

From: ABBAS, Waseem [mailto:wabbas@who.int]

Sent: Wednesday, 2 August 2023 9:09 am

To: Naila Nizam <naila.nizam@chipconsulting.org>

Cc: AFRIDI, Sarfaraz Khan <afridis@who.int>; AURANGZEB KHAN, Mazhar <zebma@who.int>;
iftikhar.jehan@chipconsulting.org; 'sundas.tariq' <sundas.tariq@chipconsulting.org>

Subject: RE: [EXT] Final investigation report against UCPO Fahad Zaman

Dear Naila,

Please proceed and check the below comments from PTL.

Regards

Waseem Abbas

From: AFRIDI, Sarfaraz Khan <afridis@who.int>

Sent: Wednesday, August 2, 2023 7:24 AM

To: ABBAS, Waseem <wabbas@who.int>

Cc: AURANGZEB KHAN, Mazhar <zebma@who.int>

Subject: RE: [EXT] Final investigation report against UCPO Fahad Zaman

Approved and need to call by the 3rd party to address his issue and council him. Feed back in writing
“Councillng”for the activities should be provided to the WHO Office

Best Regards

Dr. Sarfaraz Khan Afridi

MBBS (Pesh), M.Trop. Paeds (UK), DTCH (UK)

D.T.M & H (Lond), D. Clin.Paeds (Lond)

Team Leader – WHO - PEI

World Health Organization – Pakistan

Khyber Pakhtunkhwa - Peshawar

Mb. Cont: +92 - 300-590-8373

E-Mail Office: afridis@who.int

E-Mail Personal: drskafridi@gmail.com

From: ABBAS, Waseem <wabbas@who.int>

Sent: Monday, 31 July 2023 10:27 AM

To: AFRIDI, Sarfaraz Khan <afridis@who.int>

Cc: AURANGZEB KHAN, Mazhar <zebma@who.int>

Subject: FW: [EXT] Final investigation report against UCPO Fahad Zaman

Dear Sir,

Reference to the harassment complaint against Mr. Fahad Zaman (UCPO University Town), CTC has concluded the investigation. During the investigation no substantial evidence was provided by the complainant, however, the statement from multiple field workers reflects that he has “behavioral issues” and need to improve his professional conduct.

CTC has recommended a “Warning” which is also agreed by the Area Coordinator. Your approval is requested to proceed with the action.

Regards

Waseem Abbas

From: Naila Nizam <naila.nizam@chipconsulting.org>

Sent: Wednesday, July 26, 2023 9:57 PM

To: ABBAS, Waseem <wabbas@who.int>

Cc: AFRIDI, Sarfaraz Khan <afridis@who.int>; AURANGZEB KHAN, Mazhar <zebma@who.int>; iftikhar.jehan@chipconsulting.org; 'sundas.tariq' <sundas.tariq@chipconsulting.org>

Subject: RE: [EXT] Final investigation report against UCPO Fahad Zaman

Dear Mr. Waseem,

Please find the attached Sexual Harassment against Mr. Fahad Zaman UCPO-University Town, District Peshawar for your perusal.

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

Regards,

Naila Nizam - CHRP

Senior Manager

CHIP Training & Consulting (Pvt) Ltd.

Plot 1, Street 9, G-8/2, Islamabad, Pakistan.

Tel: +92-51-111-111-920, Cell:0345-8566181

From: ABBAS, Waseem [mailto:wabbas@who.int]

Sent: Tuesday, 25 July 2023 9:40 pm

To: Naila Nizam <naila.nizam@chipconsulting.org>

Cc: AFRIDI, Sarfaraz Khan <afridis@who.int>; AURANGZEB KHAN, Mazhar <zebma@who.int>

Subject: Re: [EXT] Final investigation report against UCPO Fahad Zaman

Dear Naila,

Thank you, kindly thoroughly review cases of such critical nature.

Regards

Waseem Abbas

On Jul 25, 2023, at 9:35 PM, Naila Nizam <naila.nizam@chipconsulting.org> wrote:

Dear Waseem,

I have called a few staff members to the CTC office again tomorrow to gain better clarity on the case. I will share the final report after the meeting with the staff.

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

Regards,

Naila Nizam - CHRP

Senior Manager

CHIP Training & Consulting (Pvt) Ltd.

