



## **Declaration of Intent**

### **Measures to Prevent and Address Sexual Harassment in the Organization**

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Currently, sexual harassment or misconduct in organizations is a critical issue that many countries around the world have been focusing on. This includes raising awareness about preventive behaviors related to unwanted conduct, the use of legal rights, access to protective mechanisms that consider the right to privacy, fair treatment, as well as the confidentiality of complaints and personal information of individuals who have been harassed or sexually assaulted, to ensure that the issue is addressed fairly and promptly.

The National Institute of Development Administration (NIDA) acknowledges the importance of this issue and deems it necessary to implement both preventive and corrective measures. These measures will include the dissemination of information and knowledge about behaviors that are inappropriate, potentially harassing, or of a sexual nature that should never be directed at any individual, regardless of their status, position, hierarchical level, or the context of their relationship. This also involves educating individuals on the relevant laws, rights, and dignity of persons, ensuring that they feel safe and are not afraid to confront any form of sexual harassment. Furthermore, the confidentiality of complaints and related information, as well as physical and psychological support and counseling, will be maintained systematically and effectively.

**National Institute of Development Administration (NIDA)**

**7 November 2024**