/humanitarian-principles}}.$

Staff Conduct & Neutrality, UNRWA (Last visited January 23, 2024), https://www.unrwa.org/staff-conduct-neutrality. 20

²¹ UNRWA Reiterates its Zero Tolerance Policy Toward Hate-Speech, UNRWA (June 24, 2022), https://www.unrwa.org/newsroom/ press-releases/unrwa-reiterates-its-zero-tolerance-policy-toward-hate-speech.

Call to Action

UNRWA is funded by hundreds of millions of dollars of state donations. Although final donor numbers for 2023 have not yet been published, in 2022 UNRWA received \$344 million from the United States, \$202 million from Germany, \$114 million from the European Commission, \$61 million from Sweden, \$34 million from Norway, \$29 million from France, \$25 million from Switzerland, \$24 million from Canada, \$21 million from the UK, and \$21 million from the Netherlands.²² In our previous reports we have called on donors to do the following:

- (a) Demand that UNRWA implement its stated "Zero Tolerance" policy for employees who incite racism or murder, by immediately terminating such employees, and prominently publicizing on its website and social media these and other actions it is taking to root out such insidious conduct by UN staff, including the perpetrators listed in our previous reports;
- (b) Establish, in concert with other like-minded donor states, an independent and impartial investigation with the mandate to examine the nature and extent of incitement to antisemitism and terrorism among UNRWA teachers and other staff, and in UNRWA educational materials, and to recommend remedial action;
- (c) Demand that UNRWA provide an explanation as to why some employees identified in UN Watch's reports were placed on paid leave rather than unpaid leave, as well as an explanation of what criteria determines whether an UNRWA employee who incites antisemitic hatred or terrorism receives a warning, dismissal or other disciplinary measure;
- (d) Demand that UNRWA publicly disclose the names and records of completion of what it states is mandatory teacher training on neutrality, non-violence, tolerance, and conflict resolution, as well as on its teacher-centered approach;
- (e) Determine and disclose which of the people identified as having posted antisemitism and terrorist incitement on social media, in

- this report and all previous reports, is still employed by UNRWA, and thereby potentially being funded by them;
- (f) Demand that UNRWA conduct a thorough investigation of its facilities and put an immediate stop to all antisemitic or terrorist-inciting activities and images found there;
- (g) Work with UNRWA to implement effective monitoring and controls to ensure the neutrality of UNRWA facilities, UNRWA educational materials, and staff and make public its activities in this regard;
- (h) Demand that UNRWA be in full compliance with its neutrality obligations prior to releasing any further funds to UNRWA; and
- (i) Instruct UNRWA to stop defaming UN Watch for exposing UNRWA's neutrality violations.

In reporting on this issue for nearly a decade, we have repeatedly called for the above measures. Yet we are not aware that any has ever been pursued, let alone implemented. Therefore, we have now reached the conclusion that UNRWA and its donors are clearly not interested in pursuing genuine reform.

Neither UNRWA nor any of the donor states has ever contacted us for information following the publication of our reports. For example, our initial exposé about this Telegram group was published on our website on January 10, 2024. It was reported worldwide. Although the UN spokesman stated that the UN looks into "any allegations," UNRWA has never contacted us to request evidence. UN Watch has preserved copies of messages, photos, and videos from that chat group, many of which have been deleted by the users. No genuine investigation is possible without this information.

The very existence of a Telegram group of 3,000 teachers in which members celebrate Hamas atrocities is but a symptom of the core problem of UNRWA, which is that its true purpose is to perpetuate the conflict. As Former Swiss Foreign Minister Ignazio Cassis said in 2018, "UNRWA...has become part of the problem."23

It is now time for the international community, particularly the United States and other donor states, to examine alternatives to UNRWA.

²² default/files/2017-2023_top_20_rank_total_0.pdf.

Minister: 'UN agency is part of the problem in the Middle East,' Swiss Info (May 17, 2018), https://www.swissinfo.ch/eng/politics/ 23 palestinian-refugees_minister---un-aid-agency-is-part-of-the-problem-in-middle-east-/44124956.

UNRWA Staff Celebrate October 7th Attack and Endorse Hamas Terrorism

1. Israa Abdul Kareem Mezher aka "Sun of Sunshine"

> Praises October 7th Terrorists, Prays for Hamas Victory, Endorses Hostage-Killing

Waseem Medhat Abo El Ula aka "A. Handsome"

Endorses Hamas Terrorism and Advocates Killing Israelis

3. "Yousif's Mother"

Proud of Hamas Terrorists, Wants to Emulate Education They Received, Calls Jews Deceitful

4. "Abu Omar"

Celebrates October 7th, Glorifies Hamas Terrorists, Endorses Hostage-Killing and Genocide of Jews

5. "Muhammad Al Zuhairi"

Justifies and Celebrates October 7th Attack

6. "Ibrahim Ibrahim"

Celebrates October 7th as "Blessed Day" and "Historical Moment"

7. Maha Khalil Hammad aka "Maha Khalil"

Prays for Safety of Hamas Terrorists



Shatha Husam Al 8. Nawajha aka "Shatha Elnawaiha"

Lauds October 7th Terrorists and Prays for Hamas Victory

9. Moreed Abdulaziz Issa aka "Moreed Issa"

Celebrates October 7th Attack

10. "FR Mohamed"

Praises October 7th Terrorists, Rejects Israel's Right to Exist

11. "Asma Asma"

Venerates Hamas Terrorist

12. Ibrahim Sami El Sultan aka "Ibrahim Sultan"

Celebrates Hamas October 7th Atrocities

13. "Fattouma Salem"

Celebrates Hamas Attack

14. "Salim Alawaity"

Supports Hamas Terrorists

15. "Muhammad Abu Al-Qasim"

Celebrates October 7th Attack and Calls Jews "Apes and Pigs"

16. Safaa Mohammad Al Najjar aka "Safa Al-Naiiar"

Celebrates October 7th Attack

17. "Amna Shehada"

Celebrates October 7th Attack

18. "Amal Saleh"

Endorses Hamas Resistance

19. "Yaser"

Denies Israel's Right to Exist and **Hates Jews**

20. "Gaith"

Endorses Hamas Terrorism

21. "Umm Hossam"

Backs Murderous Hamas Terrorists For "Doing Their Duty"

22. Abdul Rahman Ibrahim **Hussein Zagout aka** "Hussein"

Prays to "Break the Jews"

23. "Manael"

Encourages Gazans to Serve as Human Shields for Hamas

24. "Abu Yaseen"

Glorifies Terrorism for Children

25. "Alhamdulilah"

Endorses Hamas Atrocities

26. "Abdallah Mehiaz"

Amplifies Hamas Call to Gazans to Remain as Human Shields

27. "Ebtesam"

Supports Hamas

28. "Ahmad Abu Laila"

Celebrates Hamas Rockets

29. Hadeel A. Baset Mahdi aka "Hadeel Mahdi"

Glorifies Hamas Terrorism

30. Weam Majdi Kalloub aka "Majdi Azzam"

Celebrates May 2021 Lod Pogrom

Israa Abdul Kareem Mezher aka "Sun of Sunshine"

Praises October 7th Terrorists, Prays for Hamas Victory, Endorses Hostage-Killing

> Full Name: Israa Abdul Kareem Mezher Telegram Nickname: Sun of Sunshine **UNRWA Contract Number: 30010783**

Position: Elementary School Arabic Language Teacher

On the morning of October 7th, Israa Abdul Kareem Mezher (aka "Sun of Sunshine"), ecstatically celebrated the Hamas terrorists and prayed for their success ("May God keep their feet steady and guide their aim"; "pray for the Mujahidin") and safe return ("God protect them and bring them back safe"). At 7:38 AM, as news of the Hamas atrocities began to spread, Mezher cheered "God is the greatest God is the greatest." Minutes later he shared a photo of one of the Hamas terrorists armed and in uniform, excitedly declaring that "Israel's time is over." In response to another group member who wondered what these "heroes" were "brought up on," Mezher proudly proclaimed that "They imbibed jihad and resistance with their mothers' milk."

