

From: Nabi Bakhsh <nabi.bakhsh@chipconsulting.org>
Sent: Wednesday, November 15, 2023 9:31 AM
To: disciplinarymatters.karachi@chipconsulting.org
Cc: ALI, Asif; LALANI, Afshan; DURRANI, Saima; sohoa@who.int; Naila Nizam; sundas.tariq@chipconsulting.org; hina.queshi@chipconsulting.org
Subject: Re: Harassment Complaint Against Shujaat Ali Khan UCOO Nai Abadi

Ms. Aniq,

Proceed below shared matter as per SOPs, investigate and share report within 07 days.

Regards

Sent from [Outlook for Android](#)

From: SOHO, Ambreen Ibrahim <sohoa@who.int>
Sent: Tuesday, November 14, 2023 7:54:08 pm
To: nabi.bakhsh@chipconsulting.org <nabi.bakhsh@chipconsulting.org>; disciplinarymatters.karachi@chipconsulting.org <disciplinarymatters.karachi@chipconsulting.org>
Cc: ALI, Asif <asifa@who.int>; LALANI, Afshan <lalania@who.int>; DURRANI, Saima <durrانى@who.int>
Subject: Harassment Complaint Against Shujaat Ali Khan UCOO Nai Abadi

Dear CTC Team,

I am writing to bring forth a serious concern regarding the behavior of UCOO Mr. Shujaat Ali Khan, Nai Abadi, District Keamari, which has resulted in instances of harassment towards workers and area supervisors within UC 04 Nai Abadi.

It has come to my attention, along with several other concerned individuals, that Mr. Shujaat Ali Khan has been engaging in behavior that is considered harassing, intimidating, and creating a hostile work environment for the workers and area supervisors under his purview.

The following reported incidents of harassment include 04 members of UC 04 Nai Abadi:

1. **Area Supervisor Nazia Munir:** As per statement by Area Supervisor Nazia, UCOO Shujaat Ali Khan misbehaved with field staff in which he uses frequent abusive language, personal relations with workers and supervisors, used to

call her sub-ordinate CHW Erum Kamran at unofficial timings. She referred to another case of supervisor Kausar that her private chat and intimate images were leaked in official whatsapp group. (Annexure 1 statement of Nazir Munir dated 14.11.23, video chat & 5 images)

2. **CHW Erum Kamran:** As per statement by Erum Kamran, UCOO Shujaat Ali Khan used to call her frequently after office hours and Shujaat also gave her promotion offer. She lives near his residence, so he used to force her to come to his place. And even he used to block her way on the streets. She was not able to share this matter with her husband, so she called her cousin to threaten him. On receiving threats by cousin of CHW Erum Kamran, UCOO Shujaat forcibly made CHW Erum write an apology letter (Annexure 2 statement of Erum Kamran dated 14.11.23)
3. **Area Supervisor Sana Abdullah:** As per verbal statement by Area Supervisor Sana, UCOO Shujaat abused her approximately 03 months back in team support center.
4. **Area supervisor Misbah Fahad:** As per statement by AS Misbah Fahad, three days ago dated 11 November 2023, UCOO Shujaat misbehaved and verbally abused her in the Team Support Centre in front of all CBV staff. (Annexure 3)

We kindly request an immediate suspension of UCOO Shujaat from the field till CTC conducts an investigation into these allegations.

Sincerely,
Dr. Ambreen
Area Coordinator
District Keamari

