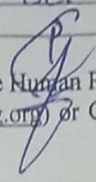


Professional Reference Check

Name of the person for which reference is provided: Bibi Arfa
 Organization of referee: CIC
 Name of Referee: parveen Kakkar Date of Reference: 18-08-24
 Designation of Referee: PF Signature of Referee: 

Please complete the sections below and return the filled and signed reference form to the Human Resource Department of CHIP Training and Consulting via email or surface mail (hr.associate@chipconsulting.org) or CTC House 1, Street 9, G.8.2, Islamabad, Pakistan.

Tick the mentioned rating for the recommended person: fresh candidate in police program.

Professional/personal qualities	Outstanding	Above Satisfactory	Satisfactory	Not Satisfactory	Unknown
Quality of work					
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 information below:

1. I have known the applicant
 As supervisor-----Other (Please specify)-----

2. What was the applicant's position in your organisation?

3. Was there any harassment or unprofessional misconduct conduct (Sexual exploitation, sexual abuse or sexual harassment) complaint lodged against the employees by the public or other employees during the period of employment?
 Yes-----No-----

4. If the answer to question 3 is positive, please explain the nature and outcome.
 Sexual Exploitation-----Sexual Harassment-----Sexual Abuse-----

5. Was the person engaged in any professional misconduct that may pose a risk to the safety of children and vulnerable groups/adults?
 Yes-----No-----

6. If the answer to question 5 is positive, please explain the nature and outcome.
 Sexual Exploitation-----Sexual Harassment-----Sexual Abuse-----

7. Has any disciplinary action or investigation been taken against the person
 Yes-----No-----

8. Would you re-hire him/her if a vacancy existed in your organisation?
 Yes-----No-----

9. Would you recommend the applicant for this position?
 Yes-----No-----