At 8:15 AM, Mezher commented on a photo of a dead Hamas terrorist wearing a Hamas headband that God is giving him a "warm welcome," adding "Our martyrs are in heaven and their [Israeli] dead are in hell." Another group member endorsed the sentiment, saying "we are proud" of this "most glorious bravery." At 8:28 AM, Mezher shared a photo of captured Israeli civilians stripped to their underwear and lying face down on the ground, applauding the God-granted Hamas "victory." At 8:59 AM, Mezher captioned a photo of armed Hamas terrorists inside Israel as "awe-inspiring scenes of Al-Qassam fighters in Gaza envelope." Mezher continued to share and comment on other "exclusive" photos of the Hamas attack. Later in the day, after Israel began its military response, Mezher

called to bomb Tel Aviv, prayed to "protect our Mujahidin" and lamented that most of the terrorists had become "martyrs."

Mezher continued to applaud and encourage Hamas attacks after October 7th. At 7:35 AM on October 10th, Mezher appealed to "secure victory with the blood of the mujahidin" who should "spread their pride and glory everywhere." Moments later, he endorsed Hamas's hostage-taking and murder of Israeli civilians when he shared a statement by Hamas Al-Qassam Brigades Spokesman Abu Obaida, that Hamas would "execute the civilian hostages they took" and "broadcast it in audio and video" in response to Israeli airstrikes.

Prior to October 7th, Mezher had shared with Waseem Medhat Abo El Ula, featured below, educational content demonizing Israel and Jews. The material blames "the Jews" for "deporting" the Palestinians from their homes and considers Israeli cities like Jaffa and Haifa to be part of Palestine. One question asks "What would happen if the Palestinian people give up their right to return to their land?" The answer given is that "Palestine will never be free and the Palestinians will remain refugees out of their land."

Waseem Medhat Abo El Ula aka "A. Handsome"

Endorses Hamas Terrorism and Advocates Killing Israelis

Full Name: Waseem Medhat Abo El Ula

Telegram Nickname: A. Handsome

UNRWA Contract Number: 30026402

ID Number: 400138061

Position: Gaza (Nuseirat) English Teacher

Waseem Medhat Abo El Ula (aka "A. Handsome"), one of the UNRWA Telegram group administrators, prayed for Hamas terrorists ("May God save them"), advocated killing Israelis, and shared and endorsed Hamas propaganda. On October 8th, Medhat called to "execute the first settler on live broadcast." In an October 11th chat, Medhat prayed to violently defeat



Israel/the Jews-"tear them apart" and "kill them one by one." On January 8, 2024, Medhat celebrated a failed Israeli hostage-rescue when he forwarded a message on how the Al-Qassam Brigades "blocked," "thwarted," "killed and wounded them, and kept some of their belongings."

Although he did not post relevant material in the Telegram chat on October 7th itself, on that day, Medhat glorified Hamas terrorist Akram Abu Hasanen as an "Al-Qassam Brigades martyr" on his personal Facebook page.

On November 20th, Medhat shared a photo of a suicide vest warning "Jews" to "wait" because the suicide vest "is waiting to go into battle officially and exclusively."

On November 23rd, Medhat shared a video of a speech by Hamas Al-Qassam Brigades Spokesman Abu Obaida on the "48th day of #Flood_of_Al-Aqsa Battle." On December 4th, Medhat shared a photo of Abu Obaida and excitedly announced to the group that they would soon hear "Abu Obaida's greatest speech since 7 October." The next day, at 7:53 AM, Medhat affirmed the close connection between UNRWA staff and Hamas when he wrote "Hamas is the people..."

On December 25th, Medhat forwarded a message to the group affirming his endorsement of Hamas. The message opposed an Egyptian ceasefire proposal which would remove Hamas from power. The message also praised Hamas rule for "mustering the strength that broke the occupation's back" and said that continued Hamas rule in Gaza would be "one of the most significant signs of the resistance's victory" and of "the occupation's defeat." It added that Gaza Palestinians would never agree to be without Hamas, referred to as "resistance," to protect them.

On January 2, 2024, after Israel assassinated Saleh Arouri, Deputy Chief of the Hamas Politburo, Medhat dubbed him a "martyr."

"Yousif's Mother"

Proud of Hamas Terrorists, Wants to Emulate Education They Received, Calls Jews Deceitful

Telegram Nickname: Yousif's Mother

Additional Proof of UNRWA Affiliation:

Chat history concerning UNRWA salary and screenshot of official PA form in which she listed her occupation as UNRWA teacher

On the morning of October 7th, Yousif's Mother praised the Hamas terrorists as "heroes" and prayed for their success ("May God protect them and bring them back to their families."). At 7:58 AM she prayed for "God to guide their aim," marveled at their "hearts," and wondered how their mothers had raised them. A few minutes later, at 7:52 AM, she commented on a video of Hamas terrorists invading Israel, praying for their success—"your prayers for their guidance and steadfastness."

At 8:01 AM, Yousif's Mother exulted in the Hamas atrocities as "pride that knows no boundaries." At the same time, she glorified the education given to these terrorist "heroes" which led them on the path of martyrdom and yearned to emulate it for her own children—"I want one of the mothers of these heroes to teach me how I should bring up my children." At 8:17 AM, Yousif's Mother again affirmed she was "proud" of the terrorists and admired their atrocities as "bravery in its most glorious forms."

Then at 8:25 PM on October 8th, in the context of a chat about the Israeli strikes, Yousif's Mother warned fellow group members to "be careful" because "the Jews deceit is unbelievable." This is a classic antisemitic trope characterizing Jews as deceitful and dishonest.

"Abu Omar"

Celebrates October 7th, Glorifies Hamas Terrorists, Endorses Hostage-Killing and Genocide of Jews

Telegram Nickname: Abu Omar

Abu Omar's initial response to the October 7th attack was to support the Hamas terrorists. At 11:09 AM on October 7th, Abu Omar admonished members of the group chat "not to publish the names of martyrs" to prevent their homes from being targeted by Israel. Similarly, on October 9th, Abu Omar warned group members not to publish "the names of martyrs particularly those who crossed the border" or any identifying information about them or their condition because it could aid Israel in targeting their homes and families. Again on October 16th, Abu Omar asked people not to share the footage of the attacks from the terrorists' body cams "as there are many members of Al-Qassam's Nukhba forces who survived and came back, and the occupation is trying to identify and assassinate them."

