

From: PARVEEN, Khalida <parveenk@who.int>
Sent: Friday, January 26, 2024 8:37 AM
To: Hina Qureshi
Cc: saqib.ali@chipconsulting.org; AHMAD, Shakeel Muhammad Saleem; Naila Nizam;
'Sundas Tariq'
Subject: FW: [EXT] Physically Harassment
Importance: High

Dear Hina,

Please proceed with the disciplinary action as proposed by the report.

Best Regards,

Khalida

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

From: ZAHEER, Bilal
Sent: Thursday, January 25, 2024 4:17 PM
To: PARVEEN, Khalida <parveenk@who.int>
Cc: DEHGHANI, Somayeh <dehghanis@who.int>; AHMAD, Shakeel Muhammad Saleem <ahmadsh@who.int>
Subject: RE: [EXT] Physically Harassment
Importance: High

Dear Khalida,

Please proceed with disciplinary action as per SOP's for this proven case.

Regards,

Bilal

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

From: PARVEEN, Khalida
Sent: Thursday, January 25, 2024 2:53 PM
To: ZAHEER, Bilal <zaheerbi@who.int>
Cc: DEHGHANI, Somayeh <dehghanis@who.int>; SOGHAIER, Mohammed Ahmed <soghaierm@who.int>
Subject: FW: [EXT] Physically Harassment
Importance: High

Dear Bilal sb,

This is to seek your consent on the termination of Ms Saima working as CHW , Korangi-Karachi.

The complaint was reported against her by her female supervisor for her unwelcome sexual advances and sending videos containing graphic content. CTC investigated the case which has confirmed that Saima had approached her supervisor with illicit intentions and involved in pornographic videos. The videos are available with CTC as an evidence.

The worker was questioned on her conduct to which she failed to respond in a satisfactory manner. She admitted her involvement in making porn videos to get monetary gains. The investigation report along with the supporting documents are attached.

The video is however not shared due to its graphic content. The approval of WHO PO is already sought.

Best Regards,
khalida

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

From: saqib.ali@chipconsulting.org <saqib.ali@chipconsulting.org>

Sent: Wednesday, January 24, 2024 6:26 PM

To: PARVEEN, Khalida <parveenk@who.int>

Cc: 'Irfan Farid' <irfan@chipconsulting.org>; Naila Nizam <naila.nizam@chipconsulting.org>; ZAHEER, Bilal <zaheerbi@who.int>; AHMAD, Shakeel Muhammad Saleem <ahmadsh@who.int>; DEHGhani, Somayeh <dehghanis@who.int>; Hina Qureshi <hina.qureshi@chipconsulting.org>

Subject: Fwd: [EXT] Physically Harassment

Dear Khalida,

A complaint was reported against a staff member namely Saima working as CHW at -Korangi-Korangi-Bilal Colony – 1 by her female supervisor for her unwelcome sexual advances and sending videos containing graphic content.

The matter was investigated which showed that Saima had approached her supervisor with illicit intentions and involved in pornographic videos which is also available with CTC as evidence.

The worker was questioned on her conduct to which she failed to respond in a satisfactory manner. She admitted that she is involved in making porn videos for monetary gains. The investigation report along with the supporting documents have been attached herewith for your kind review.

The video is however not shared due to its graphic content.

The actions of the staff are violations of SOPs therefore it is recommended to terminate her contract with immediate effect.

The approval of WHO PO is shared in the below email trail.

Your kind approval is requested for further action.

Thanks.

From: LALANI, Afshan [mailto:lalania@who.int]

Sent: Tuesday, January 23, 2024 5:07 PM

To: disciplinarymatters.karachi@chipconsulting.org

Cc: 'Naila Nizam'; sundas.tariq@chipconsulting.org; Hina Qureshi; disciplinaryassociate.sindh@chipconsulting.org; disciplinarymatters.isb@chipconsulting.org; ALI, Asif

Subject: RE: [EXT] Physically Harassment

Dear Ms. Aniq,

On behalf of PTL, kindly proceed with recommended action of showcause as per SOPs.

Regards,

Afshan Lalani

Administrative Assistant (CBV)

0300-0559471

From: disciplinarymatters.karachi@chipconsulting.org
<disciplinarymatters.karachi@chipconsulting.org>
Sent: Friday, January 19, 2024 5:48 PM
To: LALANI, Afshan <lalania@who.int>
Cc: 'Naila Nizam' <naila.nizam@chipconsulting.org>; sundas.tariq@chipconsulting.org; Hina Qureshi <hina.queshi@chipconsulting.org>; disciplinaryassociate.sindh@chipconsulting.org; disciplinarymatters.isb@chipconsulting.org
Subject: [EXT] Physically Harassment

Dear Ms. Afshan

Hope this email finds you well.

