

From: ABBAS, Waseem [mailto:wabbas@who.int]
Sent: Thursday, November 2, 2023 3:56 PM
To: disciplinarymatters.kp@chipconsulting.org
Cc: AURANGZEB KHAN, Mazhar <zebma@who.int>; Naila Nizam <naila.nizam@chipconsulting.org>
Subject: Fwd: Fwd: [EXT] Approval required for Fahad Zaman Suspension

FYI please

Regards

Waseem Abbas

From: AFRIDI, Sarfaraz Khan <afridis@who.int>
Sent: Thursday, November 2, 2023 3:53:46 PM
To: ABBAS, Waseem <wabbas@who.int>
Cc: AURANGZEB KHAN, Mazhar <zebma@who.int>
Subject: RE: Fwd: [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

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

From: ABBAS, Waseem <wabbas@who.int>
Sent: Thursday, 2 November 2023 2:04 PM
To: AFRIDI, Sarfaraz Khan <afridis@who.int>
Cc: AURANGZEB KHAN, Mazhar <zebma@who.int>
Subject: RE: Fwd: [EXT] Approval required for Fahad Zaman Suspension

Dear Sir,

CTC has completed the investigation of Fahad Zaman, however no evidence was found to prove him guilty. Therefore your approval is requested to close this case.

Regards

Waseem Abbas

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

From: disciplinarymatters.kp@chipconsulting.org <disciplinarymatters.kp@chipconsulting.org>

Sent: Wednesday, November 1, 2023 12:08 PM

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

Cc: hina.queeshi@chipconsulting.org

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

Dear Sir,

Please find the revised Investigation report of University Town attached for your find review.

Regards,

Ayesha Faridoon

On 2023-10-24 07:00, ABBAS, Waseem wrote:

> Dear Ayesha,

>

> As discussed previously, the outcome need to be conclusive i.e.

> mentioning details related to exact adjacent UC, status of the UC

> (filled/Vacant) etc. All these need to be merged in the final report.

>

> Regards

>

> Waseem Abbas

>

> -----

>

> From: disciplinarymatters.kp@chipconsulting.org

> <disciplinarymatters.kp@chipconsulting.org>

> Sent: Tuesday, October 24, 2023 5:56:14 pm

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

> Cc: zebma@who.int naila.nizam@chipconsulting.org "'Naila Nizam'

> <naila.nizam@chipconsulting.org> hina.queeshi@chipconsulting.org

> iftikhar.jehan@chipconsulting.org <saqib.ali@chipconsulting.org>

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

> Suspension

>

> Dear Sir

>

> With reference to your below email, it is to inform you that CTC has

> policy to transfer staff in case of any disciplinary action if it's

> related to Capacity or disciplinary issue. As there is so much

> grouping and lobbying in the UC but investigation team did not find

> UCPO Fahad Zaman guilty. In order to avoid any other issue, his

> transfer is recommended to the adjacent UC.

>
> 7.2.2 Disciplinary Action framework Guidelines
>
> Staff capacity and disciplinary management: CTC manages staff
> capacity and disciplinary issues in the following ways:
> • Records underperformance
> • Reviews performance for contract extension or promotion • Consider
> staff transfers if feasible.
> • Shares kinship cases with WHO Provincial team for feedback • Takes
> WHO provincial team feedback for disciplinary action
>
> On 2023-10-18 04:04, ABBAS, Waseem wrote:
>
>> Dear Ayesha,
>>
>> Kindly share the relevant clause for transfer and what is the
>> suggested transfer UC.
>>
>> Regards
>>
>> Waseem Abbas
>>
>> -----Original Message-----
>> From: disciplinarymatters.kp@chipconsulting.org
>> <disciplinarymatters.kp@chipconsulting.org>
>> Sent: Wednesday, October 18, 2023 10:37 AM
>> To: ABBAS, Waseem <wabbas@who.int>
>> Cc: zebma@who.int "'Naila Nizam' <naila.nizam@chipconsulting.org>
>> hina.queshi@chipconsulting.org iftikhar.jehan@chipconsulting.org
>> <saqib.ali@chipconsulting.org>
>> Subject: Re: Fwd: [EXT] Approval required for Fahad Zaman Suspension
>>
>> Dear Waseem Sb,
>>
>> The investigation report of UC-University Town is attached is for
>> your review and persual.
>>
>> Thankyou,
>> Ayesha Faridoon
>>
>> 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: disciplinarymatters.kp@chipconsulting.org

>>> <disciplinarymatters.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.queshi@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 FARIDOON_
>>>> 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, Somayeh
>>> <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: drskafриди@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>;
>>> abeer.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; imtiaaz.ali@rizconsulting.biz;
>>> aetsano@unicef.org; AFRIDI, Sarfaraz Khan <afridis@who.int>;
>>> 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; mohammad.ilyas@people.com.pk;
>>> mohammad.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