On October 8th, Abu Omar celebrated and endorsed the previous day's massacres, which he described as "our youths [Hamas terrorists] break their evil into pieces." He repeatedly praised God for the Hamas success, elated that "their [Israeli] thrones are shaking," "their [Israeli] state is collapsing," "our mujahidin are roaming through the land [Israel]," and concluded by proclaiming that "our youths [Hamas terrorists] will utterly destroy whatever falls into their hands." Abu Omar similarly endorsed the Hamas atrocities on October 12th when he wrote that 30 of his own friends and family had become "martyrs," and he does not want "their work and what they did [i.e., their terrorist atrocities in Israel] to become scattered dust." Therefore, he pleaded for patience so that "we" can achieve "victory." When, on October 9th, Hamas threatened to execute hostages, Abu Omar endorsed this as a valid tactic to get the Israeli public to pressure the government to cease its military campaign in Gaza. On December 5th, Abu Omar glorified Hamas terrorists as "mujahidin fighting like lions in the battlefield."

In his October 8th chat, Abu Omar also quoted verses from the Quran about Muslim victory and supremacy over the Jews ("They [the Jews] will be stricken with disgrace wherever they go, unless they are protected by a covenant with God or a treaty with the people"), while at the same time calling for the genocide of Jews—"the time of their disappearance has come" and "be glad for this is their end." Similarly, on October 11th, Abu Omar quoted from the Quran glorifying martyrdom and describing the war as "a war of duty, glory, bravery, and pride."

A few days into the war, after Israel had warned Gaza civilians to evacuate, Abu Omar praised those who stayed put to serve as human shields for Hamas. On October 13th, he "saluted" the "youths of the Al-Shati refugee camp and al-Jala' who took to the streets in their thousands to show their commitment to staying in their neighborhoods no matter the price" and commended their commitment to "jihad" and "return," meaning returning to areas within sovereign Israeli territory.

On November 29th, in response to criticism of Hamas by another group member, Abu Omar promoted jihad and martyrdom in the pursuit of liberating Al-Aqsa—"we must fight a jihad in it as it is a divine duty...We wish to become martyrs every day and God willing our martyrdom will be at the doors of Al-Aqsa Mosque as victorious liberators." In later conversations, Abu Omar continued to disparage "demoralizing talk" critical of Hamas and prayed for victory—"we need your prayers for the resistance that God make their feet steady."

5

"Muhammad Al Zuhairi"

Justifies and Celebrates October 7th Attack

Telegram Nickname: Muhammad Al Zuhairi

On the morning of October 7th, Al Zuhairi justified and celebrated Hamas's October 7th massacre. At 6:41 AM, Al Zuhairi asserted that it was in "response" to Israel's attack on "Al-Aqsa



and the prisoners." He then celebrated the attack as "the force of God" and prayed for God to "grant guidance" to the terrorists.

At 7:17 AM, Al Zuhairi reported in the group about the Hamas attack, including its use of drones and informed members to "Expect a great statement shortly." A few minutes later, at 7:20 AM, Al Zuhairi continued, glorifying martyrdom in battle against the enemy—"when you meet them [the enemy] show endurance and know that paradise is under the shadows of the swords." Al Zuhairi ended by posting hashtags endorsing the Hamas attack and praying for victory-#we_suprise_them_on_their_Sabbath and #o_Allah_grant_us_victory.

At 8:13 AM, Al Zuhairi shared a photo of the impact of an exploded rocket in Tel Aviv, commenting "Tel Aviv now."

On October 12th, Al Zuhairi advised group members on how best to protect Hamas terrorists and their families. He cautioned group members not to provide any identifying information to female callers ostensibly offering financial reward and asking for details about the homes of Hamas commanders.



"Ibrahim Ibrahim"

Celebrates October 7th as "Blessed Day" and "Historical Moment"

Telegram Nickname: Ibrahim Ibrahim

On October 7th, Ibrahim Ibrahim excitedly celebrated the Hamas attack. At 7:16 AM, he advised the group that Mohammed Deif, head of the Al-Qassam Brigades, would soon deliver an "important" statement to the "Palestinian people and all Arab and Islamic nations." Twenty minutes later, at 7:37 AM he wrote "Praise God, O God, grant blessings, O Lord." Then at 9:56 AM, responding to

a photo of Hamas terrorists breaching the border fence, Ibrahim Ibrahim praised the "blessed day and a day of God."

At 10:27 AM, Ibrahim Ibrahim cheered Hamas terrorists' murderous takeover of one of the Israeli border kibbutzim-"Exclusive scenes of the takeover of Kibbutz...Praise be to God." At 10:40 AM, Ibrahim Ibrahim enthused about the "Historical moments" in response to another photo of the attack, adding that "After seeing these scenes one is not worried about dying" because "What comes after that is not important."

At 9:25 PM that night, Ibrahim Ibrahim was praying for the Hamas terrorists to be successful in their murderous assault-"May God guide the aim of the mujahidin."

Maha Khalil Hammad aka "Maha Khalil"

Prays for Safety of Hamas Terrorists

> Full Name: Maha Khalil Hammad Telegram Nickname: Maha Khalil

On the morning of October 7th, Maha Khalil Hammad (aka Maha Khalil), endorsed the Hamas attack. At 8:01 AM, in response to someone else's praise for the education the Hamas terrorists had received from their mothers, Hammad prayed for the terrorists' well-being. "Indeed may God protect them and bring them back to their families although they set out with the aim to become martyrs," she wrote.



Shatha Husam Al Nawajha aka "Shatha Elnawajha"

Lauds October 7th Terrorists and Prays for Hamas Victory

> Full Name: Shatha Husam Al Nawajha Telegram Nickname: Shatha Elnawajha UNRWA Contract Number: 30030836

ID Number: 411973530 **Position:** Math Teacher

At 7:59 AM on the morning of October 7th, Shatha Husam Al Nawajha (aka Shatha Elnawajha) prayed for the well-being and success of the Hamas terrorists in carrying out their massacre in Israel—"May God protect them and guide their aim." She wished not only for "victory," but also for the terrorists' "safe" return "and with booty." At 8:00 AM, she lauded the terrorists for taking "their destiny into their own hands," and again prayed for God to "protect" them and make them "victorious."



Moreed Abdulaziz Issa aka "Moreed Issa"

Celebrates October 7th Attack

Full Name: Moreed Abdulaziz Issa Telegram Nickname: Moreed Issa UNRWA Contract Number: 30016859

ID Number: 410506307

Position: Teacher at Shouka Elem Coed

School

At 10:41 AM on October 7th, Moored Abdulaziz Issa aka Moreed Issa exulted in the success of Hamas's October 7th attack, calling it "beyond expectations." Issa thought it was so amazing that whatever Israel does in response "makes no difference."

10

"FR Mohamed"

Praises October 7th Terrorists, Rejects Israel's Right to Exist

Telegram Nickname: FR Mohamed

On October 7th, FR Mohamed commended the Hamas terrorists for learning that "dying in the name of God is our most divine aspiration" in response to a post that had lauded them as "heroes." On October 13th, FR Mohamed appealed to Gazans to ignore Israeli evacuation warnings and to either remain in their homes or charge the Gaza/Israel border and "return" to "our land"—"we will go all together to the eastern border so a million citizens will march together to the Gaza envelope so the deportation becomes return through the eastern part of the strip to our land." Thus, FR Mohamed effectively rejects Israel's right to exist by claiming sovereign Israeli territory to be Palestinian land.

"Asma Asma"

Venerates Hamas Terrorist

Telegram Nickname: Asma Asma

On October 7th, Asma Asma venerated one of the Hamas terrorists, Yahya Khalid Abu Daqqah, that participated in the October 7th massacre as a "martyr" who "ascended to heaven" where he received "a warm unplanned welcome."



