

-----Original Message-----

From: disciplinarymatters.kp@chipconsulting.org [mailto:disciplinarymatters.kp@chipconsulting.org]

Sent: Saturday, October 7, 2023 5:25 PM

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

Cc: ayesha.faridoon@chipconsulting.org; Naila Nizam <naila.nizam@chipconsulting.org>

Subject: Re: Fwd: [EXT] Approval required for Fahad Zaman Suspension

Well Noted Sir. Thankyou.

On 2023-10-06 09:12, ABBAS, Waseem wrote:

> Please proceed

>

> Regards

> -----

>

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

> Sent: Friday, October 6, 2023 8:11:54 PM

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

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

> Subject: RE: [EXT] Approval required for Fahad Zaman Suspension

>

> Approved

>

> 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: Friday, 6 October 2023 4:57 PM

> To: AFRIDI, Sarfaraz Khan <afridis@who.int>
> Cc: AURANGZEB KHAN, Mazhar <zebma@who.int>
> Subject: Re: [EXT] Approval required for Fahad Zaman Suspension
>
> Dear Sir,
>
> Your approval is requested to suspend Fahad Zaman and probe the
> sensitive matter of harassment.
>
> Regards
>
> Waseem Abbas
>
> -----
>
> From: disciplinarmatters.kp@chipconsulting.org
> <disciplinarmatters.kp@chipconsulting.org>
> Sent: Friday, October 6, 2023 4:54:54 PM
> To: ABBAS, Waseem <wabbas@who.int>
> Cc: zebma@who.int naila.nizam@chipconsulting.org
> Iftikhar.jehan@chipconsulting.org <hina.queishi@chipconsulting.org>;
> saqib.ali@chipconsulting.org <saqib.ali@chipconsulting.org>
> Subject: [EXT] Approval required for Fahad Zaman Suspension
>
> Dear Waseem Sb,
>
> This is with reference to the complaint against UCOO Fahad Zaman
> wherein he has been allegedly involved in sexual harassment and abuse
> of authority. The UCOO is quite influential in the UC and females
> staff might be reluctant to share their concerns due to fear.
>
> Therefore, in order to ensure that females share their responses
> without fear, it is suggested to suspend Fahad Zaman with immediate
> effect till the completion of the investigation.
>
> The investigation was delayed due to ongoing campaign. and will now be
>
> conducted in next week.
>
> Your kind approval is needed to proceed further.
>
> Thankyou,
> AYESHA FARIDON_
> PROJECT OFFICER HR
> CHIP Training & Consulting (Pvt) Ltd
> PESHAWAR kpk
> +92-03497760826
>

> From: ABBAS, Waseem [mailto:wabbas@who.int]
> Sent: Monday, September 25, 2023 11:15 AM
> To: 'Iftikhar Jehan' <iftikhar.jehan@chipconsulting.org>
> Cc: AFRIDI, Sarfaraz Khan <afridis@who.int>; AURANGZEB KHAN, Mazhar
> <zebma@who.int>; Naila Nizam <naila.nizam@chipconsulting.org>
> Subject: FW: [EXT] Show cause notice to TDOSO Imtiaz and
> re-investigation of harassment case against Fahad Zaman UCPO
> University town

>

> Dear Iftikhar,

>

> Thank you for sharing this. As discussed already, such sensitive
> nature cases needs an in-depth investigation.

>

> Regards

>

> Waseem Abbas

>

> From: iftikhar.jehan@chipconsulting.org
> <iftikhar.jehan@chipconsulting.org>
> Sent: Monday, September 25, 2023 10:15 AM
> To: ABBAS, Waseem <wabbas@who.int>
> Cc: AURANGZEB KHAN, Mazhar <zebma@who.int>; 'Naila Nizam'
> <naila.nizam@chipconsulting.org>; saqib.ali@chipconsulting.org; Ayesha

>

> Faridoon <ayesha.faridoon@chipconsulting.org>
> Subject: [EXT] Show cause notice to TDOSO Imtiaz and re-investigation
> of harassment case against Fahad Zaman UCPO University town

>

> Dear Waseem,

>

> A complaint has been received against TDOSO Imtiaz wherein it has been

>

> alleged that he has threatened the workers of UC University town who
> testified against UCOO Fahad Zaman during the investigation conducted
> by CTC in July, 2023.