Plot 1, Street 9, G-8/2, Islamabad, Pakistan.

Tel: +92-51-111-111-920, Cell:0345-8566181

From: ABBAS, Waseem [mailto:wabbas@who.int]

Sent: Monday, 24 July 2023 12:03 pm

To: Naila Nizam <naila.nizam@chipconsulting.org>

Cc: AFRIDI, Sarfaraz Khan <afridis@who.int>; AURANGZEB KHAN, Mazhar <zebma@who.int>

Subject: RE: [EXT] Final investigation report against UCPO Fahad Zaman

Dear Naila,

Kindly review the report as the Annexures are not properly referenced and the statement are also not reconciled with the actual allegations.

Regards

Waseem Abbas

From: Muhammad Arif <muhammad.arif@chipconsulting.org>

Sent: Friday, July 21, 2023 8:06 PM

To: ABBAS, Waseem <wabbas@who.int>

Cc: iftikhar.jehan@chipconsulting.org; 'Naila Nizam' <naila.nizam@chipconsulting.org>; 'sundas.tariq' <sundas.tariq@chipconsulting.org>; ayesha.faridoon@chipconsulting.org

Subject: RE: [EXT] Final investigation report against UCPO Fahad Zaman

Dear Mr. Waseem Abbas,

Greetings!

A complaint was received regarding the Sexual Harassment against Mr. Fahad Zaman UCPO-University Town, District Peshawar by the CHW's.

In order to probe the matter, PE teams jointly with CTC teams conducted a fact-finding investigation of the matter on 9th and 15th June 2023.

Attached the investigation findings, conclusions and recommendations for your kind review and valuable inputs.

During the last meeting conducted with Dr. Saifullah-Area Coordinator Peshawar, the recommendations were endorsed.

If you have any further query kindly let me know.

Best Regards,

ARIF AHMAD KHAN

Senior Project Officer

CHIP Training & Consulting (Pvt) Ltd

PESHAWAR KPK

Cell: +92-333-5293031

From: KHAN, Saifullah [mailto:skhan@who.int]

Sent: Friday, July 21, 2023 1:02 PM

To: ayesha.faridoon@chipconsulting.org

Cc: ABBAS, Waseem <wabbas@who.int>; 'Naila Nizam' <naila.nizam@chipconsulting.org>; 'sundas.tariq' <sundas.tariq@chipconsulting.org>; javeria.khattak@chipconsulting.org; KHURSHID, Muhammad Naveed <khurshidm@who.int>; iftikhar.jehan@chipconsulting.org

Subject: Re: [EXT] Final investigation report against UCPO Fahad Zaman

Dear Mst Ayesha

As discussed in the meeting held yesterday in the DHO Office there is not enough evidence to support statements regarding harassment, in my opinion charges of Harassment cant be labelled against someone merely on the basis of statements.

However, we can say that there are issues with his behavior as he has been using rude language or not dealing with them in a professional way. Similarly, an incidence of mobile snatching from one of CHW was not reported by him to the Tehsil Officer and district.

So based on his unprofessional behavior and not reporting an issue to the next level Warning can be issued to him. Furthermore counselling session can be done for him and he can be relocated to another UC

In addition to that he should be kept under observation for next 3 months, during that period if any evidence supporting harassment claims comes then his services can be terminated

Regards

Dr Saifullah Khan

DDPO

PEI WHO, Peshawar

Cell#: 03339235645

Email: skhan@who.int

acpeshawar1@gmail.com

<image001.png>

From: ayesha.faridoon@chipconsulting.org <ayesha.faridoon@chipconsulting.org>

Sent: Friday, July 21, 2023 12:06 PM

To: KHAN, Saifullah <skhan@who.int>

Cc: ABBAS, Waseem <wabbas@who.int>; 'Naila Nizam' <naila.nizam@chipconsulting.org>; 'sundas.tariq' <sundas.tariq@chipconsulting.org>; javeria.khattak@chipconsulting.org <javeria.khattak@chipconsulting.org>; KHURSHID, Muhammad Naveed <khurshidm@who.int>; iftikhar.jehan@chipconsulting.org <iftikhar.jehan@chipconsulting.org>

Subject: [EXT] Final investigation report against UCPO Fahad Zaman

Dear sir,

As per our discussion during the meeting dated 20th, July 2023 , kindly share your insight and recommendation regarding UC Shaheen Town Case.

