

From: ALI, Asif <asifa@who.int>
Sent: Thursday, June 22, 2023 11:42 AM
To: SOHO, Ambreen Ibrahim
Cc: DURRANI, Saima; Iftikhar Jehan; Naila Nizam
Subject: Fw: [EXT] Re: Workplace Harassment/Defamation by Javeria UCPO lead by TDOSO
Tauheed Khichi

Dear Dr Ambreen,

Your feedback is required on the matter below.

Dear Saima,

Kindly followup with Dr Ambreen for the feedback.

Dear Iftikhar,

Lets listen from the Area Coordinator and then take next steps.

Dr Asif Ali Zardari

Provincial Team Lead, Sindh

World Health Organization

(+92-300-8241165; asifa@who.int)

From: iftikhar.jehan@chipconsulting.org <iftikhar.jehan@chipconsulting.org>
Sent: Wednesday, June 21, 2023 11:58 AM
To: DURRANI, Saima <durrانىsa@who.int>
Cc: ALI, Asif <asifa@who.int>; 'Naila Nizam' <naila.nizam@chipconsulting.org>; sundas.tariq@chipconsulting.org <sundas.tariq@chipconsulting.org>; ramzan@ctc.org.pk <ramzan@ctc.org.pk>; faria.ahmed@chipconsulting.org <faria.ahmed@chipconsulting.org>
Subject: FW: [EXT] Re: Workplace Harassment/Defamation by Javeria UCPO lead by TDOSO Tauheed Khichi

Dear Madam Saima,

The CTC Complaint Cell has received below harassment complaint from Ms. Iqra Rameez UCPO Keamari – 3 District Keamari regarding a workplace harassment by fellow workers including a TDOSO Keamari Mr. Tauheed, UCPO Javeria – UC01 Keamari, and THMT staff (UCMO/Vaccinator) UC01 Keamari.

Seeking Provincial team's review and approval to initiate investigation on the complaint as per SOPs.

Regards

IFTIKHAR JEHAN

Regional Manager,

CHIP Training & Consulting (Pvt) Ltd.

507, Marine Faisal Building,

Shahrah-E-Faisal Road, Karachi,

Sindh, Pakistan.

Cell # 0345-6088298

From: KUMAR, Haresh [mailto:kumarha@who.int]

Sent: Tuesday, June 6, 2023 4:48 PM

To: Iqra ramiz <iqraramiz6@gmail.com>; DURRANI, Saima <durrانى@who.int>; faria.ahmed@chipconsulting.org; iftikhar.jehan@chipconsulting.org; Asia.tabbasum@chipconsulting.org; SOHO, Ambreen Ibrahim <sohoa@who.int>

Subject: Re: [EXT] Re: Workplace Harassment/Defamation by Javeria UCPO lead by TDOSO Tauheed Khichi

Dear CTC team ,

DEOC team will sit with staff to settle down the matter in positive manner .

Regards

From: Iqra ramiz <iqraramiz6@gmail.com>

Sent: Monday, June 5, 2023 9:48 PM

To: DURRANI, Saima <durrانى@who.int>; faria.ahmed@chipconsulting.org <faria.ahmed@chipconsulting.org>; iftikhar.jehan@chipconsulting.org <iftikhar.jehan@chipconsulting.org>; Asia.tabbasum@chipconsulting.org <Asia.tabbasum@chipconsulting.org>; KUMAR, Haresh <kumarha@who.int>; SOHO, Ambreen Ibrahim <sohoa@who.int>

Subject: [EXT] Re: Workplace Harassment/Defamation by Javeria UCPO lead by TDOSO Tauheed Khichi

On Sat, 3 Jun 2023, 7:00 pm Iqra ramiz, <iqraramiz6@gmail.com> wrote:

Respected Concerns,

I hope this email finds you well. I am writing to bring a serious matter to your attention regarding workplace harassment and Defamation that I have been experiencing at RHC Kemari on 3rd June, I believe it is imperative that immediate action be taken to address this distressing situation.

On June 3rd, while I was diligently performing my data analysis duties, I began to hear a loud conversation filled with laughter. Initially, I tried to ignore it, but it continued to disturb and irritate me so I laid down to check where found TDOSO Tauheed with Azeem UCOO, Javeria UCPO, Rehman UCOO, Nabeel DEO, Hamid ex-TSV, Zara ALSM UC were engaged in spreading baseless gossip and discussing personal affairs related to UCPO Iqra with various individuals, which I heard by standing beside the door for 10 mins, where everyone had trying to artifacts the stories with charchter assignation along with plan to downgrade infornt of my husband where Hamid was telling as I am best friend of Rameez (my husband) The main culprits behind these disrespectful conversations were TDOSO Taheed, Ucpo Javeria, Hamid, and Nabeel, who were not only indulging in inappropriate behavior but were also conspiring to fabricate false stories about me to disrupt my married life. Shockingly, I managed to capture evidence by taking snapshot the UCO0 Azeem attempting to snatch my mobile and trying to physically harm me.

Initially, I confided in DDOSO Dr. Haresh, who questioned the presence and conduct of these individuals. He then escalated the matter to DDPO Dr. Ambreen, However, despite previous incidents and my previous complaints, TDSO Tauheed continues to harass me, attempting to molest, humiliate, and threaten to destroy my family life.

It is crucial to emphasize that this ongoing workplace harassment has severely affected my ability to work efficiently and has left me feeling insecure in the office environment. I strongly believe that immediate

intervention and appropriate disciplinary measures are necessary to resolve this issue and ensure a safe and respectful working environment for all employees.

I humbly request your urgent attention to this matter and kindly implore you to take prompt action against the individuals involved in perpetuating this harassment. I am hopeful that you will investigate this incident thoroughly and implement measures to prevent the recurrence of such distressing incidents in the future.

I am willing to provide any additional information, evidence, or witness testimonies that may assist in addressing this matter effectively. I trust in your commitment to upholding a fair and respectful workplace and look forward to a swift resolution to this matter.

Thank you for your prompt attention.

Sincerely,
UCPO iqra ramiz
UC 3 keamari
0304-3840715