

**Professional Reference Check** 

Name of the person for		Organization o	i referee:			
which reference is						
provided: Aiman Haude Name of Referee: OTC HP		CD C		101-101		
Designation of Referee CTC HD		Date of Reference				
Designation of Referee CIE HR	Signature of Referee					
Please complete the sections below and return the filled CHIP Training and Consulting via email or surface m G.8.2, Islamabad, Pakistan.  Fick the mentioned rating for the recommended person:	nail ( <u>hr.</u>	gned reference t associate@chip	form to the Hum consulting.org)	nan Resource De or CTC House	partment of 1, Street 9,	
Professional/personal qualities Ou Stand		Above Satisfactory	Satisfactory	Not Satisfactory	Unknow	
Quality of work						
Ability to work with others		727				
Flexibility/adaptability to change						
Punctuality					-	
Communication-oral/written						
Attitude		i ka i				
Judgment						
Initiative/Leadership						
Achievements						
Overall Performance						
In addition, please provide the requested information	n halov	17.0				
1. I have known the applicant	II DCIOV	٧.				
As supervisorOther (Please specifi	(,;					
2. What was the applicant's position in your organis	y )					
	sation?	è				
Was there any harassment or unprofessional misc	sation?	t conduct (Sexu				
harassment) complaint lodged against the emplo	sation?	t conduct (Sexu				
harassment) complaint lodged against the emplo employment?	sation?	t conduct (Sexu				
harassment) complaint lodged against the emplo employment?  YesNo	sation? conduct byees by	conduct (Sexu the public or o	ther employees			
harassment) complaint lodged against the emploemployment?  YesNo  If the answer to question 3 is positive, please exp	sation? conduct byees by	conduct (Sexu the public or o	ther employees			
harassment) complaint lodged against the emplo employment?  YesNo	conductoryees by	t conduct (Sexu the public or of the public and out	come.	during the perio	d of	
harassment) complaint lodged against the emploemployment?  YesNo  4. If the answer to question 3 is positive, please exp Sexual ExploitationSexual HarassmentSexual HarassmentSexual HarassmentSexual HarassmentSexual HarassmentSexual HarassmentSexual HarassmentSexual HarassmentSexual Harassment	conductoryees by	t conduct (Sexu the public or of the public and out	come.	during the perio	d of	
harassment) complaint lodged against the emploemployment?  YesNo  4. If the answer to question 3 is positive, please exp Sexual ExploitationSexual HarassmentSexual Harassment	sation?  conduct  yees by  blain the  exual A	t conduct (Sexu the public or of the pub	come.  a risk to the safe	during the perio	d of	
harassment) complaint lodged against the emploemployment?  YesNo  4. If the answer to question 3 is positive, please exp Sexual ExploitationSexual HarassmentSexual HarassmentSexual ExploitationSexual HarassmentSexual Harassment	sation?  conduct  yees by  plain the  exual A  conduct	e nature and out that may pose a nature and out	come.  a risk to the safe	during the perio	d of	
harassment) complaint lodged against the emploemployment?  YesNo  4. If the answer to question 3 is positive, please exp Sexual ExploitationSexual HarassmentSexual Harassment miscovulnerable groups/adults?  YesNo  6. If the answer to question 5 is positive, please exp Sexual ExploitationSexual HarassmentSexual HarassmentSexual ExploitationSexual HarassmentSexual Harassment	sation? conduct blain the exual A conduct blain the exual A	e nature and out that may pose	come.	during the perio	d of	
harassment) complaint lodged against the emploemployment?  YesNo  4. If the answer to question 3 is positive, please exp Sexual ExploitationSexual HarassmentSexual Harassment miscovulnerable groups/adults?  YesNo  6. If the answer to question 5 is positive, please exp Sexual ExploitationSexual HarassmentSexual HarassmentSexual ExploitationSexual HarassmentSexual HarassmentSexual ExploitationSexual Harassment	sation? conduct blain the exual A conduct blain the exual A	e nature and out that may pose	come.	during the perio	d of	
harassment) complaint lodged against the emploemployment?  YesNo  4. If the answer to question 3 is positive, please exp Sexual ExploitationSexual HarassmentSexual Harassment miscovulnerable groups/adults?  YesNo  6. If the answer to question 5 is positive, please exp Sexual ExploitationSexual HarassmentSexual HarassmentSexual ExploitationSexual HarassmentSexual Harassment	sation?  conduct  yees by  plain the  exual A  conduct  plain the  exual A  a taken a	e nature and out that may pose a e nature and out that may pose a e nature and out	come.	during the perio	d of	
harassment) complaint lodged against the employment?  YesNo  If the answer to question 3 is positive, please exp Sexual ExploitationSexual HarassmentSexual ExploitationSexual Harassment misor vulnerable groups/adults?  YesNo  If the answer to question 5 is positive, please exp Sexual ExploitationSexual HarassmentSexual ExploitationSexual HarassmentSexual HarassmentSexual ExploitationSexual HarassmentSexual Harassment	sation?  conduct  yees by  plain the  exual A  conduct  plain the  exual A  a taken a	e nature and out that may pose a e nature and out that may pose a e nature and out	come.	during the perio	d of	
harassment) complaint lodged against the employment?  YesNo  4. If the answer to question 3 is positive, please exp Sexual ExploitationSexual HarassmentSexual ExploitationSexual Harassment misc vulnerable groups/adults?  YesNo  6. If the answer to question 5 is positive, please exp Sexual ExploitationSexual HarassmentSexual ExploitationSexual HarassmentSexual ExploitationSexual HarassmentSexual ExploitationSexual Harassment	sation?  conduct  blain the  exual A  conduct  blain the  exual A  a taken a	e nature and out that may pose a e nature and out that may pose a e nature and out	come.	during the perio	d of	