Your response is awaited.

Thankyou,

Regards,

AYESHA FARIDOON

PROJECT OFFICER HR

CHIP Training & Consulting (Pvt) Ltd

PESHAWAR kpk

<image002.jpg>

+92-03497760826

From: ayesha.faridoon@chipconsulting.org [mailto:ayesha.faridoon@chipconsulting.org]

Sent: Wednesday, July 12, 2023 6:44 PM

To: 'KHAN, Saifullah' <skhan@who.int>; 'muhammadmuslehuddin@chipconsulting.org' <muhammadmuslehuddin@chipconsulting.org>

Cc: 'ABBAS, Waseem' <wabbas@who.int>; 'Naila Nizam' <naila.nizam@chipconsulting.org>; 'sundas.tariq' <sundas.tariq@chipconsulting.org>; 'javeria.khattak@chipconsulting.org' <javeria.khattak@chipconsulting.org>; 'KHURSHID, Muhammad Naveed' <khurshidm@who.int>; 'iftikhar.jehan@chipconsulting.org' <iftikhar.jehan@chipconsulting.org>

Subject: RE: [EXT] RE: Final investigation report against UCPO Fahad Zaman

Dear Dr. Saifullah Khan,

I hope you will be doing well. Please find the attached file of statements.

Regards,

AYESHA FARIDOON

PROJECT OFFICER HR

CHIP Training & Consulting (Pvt) Ltd

PESHAWAR OFFICE

<image002.jpg>

+92-03497760826

From: KHAN, Saifullah [mailto:skhan@who.int]

Sent: Wednesday, July 12, 2023 2:46 PM

To: muhammadmuslehuddin@chipconsulting.org

Cc: ABBAS, Waseem <wabbas@who.int>; 'Naila Nizam' <naila.nizam@chipconsulting.org>; 'sundas.tariq' <sundas.tariq@chipconsulting.org>; ayesha.faridoon@chipconsulting.org; javeria.khattak@chipconsulting.org; KHURSHID, Muhammad Naveed <khurshidm@who.int>

Subject: Re: [EXT] RE: Final investigation report against UCPO Fahad Zaman

Dear Muslehuddin

I am waiting for your response please

Regards

Dr Saifullah Khan

DDPO

PEI WHO, Peshawar

Cell#: 03339235645

Email: skhan@who.int

acpeshawar1@gmail.com

<image001.png>

From: KHAN, Saifullah

Sent: Monday, July 3, 2023 4:31 PM

To: muhammadmuslehuddin@chipconsulting.org <muhammadmuslehuddin@chipconsulting.org>

Cc: ABBAS, Waseem <wabbas@who.int>; 'Naila Nizam' <naila.nizam@chipconsulting.org>; 'sundas.tariq' <sundas.tariq@chipconsulting.org>; ayesha.faridoon@chipconsulting.org <ayesha.faridoon@chipconsulting.org>; javeria.khattak@chipconsulting.org <javeria.khattak@chipconsulting.org>; KHURSHID, Muhammad Naveed <khurshidm@who.int>

Subject: Re: [EXT] RE: Final investigation report against UCPO Fahad Zaman

Dear Muslehuddin

Thanks for your email.

Can you please share methodology of inquiry was the conclusion reached based on statements/interviews of FLWs or were there supporting evidences as well

I will appreciate if without disclosing identity you can share statements of FLWs by mentioning them as party A,B,C etc

Regards

Dr Saifullah Khan

Deputy District Polio Officer

PEI, WHO Peshawar

On 3 Jul 2023 14:28, muhammadmuslehuddin@chipconsulting.org wrote:

Dear Dr. Saifullah Khan,

I hope you will be doing well. A couple of serious Sexual Harassment complaints have been reported against Mr. Fahad Zaman UCPO-University Town, District Peshawar by the CHW's. In order to probe the matter, PE team jointly with CTC team conducted a fact-finding investigation of the matter on 9th and 15th June 2023. Individual meetings with the field staff members were conducted in the PEOPLE's office to acquire their statements. The Conclusion and Recommendations of the Fact Finding Committee are as following.

