



OATH OF SENSITIVITY & RESPECT TOWARDS WOMEN & GIRLS IN BEHAVIOR POLICY

Undertaking with respect to sensitivity and respect towards women and girls in behavior, statement, and actions

**I, XXXX Son/ daughter of XXXX Resident of XXXXXXXX, working as
XXXXX with IIMPACT Understand**

- That I am working with IIMPACT which is a reputed social purpose organization working exclusively for the education & empowerment of girl child majority of whom come from marginalized backgrounds in remote rural areas.
- That in the process of my work I am required to interact with women and girls' in and outside the organizations on a regular basis.
- That as an employee of IIMPACT I am expected to be extremely prudent while interacting with / in the presence of girls' and women in and outside my workspace, the group which consists of my co-workers, learners, teachers, community members and the larger set of stakeholders.
- That my statements, behavior, and actions always are under scrutiny and any intentional and unintentional behavior, actions and statements of mine leading to disrespect and harassment of women can create serious repercussions for my organization and the cause for which it is working.
- That any such above occurrence can also seriously jeopardize participation of girls and women in the IIMPACT program and can negatively impact them, hurting their psychological, emotional, or physical well being
- That IIMPACT has zero tolerance towards disrespect and harassment of women and girls. Any employee found involved in activities, statement or behavior against respectability and dignity of women and girls' is strongly condemned, reprimanded and is liable to strict disciplinary action in all circumstances.

I also pledge

- That I would be highly conscious and extremely cautious in indulging in any conversation, actions or making any statement which, intentional or intentionally, hurts women and girls and causes distress and humiliation to them.
- That I will act with utmost responsibility, sensitivity in interacting with or in the presence of women and girls'

- That I would observe decency and decorum in my speech and actions while interacting with or in front of women colleagues and would always display high level of propriety and civility in my professional conduct.
- That I will not engage in any conduct which hurts the dignity and respect of women and girls and stains the image and reputation of the organization in the outside world.
- That I also have full knowledge and understanding of POSH and its various provisions and am committed towards the cause of women and girls' education and empowerment.
- That I will proactively engage myself in any training and sensitization exercise taken by the organization from time to time in this regard and will ensure that all my statements, behavior and actions demonstrate my commitment towards the cause

I confirm that I understand the meaning and intention of the above stated statements and that any involvement from my end, knowingly or unknowingly, in above stated behaviour and action will lead to stern organisational actions against me.

I also understand that this undertaking of mine is part of recruitment policy of IIMPACT, breach of which may lead up-to termination of my services from the organisation.

Signature

Date:

Place: