

From: ABBAS, Waseem <wabbas@who.int>
Sent: Friday, November 17, 2023 5:58 AM
To: ayesha.faridoon@chipconsulting.org
Cc: AURANGZEB KHAN, Mazhar; Naila Nizam
Subject: Fwd: [EXT] Re: Preliminary Assessment- UCOO Mashogagar Adnan - Involvement in Immoral Activities

FYI Please

Regards

Waseem Abbas

From: AFRIDI, Sarfaraz Khan <afridis@who.int>
Sent: Thursday, November 16, 2023 11:40:31 PM
To: ABBAS, Waseem <wabbas@who.int>
Cc: AURANGZEB KHAN, Mazhar <zebma@who.int>
Subject: RE: [EXT] Re: Preliminary Assessment- UCOO Mashogagar Adnan - Involvement in Immoral Activities

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
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E-Mail Office: afridis@who.int
E-Mail Personal: drskafridi@gmail.com

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

From: ABBAS, Waseem <wabbas@who.int>
Sent: Thursday, 16 November 2023 8:34 PM
To: AFRIDI, Sarfaraz Khan <afridis@who.int>
Cc: AURANGZEB KHAN, Mazhar <zebma@who.int>
Subject: FW: [EXT] Re: Preliminary Assessment- UCOO Mashogagar Adnan - Involvement in Immoral Activities

Dear Sir,

After completing the re investigation, the CTC found the UCPO as "Not Guilty" and suggested that the UC staff organize an improvement meeting, ensuring the presence of all members. The minutes of the meeting should be documented and shared with the CTC for record-keeping.

Please approve

Regards

Waseem Abbas

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

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

Sent: Saturday, November 11, 2023 7:14 PM

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

Cc: AURANGZEB KHAN, Mazhar <zebma@who.int>; Naila Nizam <naila.nizam@chipconsulting.org>;

iftikhar.jehan@chipconsulting.org; hina.queshi@chipconsulting.org

Subject: RE: [EXT] Re: Preliminary Assessment- UCOO Mashogagar Adnan - Involvement in Immoral Activities

Dear Sir,

The case was re-investigated on 8th Nov, the UC statements were recorded and attached with the investigation report for your review and perusal.

Regards,

Ayesha Faridoon

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

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

Sent: Thursday, November 2, 2023 2:43 PM

To: disciplinarymatters.kp@chipconsulting.org

Cc: hina.queshi@chipconsulting.org; AFRIDI, Sarfaraz Khan <afridis@who.int>; AURANGZEB KHAN, Mazhar

<zebma@who.int>; Naila Nizam <naila.nizam@chipconsulting.org>; PARVEEN, Khalida <parveenk@who.int>

Subject: RE: [EXT] Re: Preliminary Assessment- UCOO Mashogagar Adnan - Involvement in Immoral Activities

Dear Ayesha,

The investigation is related to work place harassment however the session during the investigation is delivered regarding PSEA, why? Secondly who is delivering the session, is he/she trained on PRSEAH?

"The case was investigated by a field visit to the UC and by holding an SOPs session on PSEA policy"

Regards

Waseem Abbas

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

From: disciplinarymatters.kp@chipconsulting.org

<disciplinarymatters.kp@chipconsulting.org>

Sent: Wednesday, November 1, 2023 12:19 PM

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

Cc: hina.queshi@chipconsulting.org

Subject: [EXT] Re: Preliminary Assessment- UCOO Mashogagar Adnan - Involvement in Immoral Activities

Dear Sir,

The final investigation report is attached for your kind review and perusal.

Regards,

Ayesha Faridoon

On 2023-09-29 08:11, disciplinarymatters.kp@chipconsulting.org wrote:

> Dear Sir Waseem

>
> Greetings
>
> A complaint was received against UCOO Adnan of UC-Mashogagar about his
> sexual involvement with his subordinates by an anonymous informant.
>
> CTC has done the preliminary assessment and the report is attached for
> your kind review.
>
> As this act falls in the red line category and needs to be dealt with
> careful handling and transparency. Therefore it is suggested to
> conduct a thorough investigation at the concerned UC and the final
> report will be shared with you once the investigation is concluded.
>
> This email is for your information purpose.'
>
> Thankyou,
> AYESHA FARIDOON_
> PROJECT OFFICER HR
> CHIP Training & Consulting (Pvt) Ltd
> PESHAWAR kpk
> +92-03497760826
>
> On 2023-09-21 00:27, UC Mashogagar wrote:
>
>> Respected Aysha Faridoon
>>
>> Hope you will be in good health.
>> As per the above statement please inquired these staff (AIC Naila,
>> AIC Hajra, AIC Naveeda, AIC Robeena, AIC Sajid Khan, CHW Tahmeen, CHW
>> Rameem, CHW Iqra, CHW Asia, CHW Fahmeeda, CHW Mahasin, CHW Fozia
>> Qayoom, CHW Sabreen, CHW Ishrat of Area 5, CHW Mahreen, CHW Rukhsana,
>> CHW Dil Nawaz, CHW Izhar Khan, ALSM Amin Nawaz, ALSM Muh Raiz, ALSM
>> Wisal Khan .) These staff will provide you with all the evidence and
>>
>> proof against UCDO Adnan Khan. I am giving you the exact direction.
>> Please follow the direction you will find a lot of things against
>> UCDO Adnan Khan.
>> Adnan UCDO is a clever man. He did not make proof he was doing a lot
>>
>> of things in the form of verbal form. Verbal Communication and verbal
>> harassment.
>> Respected HR you only asked by mobile call from different staff but
>> how it's possible that someone will share you the reality by mobile
>> call. please inquire these staff one by one individually. These staff
>> will obviously provide you with the reality. These staff are afraid
>> that is why they did not give a statement on call.
>>
>> Thanks Regard
>> Information Provider
>>
>> On Mon, Sep 18, 2023 at 10:01 PM
>> <ayesha.faridoon@chipconsulting.org> wrote:
>>
>>> Dear Complainant,
>>>

>>> I hope this email finds you well. We would like to acknowledge and
>>>
>>> address the concerns you have raised, and we deeply respect your
>>> request for anonymity. Ensuring your privacy is of utmost importance
>>> to us, and we want to reassure you that we take this matter
>>> seriously.
>>>
>>> To better understand your concerns and work towards a solution, we
>>>
>>> kindly request that you provide us with some additional
>>> information/proofs. We understand your desire to remain anonymous,
>>>
>>> and we will respect your privacy throughout this process.
>>>
>>> Please consider the following options to help us proceed
>>>
>>> Thankyou,
>>>
>>> _Regards,_
>>>
>>> --
>>>
>>> _AYESHA FARIDOON_
>>>
>>> _PROJECT OFFICER HR_
>>>
>>> _CHIP Training & Consulting (Pvt) Ltd_
>>>
>>> _PESHAWAR kpk_
>>>
>>> _+92-03497760826_
>>>
>>> -----
>>>
>>> From: UC Mashogagar <ucmashogagar@gmail.com>
>>> Sent: Tuesday, September 12, 2023 11:16 AM
>>> To: amnakhan4004@gmail.com <amnakhan4004@gmail.com>; Tufail Ahmed
>>> <tuahmed@unicef.org>; KHURSHID, Muhammad Naveed <khurshidm@who.int>;
>>> AHMAD, Laeeq <ahmadl@who.int>; malikirfankhan@gmail.com
>>> <malikirfankhan@gmail.com>; KHAN, Saifullah <skhan@who.int>;
>>> SHEREEN, Ashraf Ali <shereena@who.int>; KHALIL, Samreen
>>> <khalilsa@who.int>
>>> Subject: [EXT] Involvement in Physical and sexual relation of (UCDO
>>> Adnan Khan UC Mashogagar) with their lower staff
>>>
>>> Dear Polio Officers.
>>>
>>> I want to express and expose all unethical and unprofessional
>>> behavior of Adnan UCDO.
>>> Adnan UCDO's character is very bad.Because he immorally has full
>>> physical and sexual relations with some of his staff i.e. CHW and
>>> AIC.
>>>
>>> Let me explain one by one.
>>>
>>> Adnan UCDO has Physical and sexual relations with CHW Shazia. Once

