

**From:** Sheron Arshad <sheron.arshad@chipconsulting.org>  
**Sent:** Wednesday, 1 February 2023 3:41 pm  
**To:** hamza.zaheer@chipconsulting.org  
**Subject:** FW: [EXT] Abdullah's termination Case

Regards,

Sheron  
Project Officer  
CHIP Training & Consulting (Pvt) Ltd.  
Cell: 0346-1019489

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**From:** Naila Nizam [<mailto:naila.nizam@chipconsulting.org>]  
**Sent:** Wednesday, February 1, 2023 10:54 AM  
**To:** [sheron.arshad@chipconsulting.org](mailto:sheron.arshad@chipconsulting.org); [sundas.tariq@chipconsulting.org](mailto:sundas.tariq@chipconsulting.org)  
**Subject:** FW: [EXT] Abdullah's termination Case

Sheron: initiate terminate

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**From:** PARVEEN, Khalida [<mailto:parveenk@who.int>]  
**Sent:** Wednesday, 1 February 2023 10:51 am  
**To:** Naila Nizam <[naila.nizam@chipconsulting.org](mailto:naila.nizam@chipconsulting.org)>  
**Cc:** AHMAD, Shakeel Muhammad Saleem <[ahmadsh@who.int](mailto:ahmadsh@who.int)>; [sundas.tariq@chipconsulting.org](mailto:sundas.tariq@chipconsulting.org);  
'Majid Ali Shah' <[majid@chipconsulting.org](mailto:majid@chipconsulting.org)>  
**Subject:** RE: [EXT] Abdullah's termination Case

Dear Naila,

Please proceed for issuing him the termination letter as per SOP.

Best Regards,  
khalida

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**From:** ZAHEER, Bilal <[zaheerbi@who.int](mailto:zaheerbi@who.int)>  
**Sent:** Wednesday, February 1, 2023 9:39 AM  
**To:** PARVEEN, Khalida <[parveenk@who.int](mailto:parveenk@who.int)>  
**Cc:** AHMAD, Shakeel Muhammad Saleem <[ahmadsh@who.int](mailto:ahmadsh@who.int)>  
**Subject:** RE: [EXT] Abdullah's termination Case  
**Importance:** High

Dear Khalida,

Thankyou for haring your feedback on the investigation completed by CTC; please proceed with proposed disciplinary action in consideration of zero tolerance for any such misconduct.

Regards,

Bilal

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**From:** PARVEEN, Khalida  
**Sent:** Tuesday, January 31, 2023 4:36 PM  
**To:** ZAHEER, Bilal <[zaheerbi@who.int](mailto:zaheerbi@who.int)>  
**Cc:** AHMAD, Shakeel Muhammad Saleem <[ahmadsh@who.int](mailto:ahmadsh@who.int)>  
**Subject:** RE: [EXT] Abdullah's termination Case  
**Importance:** High

Dear Bilal sb,

This is to seek your consent for the termination of a UCPO contract:

- There was an investigation against the workplace harassment by Mr Abdullah Rodhi, UCPO – Ward 8, Balochistan.
- The investigation was done by the focal persons of CTC and CBV Project.
- CHW named Ms Rehana has complained against Mr Abdullah that he harassed her in the house of Area supervisor; where he called her for meeting / appraisal activity. She mentioned Area supervisor Yasmeen Ali as an accomplice in this case.
- Upon inquiring from the female field staff; it is obvious that Mr Abdullah has remained involved into immoral activities leading to workplace harassment. He even threatened the workers that he could easily terminate them.
- The concerned UCPO had support of Area supervisor (AS) Ms Yasmeen which has been proven by the statements of other female field staff.
- The detailed report with annexures are attached.
- It is quite evident that Mr Abdullah was involved in Workplace harassment and he also tried to show his authority for attaining his personal desires.

Best Regards,  
khalida

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**From:** Naila Nizam <[naila.nizam@chipconsulting.org](mailto:naila.nizam@chipconsulting.org)>  
**Sent:** Friday, January 27, 2023 11:49 AM  
**To:** PARVEEN, Khalida <[parveenk@who.int](mailto:parveenk@who.int)>; AHMAD, Shakeel Muhammad Saleem <[ahmadsh@who.int](mailto:ahmadsh@who.int)>  
**Cc:** ZAHEER, Bilal <[zaheerbi@who.int](mailto:zaheerbi@who.int)>; 'Irfan Farid' <[irfan@chipconsulting.org](mailto:irfan@chipconsulting.org)>; [sundas.tariq@chipconsulting.org](mailto:sundas.tariq@chipconsulting.org); 'Majid Ali Shah' <[majid@chipconsulting.org](mailto:majid@chipconsulting.org)>  
**Subject:** [EXT] Abdullah's termination Case

Dear Mr. Shakeel and Ms. Khalida,

This is with reference to the investigation conducted against UCPO Mr. Abdullah Rodhi UC Ward-8, pertaining to his involvement in workplace harassment.