**Professional Reference Check** 

Name of the person for		Organization of referee:				
which reference is	7					
provided: Lainat	Libi			111.		
Name of Referee: CTC	TR	Date of Referen		M1/200-4		
Designation of Referee CTC HR		Signature of Re	feree '4	Person		
Please complete the sections below and return CHIP Training and Consulting via email or s G.8.2, Islamabad, Pakistan.	urface mail ( <u>h</u>	igned reference r.associate@chip	form to the Humoconsulting.org)	nan Resource De or CTC House	epartment of 1, Street 9,	
Tick the mentioned rating for the recommende	d person:	T		1	I	
Professional/personal qualities	Out- Standing	Above Satisfactory	Satisfactory	Not Satisfactory	Unknown	
Quality of work	3	7				
Ability to work with others		`				
Flexibility/adaptability to change						
Punctuality						
Communication-oral/written						
Attitude						
Judgment						
Initiative/Leadership						
Achievements						
Overall Performance						
In addition, please provide the requested inf	ormation belo	W:	1			
1. I have known the applicant	10.					
As supervisorOther (Plea						
2. What was the applicant's position in you	ur organisation	?				
2 777 1	1	at and duct (Carry		aavval akvaa a	# aavvva1	
3. Was there any harassment or unprofessi harassment) complaint lodged against t						
employment?	ne employees t	by the public of C	other employees	during the perio	0.01	
YesNo						
4. If the answer to question 3 is positive, p	lease explain th	ne nature and out	tcome.			
Sexual ExploitationSexual Harassmen						
5. Was the person engaged in any professivulnerable groups/adults?	onal misconduc	ct that may pose	a risk to the safe	ety of children ar	nd	
YesNo	727					
6. If the answer to question 5 is positive, p						
Sexual ExploitationSexual Harassmen	tSexual	Abuse				
7. Has any disciplinary action or investigation	tion been taken	against the pers	on			
YesNo		-				
8. Would you re-hire him/her if a vacancy	existed in your	r organisation?				
YesNo						
9. Would you recommend the applicant fo	r this position?	·	were the more than the second of the second			
YesNo						