12

Ibrahim Sami El Sultan aka "Ibrahim Sultan"

Celebrates Hamas October 7th Atrocities

Name: Ibrahim Sami El Sultan

Telegram Nickname: Ibrahim Sultan UNRWA Contract Number: 30016429 Position: Programme Education in Jabalia

On October 7th, Ibrahim Samil El Sultan aka "Ibrahim Sultan" celebrated Hamas's October 7th atrocities. At 2:08 PM, he cheered Hamas's hostagetaking by posting a mocking photo of an Israeli soldier taken captive along with a heart emoji.

13

"Fattouma Salem"

Celebrates Hamas Attack

Telegram Nickname: Fattouma Salem

At 7:37 AM on the morning of October 7th, Fattouma Salem excitedly celebrated the Hamas massacre in Israel, proclaiming "God is the greatest God is the greatest." At 8:25 AM she responded to a chat about one of the Hamas terrorists killed during the attack, expressing her support by praying "God have mercy on him and receive him in heaven O God O Lord."

14

"Salim Alawaity"

Supports Hamas Terrorists

Telegram Nickname: Salim Alawaity

At 7:54 AM on October 7th, Salim Alawaity endorsed the Hamas terrorists committing atrocities in Israel. Responding to an excited post about the invasion, Alawaity prayed for God to guide the terrorists. "God guide.. God guide," he wrote.



16

"Muhammad Abu Al-Qasim"

Celebrates October 7th Attack and Calls Jews "Apes and Pigs"

> Telegram Nickname: Muhammad Abu Al-Qasim

On the morning of October 7th, at 6:46 AM, Muhammad Abu Al-Qasim celebrated Hamas's October 7th massacre and prayed for its success, writing "God is the Greatest, God guide the strikes." At 7:52 AM, he again prayed for the terrorists to be successful in their killing, writing "May God guide their shots."

On November 27th, while debating whether Egypt's role in the ceasefire was positive, Abu Al-Qasim endorsed a critical view of Egypt on account of its standing with "the Jews," meaning Israel. Abu Al-Qasim then used antisemitic language to describe Jews. He wrote—"We have two wars, one against the sons of monkeys and pigs [reference to the Jews] and another against corrupt traders God curse them."

Safaa Mohammad Al Najjar aka "Safa Al-Naiiar"

Celebrates October 7th Attack

Prep Girls School, Rafah

Full Name: Safaa Mohammad Al Najjar Telegram Nickname: Safa Al-Najjar UNRWA Contract Number: 30026166 Position: Computer Teacher at Moghraga

On the morning of October 7th, at 7:33 AM, Safaa Mohammad Al Najjar, one of the UNRWA Telegram group admins, excitedly celebrated Hamas's October 7th massacre. Commenting on footage of the attacks, Al Najjar exclaimed, "resistance on the roof of settlers' houses" with a heart emoji.

"Amna Shehada"

Celebrates October 7th Attack

Telegram Nickname: Amna Shehada

On the morning of October 7th, at 7:41 AM, Amna Shehada celebrated the October 7th Hamas attack and prayed for its success. She wrote "God make them steadfast and grant them victory."

"Amal Saleh"

Endorses Hamas Resistance

Telegram Nickname: Amal Saleh

On October 7th, Amal Saleh endorsed the Hamas atrocities in Israel when she prayed at 8:01 AM for God to protect Gaza's "resistance," meaning the Hamas terrorists.



19

"Yaser"

Denies Israel's Right to Exist and Hates Jews

Telegram Nickname: Yaser

Additional Proof of UNRWA Affiliation:

Posed in front of classroom blackboard

Yaser considers Israel's sovereign territory to be Palestine, referring to Israel's border with Lebanon as "the north of Palestine," thus denying Israel's right to exist. He also states outright that he "hates Jews."

20

"Gaith"

Endorses Hamas Terrorism

Telegram Nickname: Gaith

On October 9th, Gaith, one of the UNRWA Telegram group admins, likened the Hamas terrorist massacre in Israel to the Prophet Muhammed's victorious battle over the "disbelievers" in Badr in the year 624. He quoted a verse from the Quran—"I will cast horror into the hearts of the disbelievers. So strike their necks and strike their fingertips"— and then commented "God we have complied with your command." Thus, Gaith refers to Hamas's October 7th massacre as "complying with God's command." He then proclaims that Hamas will achieve "victory like the victory in Badr."

21

"Umm Hossam"

Backs Murderous Hamas Terrorists For "Doing Their Duty"

Telegram Nickname: Umm Hossam

On October 12th, Umm Hossam supported the murderous Hamas terrorists for "doing their duty and beyond." She called on other group members to "back the resistance," meaning Hamas, until "either victory or martyrdom." By victory, Umm Hossam meant "living in the land of Ribat [Palestine]," which she described as "our destiny." By Palestine, she meant sovereign Israeli territory, not her current residence of Gaza.

22

Abdul Rahman Ibrahim Hussein Zaqout aka "Hussein"

Prays to "Break the Jews"

Full Name: Abdul Rahman Ibrahim Hussein Zaqout

Telegram Nickname: Hussein

ID Number: 403007008

Additional Proof of UNRWA Affiliation: Chat history concerning UNRWA salary and other UNRWA administrative matters

On October 13th, after Israel began its campaign of airstrikes against Hamas, Hussein prayed to "break the Jews and their camp."



"Manael"

Encourages Gazans to Serve as Human Shields for Hamas

Telegram Nickname: Manael

On October 13th, Manael endorsed Abu Omar's call for Gazans to refuse to evacuate to safety and stay as human shields for Hamas. She wrote, "by God no we live here and we shall die here or return to our lands."

"Abu Yaseen"

Glorifies Terrorism for Children

Telegram Nickname: Abu Yaseen **Additional Proof of UNRWA Affiliation:** Chat history in which he provides information on how to complete UNRWA trainings

On November 22nd, Abu Yaseen incited and glorified terrorism for children. He posted an artistic photo of a child looking at a reflection of himself growing up to be an armed terrorist. The caption threatens "the rebel will not be annihilated...one day I shall come," meaning the child growing up to be a terrorist is inevitable.



"Alhamdulilah"

Endorses Hamas Atrocities

Telegram Nickname: Alhamdulilah

On December 28th, Alhamdulilah called to "liberate Jerusalem" by "sword," fully endorsing Hamas's October 7th atrocities and ongoing terrorism. He lionized Al-Qassam Brigades Commander Mohammed Deif and his Hamas terrorists as "giant guardians," "lions of struggle," and "creators of horrors." Alhamdulilah advocated further violence, calling to "wage war and draw the swords of the heroes."

"Abdallah Mehjaz"

Amplifies Hamas Call to Gazans to Remain as Human Shields

> Telegram Nickname: Abdallah Mehjaz **Additional Proof of UNRWA Affiliation:** LinkedIn Profile in which he states that he is a teacher at UNRWA

On October 13th, Abdallah Mehjaz forwarded a message from the Hamas Interior Ministry urging Gazans to stay put and ignore the Israeli messages calling on them to evacuate for their safety.



27

"Ebtesam"

Supports Hamas

Telegram Nickname: Ebtesam

On January 3, 2024, Ebtesam supported Hamas, confirming its pervasiveness in Gaza, including within her own family. She wrote "They think that HAMAS are separate people most of Al-Qassam are our brothers and children."