>>>>
>>> Adnan UCDO executed sex with CHW Shazia for money. At that time
>>> Adnan UCDO had no money when Adnan UCDO executed sex with CHW
>>> Shazia.
>>> Then
>>> he told CHW Shazia that he will give the money when he gets the
>>> salary. When Adnan UCDO did not pay his sex loan. Then Shazia CHW
>>>
>>> always reminds Adnan UCDO. Please give me my money. When someone
>>> asked Adnan UCDO what amount CHW Shazia is behind you, Adnan UCDO
>>> told him that we both have monthly cast (Monthly Cast). But in fact
>>> it was a sex loan executed by CHW Shazia with Adnan UCDO.
>>>
>>> Adnan UCDO has sexual relations with Salma CHW. Adnan UCDO brought
>>>
>>> his car to BHU to take Salma CHW with him. On that day, Salma CHW
>>> demanded for leave. They both make plans in advance for a picnic .
>>> And Adnan UCDO, allowed Salma CHW to leave on that day. They both
>>> plan their picnic in advance. Adnan UCDO met CHW Salma when she was
>>> alone at the HRMP site. Several times he has been seen kissing with
>>> Salma CHW at the HRMP Site. which has been witnessed by members of
>>>
>>> the local community. But no one raises a voice against such action,
>>> because everyone is afraid of Adnan UCDO because he threatens the
>>> lower staff that I have a high and deep relationship with my senior.
>>>
>>> Adnan UCDO have sexual relations with AIC Amina Hayat which were
>>> seen by many of CHW and AIC. They both meet when all staff dispatch
>>> to the field.
>>>
>>> Adnan UCDO have sexual relations with Alternate team CHW Mahreen.
>>> She was seen by our one CHW Mahreen. When Adnan UCDO picked CHW
>>> Mahreen on bike from their field. Adnan UCDO promised to Alternate
>>>
>>> team Mahreen that I will give you the job in the polio program.
>>>
>>> One day Adnan UCDO asked Area 2 CHW Asia in front of all CHWs and
>>> AIC that did you enjoy sex on the first night of your marriage or
>>> not.?
>>> And further he asked them that have you known the joys and pleasure
>>> of marriage first night.?
>>>
>>> One day Adnan UCDO said to Area 3 CHW Iqra in front of all CHWs and
>>> AIC that you do not know the pleasure and joy of sex. Sex has a lot
>>> of joy and fun,pleasure.
>>>
>>> One day Adnan UCDO said to AIC Hajra when she was pregnant. That you
>>> have a man or a woman in your abdomen.? If you tell me, I will give
>>> you the leave.
>>>
>>> Adnan UCDO have strong grouping at UC level. Many staff are involved
>>> with him .These grouping members name are (AIC Aysha, AIC Nusrat,
>>> AIC Sabeeha, AIC Hamid, AIC Amina Hayat, CHW Salma, CHW Shazia, CHW
>>> Kamran,CHW Jahangir, CHW Naveed,).These all members are working in
>>> favour of Adnan UCDO. When someone planed and conduct an enquiry
>>> against Adnan UCDO, these staff (AIC Aysha, AIC Nusrat, AIC Sabeeha,

>>> AIC Hamid, AIC Amina Hayat, CHW Salma, CHW Shazia, CHW Kamran, CHW Jahangir, CHW Naveed,) giving statement in favour of Adnan UCDO.
>>>
>>> If you people want to proof all the above statement true and want to get the reality please asked from (AIC Naila, AIC Hajra, AIC Naveeda, AIC Robeena, AIC Sajid Khan, CHW Tahmeen, CHW Rameem, CHW Iqra, CHW Asia, CHW Fahmeeda, CHW Mahasin, CHW Fozia Qayoom, CHW Sabreen, CHW Ishrat of Area 5, CHW Mahreen, CHW Rukhsana, CHW Dil Nawaz, CHW Izhar Khan, ALSM Amin Nawaz, ALSM Muh Raiz, ALSM Wisal Khan .)
>>>
>>> Dear officer, such actions not only undermine the positive culture we strive to maintain but also have the potential to harm our organization's reputation and the well-being of our employees as well as our UC Mashogagar Community. Such behavior not only violates our organization's code of conduct but also goes against the principles of integrity, respect, and professionalism that we hold dear. It is imperative that we address these issues promptly to maintain the reputation and moral standards of our community as well as organization.
>>>
>>> This is my oath that all the above information is true.
>>>
>>> Thank you for your attention to this issue, and I look forward to a resolution that fosters a healthier and more productive work environment.
>>>
>>> Thanks Regards.
>>>
>>> Information provider