

## **ALLEGATION**

**1. It is true that your conduct in the field has been inappropriate or disrespectful toward your subordinate?**

**Answer:** I firmly assert that my conduct in the field has always been characterized by professionalism, respect, and a commitment to fostering a positive and collaborative work environment. I have consistently treated my subordinates with the utmost dignity, ensuring open lines of communication and actively engaging with their concerns. My approach has been rooted in attentiveness, addressing their queries with sincerity and providing guidance in a manner that upholds mutual respect. Maintaining a supportive atmosphere where team members feel valued and heard has been a priority throughout my tenure. These principles reflect my dedication to upholding ethical and professional standards in all aspects of my work.

**2. have you violated the Standard Operating Procedures (SOPs) by directly communicating with Area Supervisors and Community Health Workers (CHWs) without adhering to the proper reporting hierarchy?**

**Answer:** I have consistently adhered to all Standard Operating Procedures (SOPs) as a UC Lead. My responsibilities included developing and executing monitoring plans, which occasionally required unannounced visits to validate findings and identify gaps. These unscheduled monitoring visits were conducted in accordance with established protocols and were essential for ensuring the integrity and effectiveness of our program.

**5. Are you showing favoritism towards certain Area Supervisors and Community Health Workers?**

**Answer:** My approach toward all staff, including Area Supervisors and Community Health Workers, has always been neutral and equitable. treating all staff members with equal respect and professionalism. Furthermore, I have rigorously reported all gaps and deficiencies identified during field visits, without bias or exception. I strongly disagree with this allegation and am confident that my conduct has been fair, transparent, and meritorious.

**6. Do You Engage with personal Conflict with your subordinate when they do not comply with your demands?**

**Answer:** As a responsible member of the team, I have maintained a professional relationship with all my subordinates. Any reports I have made regarding staff performance or misconduct were based solely on my findings during field monitoring and were intended to address specific issues, not personal conflicts. If any staff member has taken these reports personally, I believe it is a misunderstanding.

**7. Have you used inappropriate or abusive language in front of your subordinates?**

**Answer:** I have always prioritized respectful and professional communication with team members. I take pride in maintaining a respectful and professional demeanor, and I believe my attitude towards my team members has always been courteous and polite.

**8. Did you share a subordinate's personal contact information with others for purposes unrelated to their work or to assess their character?**

Maintaining confidentiality has been a core principle of my work. I have not shared any of my staff's personal contact information with anyone outside of the polio program. As a responsible UC lead, I am well aware of the norms and values of maintaining confidentiality and upholding professionalism, and I have adhered to these standards at all times.

**9. Are you using your subordinate's vehicle for field visits, causing delays in data submission and increasing fuel costs?**

During a campaign, I once requested a ride from a colleague due to unforeseen issues with my motorcycle. This request was solely for official purposes and did not lead to any compromise in responsibilities or additional financial implications. Furthermore, we had social interactions outside of official duties, this does not imply that I exploited or misused his vehicle for personal or professional gain. As a professional, I have always ensured that my actions do not compromise data submission timelines or incur unnecessary fuel costs.

**10. Are you forming relationships of your staff?**

My work has been dedicated to achieving the program's goals, with a clear focus on professionalism and my demeanor has consistently been one of care, and respect, as a dedicated individual committed to the eradication of polio, I firmly believe our collective focus

should remain on this noble cause, rather than developing personal relationships with staff members.

**11. Are you interfering with your staff's personal matters?**

As a responsible and professional individual, I respect the boundaries and privacy of my team members. Additionally, being from a tribal area and having strong cultural background, I am well-versed in the cultural norms and values that emphasize non-interference in others' personal affairs.

**12. Are you using your position to obtain personal information about individuals from your subordinates?**

All actions taken in my role have been guided by professionalism and integrity that's why I am confident that I have not abused my authority or misused my position to obtain personal information about individuals from my subordinates. I have always maintained the highest standards of professionalism and integrity in my role.

I am confident that my conduct as UC lead has always been professional, ethical, and in accordance with program guidelines. I am committed to the eradication of polio and believe in maintaining the highest standards of integrity and professionalism in all my endeavors. I categorically deny all allegations of inappropriate behavior, disrespect, favoritism, or misuse of authority. These allegations do not reflect my conduct or values, and I am confident in the transparency and integrity of my actions.