Based on the findings, Mr. Abdullah Rodhi, UCPO – Ward-8 has been found guilty and recommended for termination on account of Professional Misconduct (**Sexual Exploitation, Abuse, and Harassment (SEAH)**). The same has also been endorsed by WHO PO and mentioned in the thread email below.

WHO FO approval is requested to proceed with the termination case.

If you need any further information regarding the same, please let us know.

Regards,  
Naila Nizam  
Senior Manager  
CHIP Training & Consulting (Pvt) Ltd.  
Plot 1, Street 9, G-8/2, Islamabad, Pakistan.  
Tel: [+92-51-111-111-920](tel:+92-51-111-111-920), Cell:[0345-8566181](tel:0345-8566181)

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**From:** BHAYO, Mukhtiar [<mailto:bhayom@who.int>]  
**Sent:** Friday, 27 January 2023 8:57 am  
**To:** 'Naila Nizam' <[naila.nizam@chipconsulting.org](mailto:naila.nizam@chipconsulting.org)>  
**Cc:** [majid@ctc.org](mailto:majid@ctc.org); KASI, Arbab Niamat Ullah <[kasia@who.int](mailto:kasia@who.int)>; DANIEL, Ambrin <[daniela@who.int](mailto:daniela@who.int)>  
**Subject:** Fwd: [EXT] FW: Harassment Case

Dear Naila

I already responded. Please find below email for reference. I agreed to recommendations and requested CTC concerned to go ahead according to its policy. Since UN including WHO had zero tolerance policy exist in such cases.

Regards

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**From:** BHAYO, Mukhtiar <[bhayom@who.int](mailto:bhayom@who.int)>  
**Sent:** Wednesday, January 25, 2023 9:38:04 PM  
**To:** Zarkoon, Safdar Khan <[zarkoons@who.int](mailto:zarkoons@who.int)>

**Cc:** Zulfiqar Siddiqui <[zsiddiqui@unicef.org](mailto:zsiddiqui@unicef.org)>; [majid@ctc.org](mailto:majid@ctc.org) <[majid@ctc.org](mailto:majid@ctc.org)>  
**Subject:** Re: [EXT] FW: Harassment Case

Dear Majid go ahead as recommended duly agreed by Dr. Safdar . Zero tolerance policy exist in such cases in UN. Hope your team has carefully investigated.

Regards,  
Mukhtiar Hussain Bhayo PTL WHO

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**From:** Zarkoon, Safdar Khan <[zarkoons@who.int](mailto:zarkoons@who.int)>  
**Sent:** Wednesday, January 25, 2023 6:08:36 PM  
**To:** BHAYO, Mukhtiar <[bhayom@who.int](mailto:bhayom@who.int)>  
**Cc:** Zulfiqar Siddiqui <[zsiddiqui@unicef.org](mailto:zsiddiqui@unicef.org)>; [majid@ctc.org](mailto:majid@ctc.org) <[majid@ctc.org](mailto:majid@ctc.org)>  
**Subject:** Re: [EXT] FW: Harassment Case

Dear Sir,

Agreed with recommendations of investigation report.

Regards  
Dr Safdar

Sent from my iPhone

On 25 Jan 2023, at 13:41, BHAYO, Mukhtiar <[bhayom@who.int](mailto:bhayom@who.int)> wrote:

Dear Dr. Safdar  
Kindly share your comments urgent  
Regards

[Dr. Mukhtiar Hussain Bhayo](#)  
Provincial Team Lead Polio Balochistan  
+92 3009318189  
+92 3345119169

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**From:** Zulfiqar Siddiqui <[zsiddiqui@unicef.org](mailto:zsiddiqui@unicef.org)>  
**Sent:** Tuesday, January 24, 2023 7:56 PM  
**To:** BHAYO, Mukhtiar <[bhayom@who.int](mailto:bhayom@who.int)>  
**Cc:** Abdul Aziz <[aaziz@unicef.org](mailto:aaziz@unicef.org)>; Majid Ali Shah <[majid@chipconsulting.org](mailto:majid@chipconsulting.org)>  
**Subject:** [EXT] FW: Harassment Case  
**Importance:** High

Dear Dr Bhayo,  
In reference to below chain of emails an inquiry was conducted by CTC against the UCPO UC Ward 8 and as per the report, it has been recommended that the UCPO Abdullah

Rodhi should be terminated on account of professional misconduct (**Sexual Exploitation, Abuse, and Harassment (SEAH)**) and AS Yaseen to be terminated on account of accompanying UCPO in immoral activity & professional misconduct.

We need to take stringent action against the both and high precedence should be set in order to give a clear message to all that work place harassment and sexual exploitation are red line issues in the program and strict actions will be taken against these violations. More importantly, the program and our front line workers are looking towards us for taking appropriate measures against the staff who are involved in this misconduct. Please find attached the inquiry report and other evidences for your reference.

