

**From:** ABBAS, Waseem <wabbas@who.int>  
**Sent:** Thursday, November 2, 2023 8:51 PM  
**To:** Ayesha Faridoon; disciplinarymatters.kp@chipconsulting.org  
**Cc:** AFRIDI, Sarfaraz Khan; AURANGZEB KHAN, Mazhar; Naila Nizam; PARVEEN, Khalida  
**Subject:** Fwd: [EXT] UC-Dag Investigation Report  
**Attachments:** Annexure-1 [complaint & PTL Approval].pdf; Annexure-2[Mehendi video].mp4; UC-Dag Investigation Report.docx

Dear Ayesha,

In the attached report the major allegations of abuse of authority is not proved but despite that a warning is recommended for organizing function despite the fact that no one was forced to contribute.

Staff get together promotes healthy work environment and when no one is forced to contribute or forceful participation.

Again the suggested actions are not backed by relevant evidence and policy clauses.

Furthermore, the investigation needs to be objective keeping the prime agenda separate from other matters arising.

The PTL has already mentioned in his first email that counselling will be helpful in such matters.

Regards

Waseem Abbas

**From:** disciplinarymatters.kp@chipconsulting.org  
**Date:** November 1, 2023 at 12:29:30 PM GMT+5  
**To:** "ABBAS, Waseem" <wabbas@who.int>  
**Cc:** hina.queshi@chipconsulting.org  
**Subject:** [EXT] UC-Dag Investigation Report

Dear Sir,

The final investigation report of UC-Dag is attached for your kind review.

Regards,  
Ayesha Faridoon