28

"Ahmad Abu Laila"

Celebrates Hamas Rockets

Telegram Nickname: Ahmad Abu Laila **Additional Proof of UNRWA Affiliation:** Chat history concerning UNRWA salaries and student test scores

During Hamas's last unprovoked assault on Israel in May 2021, Ahmad Abu Laila excitedly celebrated Hamas rockets launched at Israel. On May 13, 2021 he cautioned to "wait for a surprise," "O God a chilling surprise," and proclaimed that the Hamas "resistance is victorious." It appears he was referring to Hamas rockets targeting Eilat and Hamas's claim that it had launched a new type of rocket with a range covering all of Israel.

29

Hadeel A. Baset Mahdi aka "Hadeel Mahdi"

Glorifies Hamas Terrorism

Full Name: Hadeel A. Baset Mahdi Telegram Nickname: Hadeel Mahdi UNRWA Contract Number: 30022924

Similarly, on May 13, 2021, Hadeel Mahdi responded to photos and posts celebrating Hamas's new long-range rocket. She forwarded a message from "jihadist insights" with a greeting of "peace from our rifles" to "you O guardians of glory," apparently referring to Hamas with its new weapon.



30

Weam Majdi Kalloub aka "Majdi Azzam"

Celebrates May 2021 Lod Pogrom

Full Name: Weam Majdi Kalloub

Telegram Nickname: Majdi Azzam

UNRWA Contract Number: 10777281

On May 13, 2021, Majdi Azzam celebrated the 2021 Lod pogrom in which Israeli Arab rioters burned three synagogues, torched cars, threw rocks, and firebombed Jewish homes, causing injuries, commenting "God is the greatest and all praise be to God." Kalloub also referred to an injured Israeli as a "settler," effectively denying that the mixed Jewish-Arab city of Lod is part of Israel.





Annex A

Proof Telegram Group is an UNRWA Group Chat



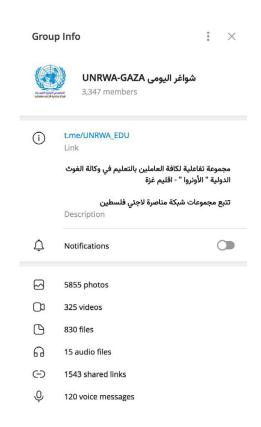


Group Name and Description

Group Name: UNRWA-GAZA Daily Vacancies

Group Description: An interactive group for all education workers at the International Relief Agency "UNRWA" - Gaza Region

Group affiliated with the Palestine Refugee Advocacy Network



2 Group Admins are UNRWA Teachers

Waseem Medhat Abo El Ula aka "A. Handsome" UNRWA Contract Number: 30026402, English Teacher

Abdallah Mehjez LinkedIn Profile states that he is an UNRWA Teacher²⁴

Safaa Mohammad Al Najjar UNRWA Contract Number: 30026166, Moghraqa Prep Girls School

Maram Mohammad El Madhoun UNRWA Contract Number: 10777810, Jabalia Elementary Boys School, Jabalia

Bayan Omar Dahalan aka "Bayan DH" UNRWA Contract Number: 30000426, Abasan Primary Boys School, East Khan Younis

Ahmed Gamal Muhammad Ayyash aka "Ahmed Ayyash" UNRWA Contract Number: 30028807, Rafah South Area

Hamza Talab Al Najjar aka "Hamza" UNRWA Contract Number: 10777186, Jabalia Preparatory Boys "A", Jabalia

Alaa Akram Madi aka "Akram Mahdi" UNRWA Contract Number: 30026183, Ibn Al Haytham Elementary Boys School

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²⁴ Abdullah Mehjaz, LinkedIn (Last visited January 22, 2024), https://www.linkedin.com/in/abdullah-mehjez-9128ab17b/?trk=public_profile_browsemap&originalSubdomain=ps.

Members Share Official UNRWA Training Documents





برنامج تأهيل المعلمين الجدد

المجمع التدريبي الثاني المتعلمون والتعلم

دائرة التعليم – رئاسة الأونروا في عمان جميح الحقوق محفوظة للأونروا

Members Share Internal UNRWA Staff Memos







20 September 2023

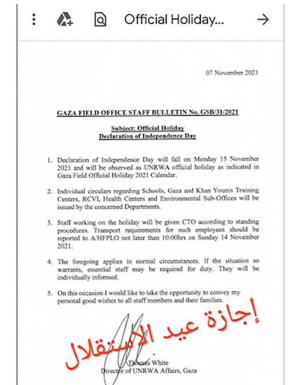
GAZA FIELD OFFICE STAFF BULLETIN No. GSB/21/2023

Subject: Official Holiday - Prophet's Birthday

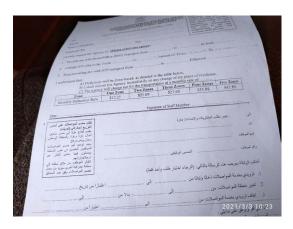
The Prophet's Birthday will fall on Wednesday 27 September 2023, and it will be observed as an UNRWA official holiday as indicated in Gaza Field Official Holiday 2023 Calendar.

Staff working on the holiday will be given CTO according to standing procedures. Transport requirements for such employees should be reported to HFPLO not later than 10:00hrs on Tuesday 26 September 2023.

The foregoing applies in normal circumstances. If the situation so warrant essential staff may be required for duty. They will be individually informed