>

> The investigation report highlighted behavioral issues of Fahad Zaman
> but there wasn't enough evidence to incriminate Fahad Zaman with
> charges of sexual abuse and harassment. The allegation in the instant
> complaint stems from the same investigation conducted earlier.

>

> On the basis of this complaint and earlier findings, we have reasons
> to believe that UC staff may have been put under pressure and
> intimidated

>

> to withdraw from their statements.

>

> Therefore, it has been decided to re-investigate the case in order to
> rule out any possibility of misconduct in relations to sexual
> harassment / abuse within the UC.
>
> As the complainant has levelled serious allegations against the TDOSO,
> a show cause will be issued to him for documenting his response on
> these
>
> allegations. The F.O has already endorsed the initiation of
> investigation and issuance of show cause to TDOSO Imtiaz.
>
> The email is annexed with final investigation previous report,
> annexures and decision on the UCPO Fahad Zaman case for reference.
>
> This email is shared for your information and comments if any.
>
> Thanks.
>
> IFTIKHAR JEHAN
> Regional Manager,
> CHIP Training & Consulting (Pvt) Ltd.
> Peshawar, KPK
> Cell # 0345-8566269
>
> From: PARVEEN, Khalida [mailto:parveenk@who.int]
> Sent: Thursday, 21 September 2023 3:03 pm
> To: Naila Nizam <naila.nizam@chipconsulting.org>
> Cc: ZAHEER, Bilal <zaheerbi@who.int>; DEHGhani, Somayah
> <dehghanis@who.int>; SOGHAIER, Mohammed Ahmed <soghaierm@who.int>;
> sundas.tariq@chipconsulting.org; sarah@chipconsulting.org
> Subject: FW: [EXT] Complaint and report about university town
> harassment inquiry of Fahad Zaman ucpo
>
> Dear Naila,
>
> Reference to the attached investigation report against the alleged Mr
>
> Fahad Zaman, UCPO in Peshawar, I would advise CTC to reconduct this
> investigation on the lines of WHO PRSEAH guidelines explained and
> shared with your organization during the recent capacity building
> training on
>
> Prevention and Response to Sexual Misconduct (Sep 2023) in Islamabad
> by WHO's PRSEAH Focal Person.
>
> Best Regards,
> Khalida
>

> From: ABBAS, Waseem <wabbas@who.int>
> Sent: Monday, September 4, 2023 9:38 AM
> To: AFRIDI, Sarfaraz Khan <afridis@who.int>
> Subject: RE: [EXT] Complaint and report about university town
> harassment inquiry of Fahad Zaman ucpo
>
> Dear Sir,
>
> Kindly find below responses to your queries;
>
> 1.Reference to the harassment complaint against Mr. Fahad Zaman (UCPO
> University Town), CTC concluded the investigation July 26, 2023.
> During
> the investigation no substantial evidence was provided by the
> complainant, however, the statements from multiple field workers
> reflects that he has “behavioral issues” and need to improve his
> professional conduct and Warning was served 2.We will contact CTC to
> know what he has disclosed in CTC relationship disclosure form.
>
> Thank you
>
> Waseem Abbas

