

DO NO HARM POLICY

Tomorrow's Women Commitment to Do No Harm

What the 'Do No Harm' principle means to Tomorrow's Women, our policies, our staff, our programs and operations and way of engaging with young women includes our commitment to:

- ✓ Avoid exposing people to additional risks through our actions.
- ✓ Explore the broader context of our work and mitigate potential negative effects on the social fabric, the economy and the environment.
- ✓ Avoid practices and behaviors that cause negative effect to beneficiaries and communities (such as data collection without taking into consideration their protection, dignity, safety and consent).
- ✓ Declare a conflict of interest in any work done by us or those affiliated with our work.
- ✓ Avoid abuse of power, corruption, harassment, sexual exploitation, etc.
- ✓ Neutrality - being neither for nor against government, political or social parties, movements, people, communities/groups, etc.

Objectives

Our Do No Harm policy aims to enable Tomorrow's Women to achieve the following objectives in all our interventions:

- 1) To be aware that our work and our interventions are important, but also can cause unintended consequences.
- 2) To identify the impact of the interventions in both positive and negative directions.
- 3) To learn how the interventions interact with the given circumstances.
- 4) To be able to adapt the interventions when necessary.

In our programs and activities, we further aim to take efforts to ensure that we minimize harmful results, which may include, but are not limited to:

- 1) Assistance that undermines the structures and relationships in the communities where we work, specifically those that enable people to live together peacefully, or conversely work that can enhance the factors that push people apart.
- 2) Assistance that provides resources which are redirected for conflict or corrupt/illegitimate practices, or which free up other resources for such practices, or which increase inequalities – or divert resources away from productive activities.
- 3) Assistance that legitimizes the values of conflict or negative/harmful social norms, and the protagonists of such values (for example community consultations that continuously exclude certain groups can serve to entrench power inequality within a community).
- 4) Assistance that encourages desirable behaviors and outcomes which generate new risks, for example challenging negative gender norms resulting in negative backlash towards women and girls within their homes and communities.