Members Discuss UNRWA Salaries and School Holidays

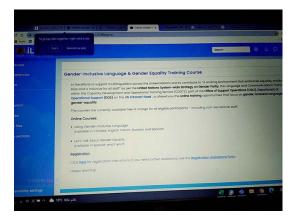






Members Share iLearn (Moodle) Portal Only Accessible with UNRWA Email



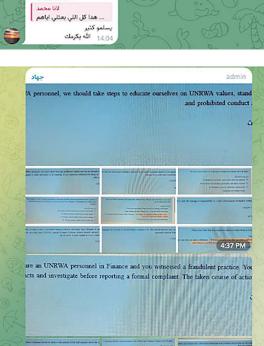






Members Share Questions and Answers for UNRWA Training Exams













Members Share UNRWA Daily Worker Contract and Standards of Conduct



عقد بنظام المياومة

	رقم العقد
العقد بين وكالة الأمم المتحدة لإغاثة وتشغيل اللاجنين الفلسطينيين في الشرق الأدنى ("العامل بنظام المياومة ").	تم إبرام هدا ا (الأونروا) و
لاستفادة من خدمات العاملين بنظام المياومة وفقا للشروط العامة المنصوص عليها في هذا العقد. يوافق العامل بنظام تادية هذه الخدمات وفقا لمهذه الشروط والأحكام العامة.	المياومة على
ة (المهام)	طبيعة المهمأ
ليفي: الدرجة:	المسمى الوظ
الدانرة / المكتب طالب الوظيفة:	مركز العمل:
ليومي: مدة المهمة:لغاية:	معدل الاجر الالمحدد المالا
روط العامة	الاحكام والشر
تتجاوز هذا الاستحقاق، سوف يتم خصمها مـن رصيد الاجازة المسموح بها اويتم احتسابها كإجازة غير مدفوعـــة	بتقرير طبي ا الأجر.
نمة	4. إنهاء الخد
شعار: يجوز إنهاء هذا العقد بنظام المياومة من قِبل أي من الطرفين في أي وقت بإعطاء الطرف الأخر إشعــــــــار بالنسبة للعقــــود التي تقل مدتها عن ثلاثة شهور، وخمسة أيام عمل بالنسبة للعقود المستمرة لثلاثة شهور أو أكثر، الإنهاء الفوري لسوء السلوك الجميم.	خطي فوري
الإستحقاقات	5. الأجور وا
أجر اليومي: يحق للعامل بنظام المياومة قيمة من أجره/أجرها اليومي الذي سيتم دفعه على أساس متأخــــــرات.	1.5 معدل الا
ں عن الإصابة أو المرض أو الوفاة المنسوبة للخدمة: يُقر العامل بنظام المياومة بانه لن يتم تزويد تأمين على حياة عجــــــز أو تأمين من نوع اخر من قبل الوكالة فيما يتعلق بهذا العقد. ومع ذلك، بالرغم من أن العاملين بنظــــــام فراد تكميليون وليسوا موظفين نظاميين، ففي حالة الإصابة أو المرض أو الوفاة للعامل بنظام المياومة المنسوبــــة ناء الخدمات بموجب عقد/عقدها، يحق لم/لها الحصول على تعويض عن طريق مبلغ إجمالي مقطوع يعادل قيمــة ي سيكون مستحق الدفع بموجب قوانين عمل الموظفين المحليين لموظف نظامي محلي يؤدي مهــــام مماثلة.	او صحة او ع المياومة هم أا مباشرة إلى أد
ياقة الصحية	6. شهادة اللو
مل بنظام المياومة أنه، حسب معرفته/معرفتها واعتقاده/اعتقادها، انه/انها لانق/لانقة صحياً لأداء الواجبات التي يتم	1.6 يُقر العاه التعاقد عليها.
إضافية للعامل بنظام المياومة	7. التزامات
والواجبات: يُقر العامل بنظام المياومة ويوافق على أن حقوقه/حقوقها والنز لماته/النز اماتها تقتصر بشكل محــــــدد راحكــــــــام هذا العقد.	
ت: يمثثل العامل بنظام المياومة ويضمن أنه لم يكن هو أو هي أو أي من شركانهم مرتبطين، ومتعهدين بانـــــــــــــــــــــــــــــــــــ	يجوز له / لها المشاركة في
السلوك: ينبغي على العامل بنظام المياومة أن يتصر ف/تتصرف حسب متطلبات الحرص والكفاءة، وفقـــا لأعلى رقية ومعاييـــر السلوك وبطريقة تحمي مصالح الوكلة في جميع الأوقات. يجب على العامل بنظام المياومــة أن واستقلال الوكالة كمنظمة تابعة للأمم المتحدة ولا يسعى المحصول على أو قبول تعليمات متطقة بالخدمات مــن أي إن ابه سلطة أخرى خارج الوكالة. لا يجـــوز للعامل بنظام المياومة أن يشارك خلال فترة اداء الخدمات فــي أي كس سلبًا على الوكالة ولن يشارك في أي نشاط يتعارض مع أهداف الوكالة. لقد قام العامل بنظـــام المياومــــة أن وقوانين عمل المحرف المنافقة عنه والمحدف الوكالة. لقد قام العامل بنظـــام المياومــــة أن يتوافق/تتوافق مــــع سلوح/سلوك المقولة عنه المياومـــة أن يتوافق/تتوافق مــــع سلوح/سلوك المتوامـــة أن تتمرف بشكل سلوكا مقطروا وفقا لمياسات الوكالة بشــان منع التمييز والتحرش - بما في ذلك التحرش الجنسي وتعليق سياسات الوكالة بشــان منع التمييز والتحرش - بما في ذلك التحرش الجنسي	المبادئ الأخلا يحترم حيادية حكومة أو من سلوك قد ينعك بقراءة أنظمة أعلاه، ينبغي يشترك في أي

9 Members Share Photos of UNRWA Teacher protests at UNRWA Schools



10 Members Share UNRWA Employee Lists

العام الدراسي الجديد 2023-2024		الجنس	التخصص	اسم الموظف	رقم الموظف (8أرقام)	
المدرسة	كود المدرسة (8أرق	المنطقة التعليمية ҭ	<u>▼</u>	▼	▼	المارسومين (مارس)
ذكور جليبو الإعدادية	10000205	B/Hanon& B/Lahia	М	الرياضيات	Ibrahim Tawfiq Salem	30017322
ذكور جليبو الإعدادية	10000205	B/Hanon& B/Lahia	М	اللغة العربية	Mohammad Awad El Kahlout	10777778
ذكور جليبو الإعدادية	10000205	B/Hanon& B/Lahia	М	التربية الاسلامية	Tareq Qasem Abu Khudair	30022319
ذكور جليبو الإعدادية	10000205	B/Hanon& B/Lahia	М	اللغة الإنجليزية	Wasim Ahmad Rehan	30025909
بنات بيت لاهيا الإعدادية " ب "	10000224	B/Hanon& B/Lahia	F	تكنولوجيا	Amal Ahmad El Hafi	30015995
بيت حانون الابتدائية المشتركة " د "	10000226	B/Hanon& B/Lahia	F	مرحلة دنيا	Asmaa Mohammad Tayem	30016208
بيت حانون الابتدائية المشتركة " د "	10000226	B/Hanon& B/Lahia	F	اللغة الإنجليزية	Enas Ismael Ammar	30026422
بيت حانون الابتدائية المشتركة " د "	10000226	B/Hanon& B/Lahia	F	اللغة الإنجليزية	Hanin Ulayan Al Houli	30026383
بيت حانون الابتدائية المشتركة " د "	10000226	B/Hanon& B/Lahia	F	المواد الاجتماعية	Heba Atallah Salama Al Azazmah	30015981
بيت حانون الابتدائية المشتركة " د "	10000226	B/Hanon& B/Lahia	F	مرحلة دنيا	Israa Khaled Salha	10777773
بيت حانون الابتدائية المشتركة " د "	10000226	B/Hanon& B/Lahia	F	اللغة الإنجليزية	Reem Jamal Shehada	10777796
ذكور بيت حانون الإعدادية " أ "	10000227	B/Hanon& B/Lahia	М	اللغة الإنجليزية	A El Aziz Jamal Hanouna	30013496
ذكور بيت حانون الإعدادية " أ "	10000227	B/Hanon& B/Lahia	М	الرياضيات	Mohammad Ahmad Srour	10777758
ذكور بيت حانون الإعدادية " أ "	10000227	B/Hanon& B/Lahia	М	اللغة الإنجليزية	Mohammad Yusef Zaqqout	30002759
ذكور بيت حانون الإعدادية " أ "	10000227	B/Hanon& B/Lahia	М	الفنون والحرف	Mosaab Jamal Abu Sal	30010682
ذكور بيت حانون الإعدادية " أ "	10000227	B/Hanon& B/Lahia	М	اللغة العربية	Wisam Atiya El Sinwar	10777817
بيت حانون الابتدائية المشتركة " أ "	10000228	B/Hanon& B/Lahia	F	اللغة الإنجليزية	Sabrin Walid Ayyad	30025855
بيت حانون الابتدائية المشتركة " ب "	10000229	B/Hanon& B/Lahia	F	الحاسوب	Sama Yousef Husain	30025880
بيت حانون الابتدائية المشتركة " ج "	10000230	B/Hanon& B/Lahia	F	الرياضيات	Duaa Sulaiman El Basyouni	10777900
بيت حانون الابتدائية المشتركة " ج "	10000230	B/Hanon& B/Lahia	F	اللغة العربية	Haya Samir Abu Yousef	10777828
بيت حانون الابتدائية المشتركة " ج "	10000230	B/Hanon& B/Lahia	F	اللغة الإنجليزية	Iman Hisham El Ashqar	30015978
بيت حانون الابتدائية المشتركة " ج "	10000230	B/Hanon& B/Lahia	F	اللغة الإنجليزية	Israa Jamil Zayed	30017583
بنات بيت حانون الإعدادية " أ "	10000231	B/Hanon& B/Lahia	F	تكنولوجيا	Amal Maher Hasan Al Ustath	30016755