Please find the attached investigation report on CHW Saima regarding her involvement in immoral activities / sexual harassment , for your kind review and approval on the recommended action.

The supporting documents are attached herewith for your kind perusal and reference.

Aniq Tabba

Project HR Officer

CHIP Training & Consulting (Pvt) Ltd,

Office No 201, Business Arcade Building,

Shahrah-E-Faisal Road, Karachi,

Sindh,Pakistan.

From: Azra Adil [mailto:azraadil12345@gmail.com]
Sent: Tuesday, January 16, 2024 11:13 AM
To: disciplinaryassociate.sindh@chipconsulting.org
Cc: SHAKEEL AHMED, Kanwal; Naila Nizam; sundas.tariq@chipconsulting.org; disciplinarymatters.isb@chipconsulting.org; disciplinarymatters.karachi@chipconsulting.org
Subject: Re: [EXT] Physically Harassment

AOA Respected concerned

For Your record Chw Saima's CNIC NUMBER is here

42201-6982486-8

On Fri, Jan 12, 2024, 6:00 PM

<disciplinaryassociate.sindh@chipconsulting.org> wrote:

> Dear Ms. Azra,

>

> Kindly share the CNIC # of Saima so we can initiate her case.

>

> Mehreen Usman

> Project HR Associate

> CHIP Training & Consulting (Pvt) Ltd,

> Office No 201, Business Arcade Building, Shahrah-E-Faisal Road,

> Karachi.

>

> -----Original Message-----

> From: LALANI, Afshan [mailto:lalania@who.int]

> Sent: Friday, January 12, 2024 3:44 PM

> To: disciplinarymatters.karachi@chipconsulting.org

> Cc: Hina Qureshi; 'Naila Nizam'; sundas.tariq@chipconsulting.org;

> disciplinarymatters.isb@chipconsulting.org;

> disciplinaryassociate.sindh@chipconsulting.org

> Subject: RE: [EXT] Physically Harassment

>

> Dear Ms. Aniq,

> On behalf of PTL, kindly proceed as per SOPs with thorough

> investigation.

>

> Regards,

>

> Afshan Lalani

> Administrative Assistant (CBV)

> 0300-0559471

>

> -----Original Message-----

> From: disciplinarymatters.karachi@chipconsulting.org

> <disciplinarymatters.karachi@chipconsulting.org>

> Sent: Thursday, January 11, 2024 4:10 PM

> To: LALANI, Afshan <lalania@who.int>

> Cc: Hina Qureshi <hina.queshi@chipconsulting.org>; 'Naila Nizam'

> <naila.nizam@chipconsulting.org>; sundas.tariq@chipconsulting.org;

> disciplinarymatters.isb@chipconsulting.org;

> disciplinaryassociate.sindh@chipconsulting.org

> Subject: [EXT] Physically Harassment

>

> Dear Ms. Afshan,

>

> With reference to the below email, it is to inform you that a
> complaint has been received against CHW Saima regarding her
> involvement in immoral activities / indecent conduct.
>
> The allegations leveled against the worker are of serious nature and
> warrants investigation.
>
> It is suggested that CHW Saima be suspended from the field till
> completion of the investigation.
>
> Your kind approval is requested for onward action.
>
> Thanks.
>
> Aniq Tabba
> Project HR Officer
> CHIP Training & Consulting (Pvt) Ltd,
> Office No 201, Business Arcade Building, Shahrah-E-Faisal Road,
> Karachi, Sindh, Pakistan.
>
> ----- Forwarded message -----
> From: Azra Adil <azraadil12345@gmail.com>
> Date: Tue, Jan 9, 2024, 9:50 PM
> Subject: Physically Harassment
> To: SHAKEEL AHMED, Kanwal <shakeelk@who.int>
> Cc: BASIT, Qazi Abdul <basitq@who.int>, <deockorangi@gmail.com>
>
> I am Azra Adil UCPO of UC 01 BILAL COLONY korangi writing an issue of
> physically Harassment to bring in your kind knowledge that there is
> Area supervisor Bushra who complained against her chw Saima who works
> in 8/E Gulzar part that they both were sitting at CVS in afternoon on
> day 2 dated
> 9-01-2024 all workers went for Missed children coverage only As Bushra
> and her worker saima sitting in room chw Saima harassed and used
> abusing language as Bushra denied and ran away when she came she was
> shivering and weeping alot also she was threatened for bad action from
> chw side if she tells anyone this issue but AS Bushra shared all
> insident to me and UCMO Shazia also from unknown number 2 immoral and
> absurd videos shared in which she can be seen with her husband
>
> Here is complaint attached from AS Bushra
>
> Plz look into this matter and guide me further
>
> Yours sincerely
> Azra Adil
> UCPO
> 0334-2677083
> 54400-0446002-4