JONGOLING				11-2	
	Professional Re	ference Check		F1-0-	
Name of the person for		Organization o	f referee:		. 1
which reference is	Λ 1 0 1	11 710			
provided:  Name of Referee:  OTC 1	L Slit			Mids	
	18	Date of Referen		1900 174	9
Designation of Referee CTC F	TR.	Signature of Re	feree	Much	
Please complete the sections below and return the CHIP Training and Consulting via email of G.8.2, Islamabad, Pakistan.  Tick the mentioned rating for the recommendations of the recommendation of the recommendation of the recommendation of the recommendation.	r surface mail (hi	igned reference r.associate@chip	form to the Hum oconsulting.org)	nan Resource De or CTC House	partment of 1, Street 9,
Professional/personal qualities	Out- Standing	Above Satisfactory	Satisfactory	Not Satisfactory	Unknown
Quality of work	1)				
Ability to work with others		= 8		1	
Flexibility/adaptability to change					
Punctuality Communication-oral/written					
PEC S TELESCOPE OF THE					
Attitude			-		
Judgment					
Initiative/Leadership					
Achievements					
Overall Performance					
In addition, please provide the requested	information belo	ow:			
1. I have known the applicant	loose specify)				
As supervisorOther (P 2. What was the applicant's position in	vour organisation	9			
2. What was the applicant's position in	your organisation	•			
3. Was there any harassment or unprofe harassment) complaint lodged agains employment?	ssional miscondu st the employees l	ct conduct (Sexu by the public or	ual exploitation other employees	, sexual abuse of during the period	or sexual od of
YesNo					
4. If the answer to question 3 is positive	, please explain the	he nature and ou	tcome.		
Sexual ExploitationSexual Harassm	entSexual	Abuse		0.1111	1
5. Was the person engaged in any profe vulnerable groups/adults?	ssional miscondu	ct that may pose	a risk to the sat	ety of children a	nd
YesNo					
6. If the answer to question 5 is positive	e, please explain t	he nature and ou	tcome.		
Sexual ExploitationSexual Harassm	nentSexual	Abuse			
7. Has any disciplinary action or investi	gation been taker	against the pers	son		
YesNo  8. Would you re-hire him/her if a vacan	ov evicted in vou	r organisation?			
8. Would you re-hire him/her if a vacan YesNo	ley existed iii you	organisation:		*	
9. Would you recommend the applicant	for this position?	)			
YesNo	Tot tills position.	197			
100					



**Professional Reference Check** 

H-1

Name of the person for		Organization of	f referee:		
which reference is	0				
provided: Javeria Yo Name of Referee: OTO HD	wat	D-4 CD - C-		150 h	
COLL		Date of Referen		o political	
Designation of Referee CTC HR		Signature of Re	Teree		
Please complete the sections below and return to CHIP Training and Consulting via email or su G.8.2, Islamabad, Pakistan.					
Tick the mentioned rating for the recommended	person:	7	·		
Professional/personal qualities	Out- Standing	Above Satisfactory	Satisfactory	Not Satisfactory	Unknow
Quality of work	1				
Ability to work with others	ALCO DE M	,			
Flexibility/adaptability to change					
Punctuality					
Communication-oral/written					
Attitude	/				
Judgment					
Initiative/Leadership					
Achievements					
Overall Performance					
In addition, please provide the requested info	ormation belo	w:			
1. I have known the applicant	o amanifu)				
As supervisorOther (Pleas 2. What was the applicant's position in you			-		
2. What was the applicant's position in you	r organisation				
3. Was there any harassment or unprofession	nol missondu	at aandust (Carry	al avalaitation	gayyal ahyaa a	
harassment) complaint lodged against the employment?	ne employees b	by the public or o	other employees	during the perio	d of
YesNo					
4. If the answer to question 3 is positive, ple			come.		
Sexual ExploitationSexual Harassment-					
5. Was the person engaged in any professio vulnerable groups/adults?	nal misconduc	et that may pose	a risk to the safe	ety of children ar	ıd
YesNo					
6. If the answer to question 5 is positive, ple	ease explain th	ne nature and out	come		
Sexual ExploitationSexual Harassment-			come.		
7. Has any disciplinary action or investigati			on		
YesNo		against the pers.			
8. Would you re-hire him/her if a vacancy e	existed in your	organisation?			
YesNo	and the your	organisation:			
9. Would you recommend the applicant for	this position?				
YesNo	mis position:				