الرقم الوظيفي	الاسم	تاريخ بداية العقد	تاريخ نهاية العقد	التخصص
30000066	Shadya Mohd Ali	22.08.2023	14.12.2023	TEACHER SOCIAL STUDIES
30000072	Tasnim Mohammad Wadi	22.08.2023	31.12.2023	TEACHER MATHEMATICS
30000073	Reem Abdalla Temraz	22.08.2023	31.12.2023	TEACHER ENGLISH
30000089	Omaya Mahmoud Abu Issa	22.08.2023	31.12.2023	TEACHER ENGLISH
30000100	A Rahman Ahmad Al Ghouti	22.08.2023	31.12.2023	TEACHER ARABIC
30000107	Basel Jamil Ledawi	22.08.2023	31.12.2023	TEACHER ARTS AND CRAFTS
30000114	Bilal Naim Zuhud	22.08.2023	31.12.2023	TEACHER SOCIAL STUDIES
30000118	Ahmad Hamdi Matar	22.08.2023	31.12.2023	TEACHER ENGLISH
30000126	Hanin Fahim El Dahnoun	22.08.2023	31.12.2023	TEACHER ENGLISH
30000133	Khitam Atiya Abd Wahed	22.08.2023	31.12.2023	TEACHER SCIENCE
30000135	Manal Mohammad Shaqalaih	09.09.2023	15.12.2023	TEACHER LOW ELEMENTARY (Class Teacher)
30000214	Amal Jamal Nassar	22.08.2023	31.12.2023	TEACHER ENGLISH
30000221	Fatma Adnan Alras	22.08.2023	31.12.2023	TEACHER SOCIAL STUDIES
30000237	Shaima Mohammad Yahya	22.08.2023	31.12.2023	TEACHER RELGN EDN
30000238	Fadwa Talab Abu Khousa	22.08.2023	31.12.2023	TEACHER SOCIAL STUDIES
30000249	Israa Abd Elkarim Mohammad	22.08.2023	31.12.2023	TEACHER MATHEMATICS
30000252	Nuha Kamal Abu Zayed	26.08.2023	26.09.2023	TEACHER MATHEMATICS
30000317	Riham Yaser Abu Asi	22.08.2023	31.12.2023	TEACHER ARABIC
30000320	Inas Husain El Umour	22.08.2023	31.12.2023	TEACHER RELGN EDN
30000324	Rawya A Khaleq Abu Lamdi	22.08.2023	31.12.2023	TEACHER LOW ELEMENTARY (Class Teacher)
30000328	Islam Salim Abu Zer	12.09.2023	14.09.2023	TEACHER LOW ELEMENTARY (Class Teacher)
30000379	Hamdeh Sweilem Al Rumi	26.08.2023	20.09.2023	TEACHER SCIENCE
30000396	Amany Salem Al Hmaida	22.08.2023	31.12.2023	TEACHER MATHEMATICS
30000398	Dalia Dawud Suhweil	22.08.2023	31.12.2023	TEACHER LOW ELEMENTARY (Class Teacher)



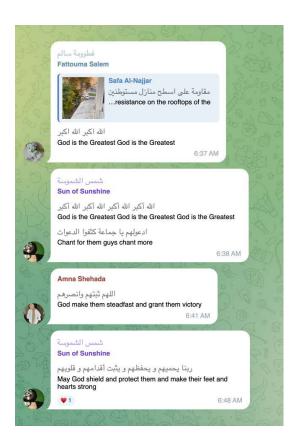
Annex B

UNRWA Telegram Group Chat Screenshots



Israa Abdul Kareem Mezher aka "Sun of Sunshine"

Praises October 7th Terrorists, **Prays for Hamas Victory, Endorses** Hostage-Killing











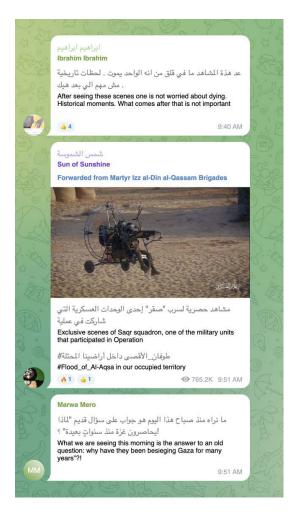


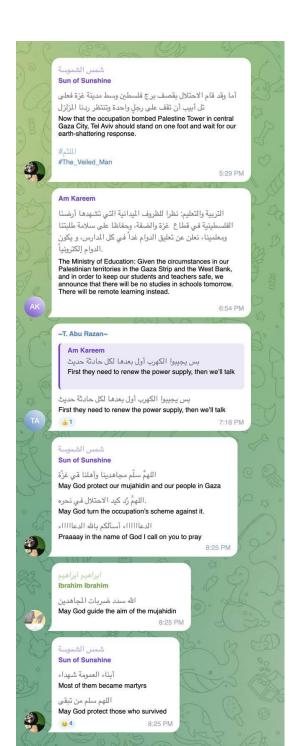
















Waseem Medhat Abo El Ula aka "A. Handsome"

Endorses Hamas Terrorism and Advocates Killing Israelis

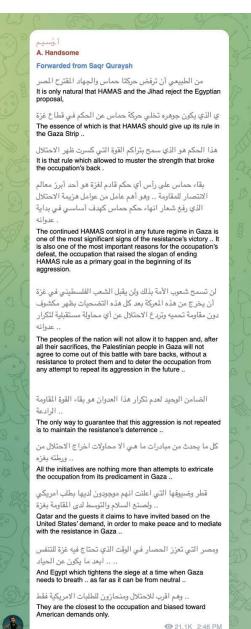






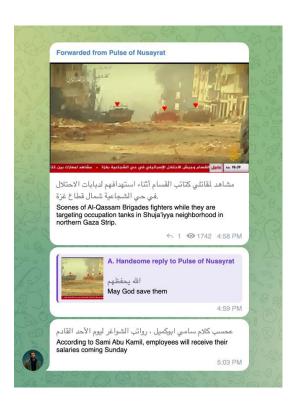






Handsome : الناشط حمزة المصرى Forwarded from activist Hamzah al-Masri كتائب القسام تفشل محاولة صهيونية لتحرير أحد أسرى العدو في مخيم البريج بعد تسلل قوة خاصة لمكان اعتقد العدو تواجد أحد الأسرى بداخله وتم التصدي للقوة وإفشال مهمتها والاشتباك معها وإيقاعهم بين قتيل وجريح وتم التحفظ على بعض مقتنيات القوة Al-Qassam Brigades thwarts Zionist attempt to free enemy prisoners held in Bureij refugee camp, after a special force infiltrated into the place where the enemy thought the prisoners were held. The force was blocked and its mission was thwarted the Al-Qassam Brigades fought them, killed and wounded them, and kept some of their belongings Forwarded from Gazan Monitor - Azzam 2 أنباء عن 9 قتلى وأكثر من 29 جريحاً في صفوف جنود الاحتلال في قطاع غزة اليوم Reports say nine occupation soldiers killed and more than 29 wounded in the Gaza Strip today الخبر منتشر على الجروبات العبرية، وننتظر الاعلان الرسمي This report is being circulated on Hebrew groups and we are waiting for the official announcement ● 1235 6:17 PM

