

**From:** PARVEEN, Khalida <parveenk@who.int>  
**Sent:** Monday, January 8, 2024 8:18 AM  
**To:** Naila Nizam; saqib.ali@chipconsulting.org; sundas.tariq@chipconsulting.org; hina.queeshi@chipconsulting.org  
**Subject:** Fwd: Unprofessional conduct by TPO Haris Sultan  
**Attachments:** Screenshot\_20240107-203925\_WhatsApp.jpg; Screenshot\_20240107-203729\_WhatsApp.jpg

Dear Naila,

Please see the below issue and suspend the individual from performing the field work.

Investigate the case as per SOP and share your report.

Best Regards  
Khalida

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**From:** GOHAR, Iman <gohari@who.int>  
**Sent:** Sunday, January 7, 2024 10:54:30 PM  
**To:** RAFIQUE, Muhammad Nauman <rafiquem@who.int>; PARVEEN, Khalida <parveenk@who.int>  
**Cc:** KHAN, Zainul Abedin <khanzai@who.int>  
**Subject:** Fwd: Unprofessional conduct by TPO Haris Sultan

Dear Nauman and Khalida,

Kindly read below the self explanatory email of using extremely abusive words for our female DSO Dr Reham and TPO Ikram by Haris Sultan TPO. This is an extremely unethical and cannot be tolerated.

I have discussed this matter with higher Management and as per their guidance his contract needs to be terminated with immediate effect.

Regards,  
Iman

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**From:** ALI, Musharaf <jhatialm@who.int>  
**Sent:** Sunday, January 7, 2024 8:42 PM  
**To:** GOHAR, Iman <gohari@who.int>  
**Subject:** Unprofessional conduct by TPO Haris Sultan

Respected Dear Maám,

I am writing this to bring your attention to the unprofessional conduct of Mr. Haris Sultan, TPO CDA. He used abusive language against Dr Reham Baig (DSO). I council him with a hope that he would never do this again but again he used abusive language this time against Mr Ikram Junaid (TPO).

Please take the necessary action in this regard. I have attached the screenshot as evidence of using abusive language.

Regards,  
Musharaf Ali