Conclusion:

- Based on the findings of the investigation, it can be concluded that UCPO Mr. Fahad Zaman mentally tormented staff, treated them disrespectfully, and threatened to send emails against them. Many staff members are afraid of him due to concerns about job security. The work environment at UC is unsupportive for female workers and Mr. Fahad has been involved in the harassment of vulnerable and weak female employees.
- The Fact Finding Committee is convinced that the complaint was accurate and the individual in question admitted that he did not follow the proper protocols for reporting incidents to superiors. It was also observed that UCPO Mr. Fahad Zaman lack awareness about his TOR's. Furthermore, a concerning change in the body language was exhibited by the UCPO while discussing the subject matter.
- UCDO Ms. Farah Ambreen demonstrates weak supervisory skills and consistently supports UCPO Mr. Fahad Zaman in every situation. Consequently, the staff members hesitate to share any problems with her as they know she will share everything with UCPO Mr. Fahad Zaman.
- During the investigation, the fact finding committee came across a complaint filed against CHW Nazo, accusing her of accepting money from members of the community without providing reimbursement, thereby demonstrating unprofessional behavior.

Recommendations:

- The Fact Finding Committee has recommended the Termination of UCPO Mr. Fahad Zaman from the Programme on account of Professional Misconduct. (Moral and Sexual Harassment).

- A Warning is recommended against UCDO Ms. Farah Ambreen as she is involved in professional negligence to the duty and she lacks supervision qualities.
- A detailed Counselling Session is recommended for CHW Ms. Nazo.

Best Regards,

Muslehuiddin

From: ayesha.faridoon@chipconsulting.org [mailto:ayesha.faridoon@chipconsulting.org]

Sent: Tuesday, June 27, 2023 3:12 PM

To: 'Qandeel Qandeel' <qandeel@people.com.pk>

Cc: waqas.ahmad@people.com.pk; naila.nizam@chipconsulting.org;
muhammadmuslehuiddin@chipconsulting.org; sundas.tariq@chipconsulting.org;
javeria.khattak@chipconsulting.org; farah.abbas@chipconsulting.org

Subject: RE: Final investigation report against UCPO Fahad Zaman

The fact-finding-committee agrees to the recommendations

Thanks

Regards,

AYESHA FARIDOON

PROJECT OFFICER HR

CHIP Training & Consulting (Pvt) Ltd

PESHAWAR OFFICE

<image002.jpg>

+92-334-9593186

From: Qandeel Qandeel [mailto:qandeel@people.com.pk]

Sent: Tuesday, June 27, 2023 3:02 PM

To: ayesha.faridoon@chipconsulting.org

Cc: waqas.ahmad@people.com.pk; naila.nizam@chipconsulting.org;
muhammadmuslehuddin@chipconsulting.org; sundas.tariq@chipconsulting.org;
javeria.khattak@chipconsulting.org; farah.abbas@chipconsulting.org

Subject: RE: Final investigation report against UCPO Fahad Zaman

Respected Concern,

I agree with these recommendations for UCPO in addition to that I am recommending a Warning for UCDO Farah Ambreen as well.

The UCDO is also guilty of mentioned reasons.

☑ UCDO Farah Ambreen denied all the allegations against UCPO Fahad Zaman as she is supporting him in his every action, She never reported about UCPO and his unprofessional behavior towards staff. Her reporting and supervision are below the bar.

Best Regards:

Qandeel

HR Services Executive – PEOPLE

PROFESIONAL EMPLOYERS PRIVATE LIMITED

Office# FF152, 1st floor Deans Trade Center Saddar Peshawar.

Tel: 091-5603097-9 | Mob: +92-347-4102892

<image003.jpg>

From: ayesha.faridoon@chipconsulting.org <ayesha.faridoon@chipconsulting.org>

Sent: Tuesday, June 27, 2023 12:25 PM

To: qandeel@people.com.pk

Cc: waqas.ahmad@people.com.pk; naila.nizam@chipconsulting.org;
muhammadmuslehuddin@chipconsulting.org; sundas.tariq@chipconsulting.org;
javeria.khattak@chipconsulting.org; farah.abbas@chipconsulting.org

Subject: Final investigation report against UCPO Fahad Zaman

GREETINGS !

Please find the updated report along with annexures. Your kind response is awaited for endorsement .

Regards,

AYESHA FARIDOON

PROJECT OFFICER HR

CHIP Training & Consulting (Pvt) Ltd

PESHAWAR OFFICE

<image002.jpg>

+92-334-9593186