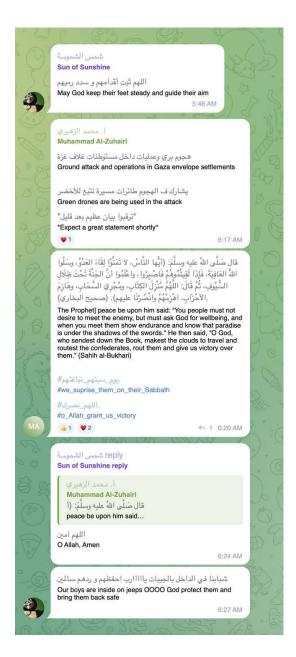






"Yousif's Mother"

Proud of Hamas Terrorists, Wants to Emulate Education They Received, Calls Jews Deceitful











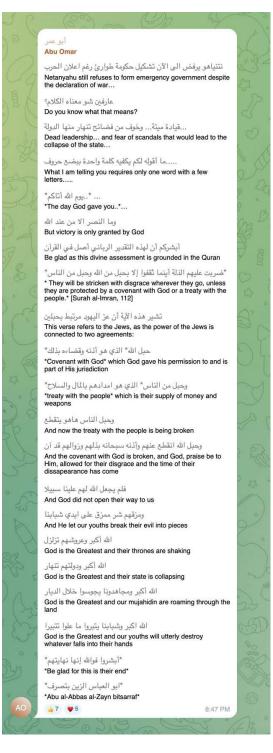




"Abu Omar"

Celebrates October 7th, Glorifies Hamas Terrorists, Endorses Hostage-Killing and Genocide of Jews



























"Muhammad Al Zuhairi"

Justifies and Celebrates October 7th Attack







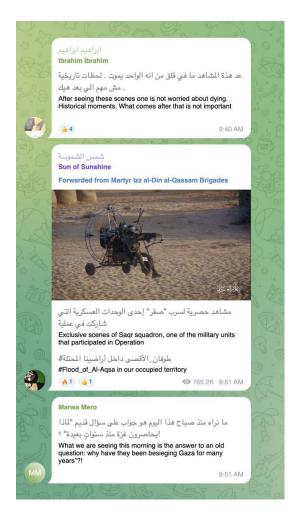


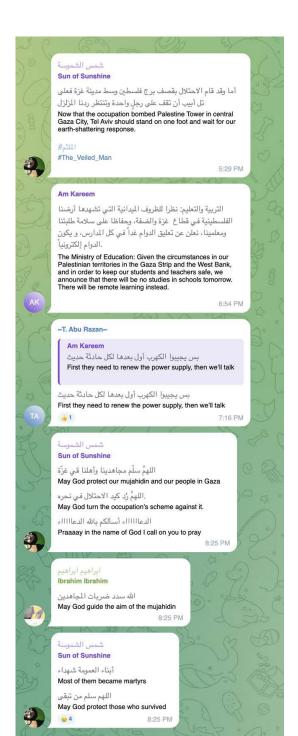
"Ibrahim Ibrahim"

Celebrates October 7th as "Blessed Day" and "Historical Moment"









Maha Khalil Hammad aka "Maha Khalil"

Prays for Safety of Hamas Terrorists



Shatha Husam Al Nawajha aka "Shatha Elnawajha"

Lauds October 7th Terrorists and **Prays for Hamas Victory**



Moreed Abdulaziz Issa aka "Moreed Issa"

Celebrates October 7th Attack



"FR Mohamed"

Praises October 7th Terrorists, Rejects Israel's Right to Exist





"Asma Asma"

Venerates Hamas Terrorist



12

Ibrahim Sami El Sultan aka "Ibrahim Sultan"

Celebrates Hamas October 7th **Atrocities**



13

"Fattouma Salem"

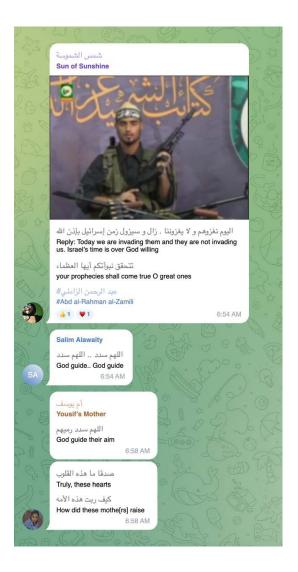
Celebrates Hamas Attack





"Salim Alawaity"

Supports Hamas Terrorists



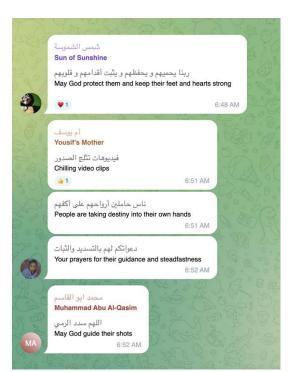
"Muhammad Abu Al-Qasim"

Celebrates October 7th Attack and Calls Jews "Apes and Pigs"









16

Safaa Mohammad Al Najjar aka "Safa Al-Najjar"

Celebrates October 7th Attack





"Amna Shehada"

Celebrates October 7th Attack



"Amal Saleh"

Endorses Hamas Resistance



"Yaser"

Denies Israel's Right to Exist and **Hates Jews**



"Gaith"

Endorses Hamas Terrorism



"Umm Hossam"

Backs Murderous Hamas Terrorists For "Doing Their Duty"



Abdul Rahman Ibrahim Hussein Zaqout aka "Hussein"

Prays to "Break the Jews"



"Manael"

Encourages Gazans to Serve as Human Shields for Hamas



"Abu Yaseen"

Glorifies Terrorism for Children





"Alhamdulilah"

Endorses Hamas Atrocities



26

"Abdallah Mehjaz"

Amplifies Hamas Call to Gazans to Remain as Human Shields



27

"Ebtesam"

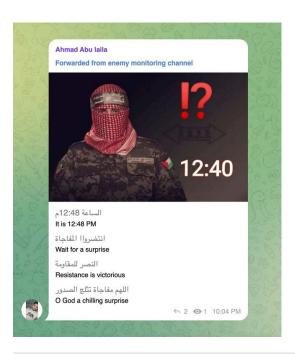
Supports Hamas



28

"Ahmad Abu Laila"

Celebrates Hamas Rockets

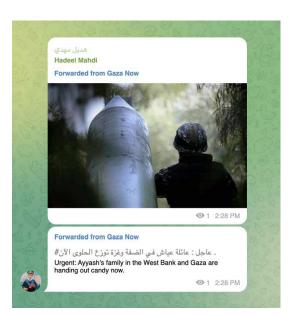


29

Hadeel A. Baset Mahdi aka "Hadeel Mahdi"

Glorifies Hamas Terrorism







30

Weam Majdi Kalloub aka "Majdi Azzam"

Celebrates May 2021 Lod Pogrom



UN Watch

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