Best regards  
Zulfiqar

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**From:** Majid Ali Shah <[majid@chipconsulting.org](mailto:majid@chipconsulting.org)>  
**Sent:** Monday, January 23, 2023 4:29 PM  
**To:** Zulfiqar Siddiqui <[zsiddiqui@unicef.org](mailto:zsiddiqui@unicef.org)>; Abdul Aziz <[aaziz@unicef.org](mailto:aaziz@unicef.org)>  
**Cc:** Maneel Email CTC <[maneel.nazim@chipconsulting.org](mailto:maneel.nazim@chipconsulting.org)>; Rukhsana <[rukhsana.jamal@chipconsulting.org](mailto:rukhsana.jamal@chipconsulting.org)>; Naila Nizam <[naila.nizam@chipconsulting.org](mailto:naila.nizam@chipconsulting.org)>  
**Subject:** Re: Harassment Case  
**Importance:** High

Dear Dr. Aziz and Dr. Zulfiqar,

This refers to the below harassment complaint, kindly find the attached investigation report. Your approval is requested on the recommendations of the report.

Thanks and regards,

Majid

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**From:** 'Zulfiqar Siddiqui' <[zsiddiqui@unicef.org](mailto:zsiddiqui@unicef.org)>  
**Date:** Wednesday, 4 January 2023 at 1:15 PM  
**To:** Majid Ali Shah <[majid@chipconsulting.org](mailto:majid@chipconsulting.org)>, "Dr.Aziz" <[aaziz@unicef.org](mailto:aaziz@unicef.org)>  
**Cc:** Saba Waqar <[saba.waqar@chipconsulting.org](mailto:saba.waqar@chipconsulting.org)>, Maneel Email CTC <[maneel.nazim@chipconsulting.org](mailto:maneel.nazim@chipconsulting.org)>, Rukhsana <[rukhsana.jamal@chipconsulting.org](mailto:rukhsana.jamal@chipconsulting.org)>, Naila Nizam <[naila.nizam@chipconsulting.org](mailto:naila.nizam@chipconsulting.org)>  
**Subject:** Re: Harassment Case

Dear Majid,  
Due to sensitivity of the matter, please conduct the investigation discreetly and share the report with us.

Best regards,  
Zulfiqar

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**From:** Majid Ali Shah <[majid@chipconsulting.org](mailto:majid@chipconsulting.org)>  
**Sent:** Tuesday, January 3, 2023 5:16:09 PM  
**To:** Zulfiqar Siddiqui <[zsiddiqui@unicef.org](mailto:zsiddiqui@unicef.org)>; Abdul Aziz <[aaziz@unicef.org](mailto:aaziz@unicef.org)>  
**Cc:** Saba Waqar <[saba.waqar@chipconsulting.org](mailto:saba.waqar@chipconsulting.org)>; Maneel Email CTC <[maneel.nazim@chipconsulting.org](mailto:maneel.nazim@chipconsulting.org)>; Rukhsana <[rukhsana.jamal@chipconsulting.org](mailto:rukhsana.jamal@chipconsulting.org)>; Naila Nizam <[naila.nizam@chipconsulting.org](mailto:naila.nizam@chipconsulting.org)>  
**Subject:** FW: Harassment Case

Dear Dr. Zulfiqar and Dr. Aziz,

Please find the attached harassment complaint against UCPO Mr. Abdullah Rodhi UC Ward-8 by a frontline worker (FYI).

We will investigate the complaint and submit its report for further actions.

Thanks, and regards,

Majid

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**From:** Saba Waqar <[saba.waqar@chipconsulting.org](mailto:saba.waqar@chipconsulting.org)>  
**Date:** Tuesday, 3 January 2023 at 5:06 PM  
**To:** PC <[majid@chipconsulting.org](mailto:majid@chipconsulting.org)>, <[naila.nizam@chipconsulting.org](mailto:naila.nizam@chipconsulting.org)>  
**Cc:** 'Rukhsana' <[rukhsana.jamal@chipconsulting.org](mailto:rukhsana.jamal@chipconsulting.org)>, <[hamza.zaheer@chipconsulting.org](mailto:hamza.zaheer@chipconsulting.org)>, <[maneel.nazim@chipconsulting.org](mailto:maneel.nazim@chipconsulting.org)>  
**Subject:** Harassment Case

Dear Sir Majid,

This email is regarding the harassment complaint received on Jan 3<sup>rd</sup>, 2023 against the UCPO Abdullah Rodi UC Ward-8 (*hereinafter refer as accused*), one of the CHW (*hereinafter refer as complainant*) of ward-8 has been harassed by him more than one time. She came to the office and had spoken to CTC focal person, after a detailed discussion and having written statement and some call recordings, the said case has been reported, moreover it is to bring to your kind knowledge that the accused has been reported earlier too for the same subject. kindly share your feedback so that we can start with the investigation.

**Saba Waqar**  
**Project Officer Quetta.**  
**Chip Training & Consulting Pvt. Ltd Balochistan.**  
**W:** <https://www.ctc.org.pk/> | **M:** +923477828972 |  
<image001.jpg>

<Inquiry Report-Balochistan-Jan-2022.docx>  
<Ward-8 Harasment Case.zip>