Tehkal Payan

	Professional Re	eference Check			
Name of the person for		Organization of	of referee:		
which reference is provided:	a. 000				
provided: Saglik Name of Referee: Ac	110	Date of Referen		10/2/2	1.
Designation of Referee	HD	Signature of Re		19/3/1	
Please complete the sections below and retur CHIP Training and Consulting via email or G.8.2, Islamabad, Pakistan.	n the filled and s surface mail (h	signed reference	form to the II.	nan Resource De or CTC House	epartment of 1, Street 9
Tick the mentioned rating for the recommend	led person:				
Professional/personal qualities	Out- Standing	Above Satisfactory	Satisfactory	Not Satisfactory	Unknow
Quality of work	1			,	
Ability to work with others	V -	,			
Flexibility/adaptability to change					
Punctuality					
Communication-oral/written					
Attitude	/				
Judgment					
Initiative/Leadership					
Achievements					
Overall Performance					
1. I have known the applicant As supervisorOther (Ple 2. What was the applicant's position in you	ase specify)		-		
3. Was there any harassment or unprofess harassment) complaint lodged against employment?  YesNo  4. If the answer to question 3 is positive recognitive.	the employees by	y the public or of	ther employees	sexual abuse or during the period	sexual l of
4. If the answer to question 3 is positive, p Sexual ExploitationSexual Harassmer	orease explain the	e nature and outo	come.		
5. Was the person engaged in any professivulnerable groups/adults?	onal misconduct	that may pose a	risk to the safet	y of children and	d
YesNo	20				
6. If the answer to question 5 is positive, p	lease explain the	nature and outc	ome.		
Sexual ExploitationSexual Harassmen	tSexual A	buse			
7. Has any disciplinary action or investiga YesNo	uon been taken a	against the person	n		
8. Would you re-hire him/her if a vacancy	existed in your o	organisation?			
YesNo					
9. Would you recommend the applicant fo	r this position?				



**Professional Reference Check** 

Sufaid Ohori

Name of the person for		Organization of referee:				
which reference is		8				
provided: falima						
Name of Referee: CTC H	K	Date of Reference				
Designation of Referee CTC F	fK	Signature of Re	feree	- lus	^	
Please complete the sections below and re CHIP Training and Consulting via email G.8.2, Islamabad, Pakistan.	or surface mail (h	igned reference r.associate@chip	form to the Humoconsulting.org)	nan Resource De or CTC House	epartment of 1, Street 9	
Tick the mentioned rating for the recomm	ended person:		1	T	I	
Professional/personal qualities	Out- Standing	Above Satisfactory	Satisfactory	Not Satisfactory	Unknow	
Quality of work	,					
Ability to work with others		27				
Flexibility/adaptability to change	i					
Punctuality						
Communication-oral/written						
Attitude						
Judgment						
Initiative/Leadership						
Achievements						
Overall Performance						
In addition, please provide the requeste	d information belo	w:				
1. I have known the applicant As supervisorOther (	(Dlagge granify)					
2. What was the applicant's position i			-			
2. What was the applicant's position is	ii your organisanon					
Was there any harassment or unpro harassment) complaint lodged again employment?  YesNo	fessional misconduc nst the employees b	et conduct (Sexu y the public or o	al exploitation, ther employees	sexual abuse of	r sexual d of	
4. If the answer to question 3 is positive	ve. please explain th	e nature and out	come			
Sexual ExploitationSexual Harass	mentSexual A	Abuse	come.			
5. Was the person engaged in any propulation vulnerable groups/adults?	fessional misconduc	t that may pose a	a risk to the safe	ty of children an	d	
YesNo						
6. If the answer to question 5 is positive	ve, please explain th	e nature and out	come.			
Sexual ExploitationSexual Harass						
7. Has any disciplinary action or inves	tigation been taken	against the perso	on			
8. Would you re-hire him/her if a vaca	ncv existed in your	organisation?				
YesNo	jotou mi jour	ParitoutiOII;				
9. Would you recommend the applicar	nt for this position?					
Vec. No						