



Ta'awun Charity Organization Sexual Harassment Policy

Ta'awun Charity Organization is committed to providing a safe and respectful environment for all employees, volunteers, and beneficiaries. We have a zero-tolerance policy towards sexual harassment and are dedicated to preventing any form of harassment in the workplace and during the delivery of our services.

Definition of Sexual Harassment

Sexual harassment is any unwelcome behavior of a sexual nature that creates a hostile, intimidating, or offensive environment. This may include, but is not limited to:

- Unwanted physical contact, such as touching or grabbing
- Verbal comments, jokes, or suggestions of a sexual nature
- Display of sexually explicit materials
- Requests for sexual favors or other forms of sexual advances

Policy Statement

- **Zero Tolerance:** Ta'awun has a strict zero-tolerance policy towards sexual harassment. Any form of sexual harassment, whether in the workplace, during community outreach, or within our programs, will not be tolerated.
- **Responsibility:** Every employee, volunteer, and beneficiary is expected to act professionally and treat others with respect, ensuring a safe and supportive environment for all.
- **Confidentiality:** We will handle all complaints of sexual harassment with the utmost confidentiality and respect for all parties involved.



- **Complaint Procedure:** Any individual who experiences or witnesses sexual harassment is encouraged to report it immediately to their supervisor or designated officer. The organization will investigate complaints promptly and take appropriate action, which may include disciplinary measures or termination of employment/volunteering.
- **Protection Against Retaliation:** Retaliation against anyone who reports sexual harassment or participates in an investigation will not be tolerated.

Ta'awun Charity Organization is committed to creating a safe and inclusive environment for all. We believe that everyone has the right to work and participate in our programs without fear of harassment. This policy ensures that all individuals are treated with dignity, respect, and fairness.