

**From:** [maneel.nazim@chipconsulting.org](mailto:maneel.nazim@chipconsulting.org) <[maneel.nazim@chipconsulting.org](mailto:maneel.nazim@chipconsulting.org)>  
**Sent:** Monday, January 30, 2023 2:25 PM  
**To:** 'reemazaibofficial@gmail.com' <[reemazaibofficial@gmail.com](mailto:reemazaibofficial@gmail.com)>  
**Subject:** FW: [EXT] FW: Harassment Case

Dear Reema,

Kindly process the query of termination of AS Yasmeen of Ward-8

**From:** Majid Ali Shah <[majid@chipconsulting.org](mailto:majid@chipconsulting.org)>  
**Sent:** Monday, January 30, 2023 11:35 AM  
**To:** 'Maneel Email CTC' <[maneel.nazim@chipconsulting.org](mailto:maneel.nazim@chipconsulting.org)>  
**Cc:** [rukhsana.jamal@chipconsulting.org](mailto:rukhsana.jamal@chipconsulting.org); Naila Nizam <[naila.nizam@chipconsulting.org](mailto:naila.nizam@chipconsulting.org)>; Mohammad Basit Siddiqui <[basit.saddiqui@chipconsulting.org](mailto:basit.saddiqui@chipconsulting.org)>  
**Subject:** FW: [EXT] FW: Harassment Case

FYA Please

**From:** 'Zulfiqar Siddiqui' <[zsiddiqui@unicef.org](mailto:zsiddiqui@unicef.org)>  
**Date:** Monday, 30 January 2023 at 11:27 AM  
**To:** "[majid@ctc.org](mailto:majid@ctc.org)" <[majid@ctc.org](mailto:majid@ctc.org)>, Majid Ali Shah <[majid@chipconsulting.org](mailto:majid@chipconsulting.org)>  
**Cc:** "BHAYO, Mukhtiar Hussain" <[bhayom@who.int](mailto:bhayom@who.int)>, "Zarkoon, Safdar Khan" <[zarkoons@who.int](mailto:zarkoons@who.int)>, "Dr.Aziz" <[aaziz@unicef.org](mailto:aaziz@unicef.org)>  
**Subject:** RE: [EXT] FW: Harassment Case

Please terminate the contract of AS as recommended in the inquiry report.

Best regards  
Zulfiqar

**From:** Zulfiqar Siddiqui  
**Sent:** Wednesday, January 25, 2023 10:03 PM  
**To:** BHAYO, Mukhtiar <[bhayom@who.int](mailto:bhayom@who.int)>; Zarkoon, Safdar Khan <[zarkoons@who.int](mailto:zarkoons@who.int)>  
**Cc:** [majid@ctc.org](mailto:majid@ctc.org)  
**Subject:** RE: [EXT] FW: Harassment Case

Many thanks Colleagues for the support and taking a right and just decision.

Best regards  
Zulfiqar

**From:** BHAYO, Mukhtiar <[bhayom@who.int](mailto:bhayom@who.int)>  
**Sent:** Wednesday, January 25, 2023 9:38 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)  
**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

**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

**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

**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

**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>