>
> From: AFRIDI, Sarfaraz Khan <afridis@who.int>
> Sent: Sunday, September 3, 2023 12:51 PM
> To: ABBAS, Waseem <wabbas@who.int>
> Subject: RE: [EXT] Complaint and report about university town
> harassment inquiry of Fahad Zaman ucpo
>
> “CONFIDENTIAL”
> Dear Waseem
> Pls need to know the exact:
> 1. Position of the case as I remember about this issue but sorry
> could
> not recall the outcome
> 2. To know the relationship of the two concerned express by the
> Person
> in the email
>
> 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: Adnan Khan <adnan.phandu5036@gmail.com>
> Sent: Thursday, 31 August 2023 4:38 PM
> To: Eocpakistan@gmail.com; KHAN, Zainul Abedin <khanzai@who.int>;
> YALAHOW, Ibrahim <yalahowi@who.int>; Hamish Young <hyoung@unicef.org>;
>
> Millhia Kader <mkader@unicef.org>; rabuzafar@unicef.org;
> shahzadbaig.nc <shahzadbaig.nc@gmail.com>; drnadeemshah34@gmail.com;
> abulhassan.neoc@gmail.com; asafjaved.neoc@gmail.com;
> integrity1@unicef.org; Mariam Iqbal Tarana <mitarana@unicef.org>;
> aber.ptc.fata@gmail.com; mehdieocfata@gmail.com; sokhan@unicef.org;
> shahabmian@hotmail.com; tariq_prcs@hotmail.com; dnayyab@unicef.org;
> fali@unicef.org; bkhan@unicef.org; EOCPakhtunkhwa@gmail.com;
> eoccoordinator@gmail.com; MOHAMED, Gedi <mohamedge@who.int>;
> EOCPakhtunkhwa@gmail.com; imtiaz.ali@rizconsulting.biz;
> aetsano@unicef.org; AFRIDI, Sarfaraz Khan <afridis@who.int>;
> doctorjkpk <doctorjkpk@gmail.com>; zeeshanaminkhan@gmail.com;
> omar.butt@people.com.pk; ayesha.fridoon@chipconsulting.org;
> naila.nizam@chipconsulting.org; hazrat.bilal@people.com.pk;
> imran.ali@people.com.pk; muhammad.ilyas@people.com.pk;
> muhammad.waqas@people.com.pk; KHURSHID, Muhammad Naveed
> <khurshidm@who.int>; erehman@unicef.org; Julianne Birungi
> <jbirungi@unicef.org>; Tufail Ahmed <tuahmed@unicef.org>;
> arbab.bilal@yahoo.com
> Subject: [EXT] Complaint and report about university town harrasment
> inquiry of Fahad Zaman ucpo
>
> Dear Sir,
>
> I want to highlight and pay your attention to the utmost issue of UC
> University town, A few months ago some CHWs and other staff registered
> a complaint against the UCPO Fahad Zaman, in this regard People & CTC
> HR
>
> conducted an inquiry to conclude the matter, and during the inquiry
> proceedings about 16 employees of the concerned UC give their
> statements against UCPO Fahad Zaman about his misconduct and
> harassment issues by
>
> providing their written statements, after some days TDO Imtiaz visited
>
> the concerned UC and put pressure on all CBV staff for changing their
> statements about Fahad Zaman, as he told them that Fahad Zaman is the
> nephew of Dr. Ikram and Dr. Saif Ullah DDPO clearly instructed them
> that if anyone doesn't step back from their statements they will fire
> them,
>
> some days before Fahad Zaman was also reported by the KTH management
> that he came with girls in the midnight in the center by using back

- > doors of the Center.
- > My simple question is from the officers if someone is a relative of an
- >
- > officer so he can harass the female staff easily, and the ERU officer
- > Dr. Saif will support him in this act by giving threats of termination
- >
- > to the staff.
- > I am hopeful that UNICEF & WHO management will take action and will
- > ask for the inquiry reports from PEOPLE & CTC.
- > Otherwise, we will challenge this issue on the Media and will give a
- > call to refuse the Polio Campaign as the officers are using female
- > Staff for their enjoyment.
- >
- > Regards: Adnan Khan