

hina.queshi@chipconsulting.org

From: sundas.tariq@chipconsulting.org
Sent: Tuesday, April 2, 2024 11:37 AM
To: hina.queshi@chipconsulting.org
Cc: naila.nizam@chipconsulting.org
Subject: FW: [EXT] FW: Harassment of CHWs and AS due to CHW Seema

[@hina do the needful](#)

Regards,
Sundas Tariq
Project Manager
CHIP Training & Consulting (Pvt) Ltd.
Plot 1, Street 9, G-8/2, Islamabad, Pakistan.
Cell:[0349-7760580](tel:0349-7760580)

From: PARVEEN, Khalida [mailto:parveenk@who.int]
Sent: Tuesday, April 2, 2024 11:27 AM
To: sundas.tariq@chipconsulting.org
Cc: ZAHEER, Bilal <zaheerbi@who.int>; DEGHANI, Somayeh <deghanis@who.int>; AHMAD, Shakeel Muhammad Saleem <ahmadsh@who.int>; irfan@chipconsulting.org; Sarah Farooqui <sarah@chipconsulting.org>; naila.nizam@chipconsulting.org; saqib.ali@chipconsulting.org
Subject: RE: [EXT] FW: Harassment of CHWs and AS due to CHW Seema

Dear Sundas,

Please proceed in line with the conclusion of the report where it's mentioned that she has violated the code of conduct by not only sharing the cell numbers of her colleagues but also their pictures and videos.

The disclosure of such information has caused distress among the workers but also affected the UC work environment. Provincial Team Lead has also endorsed this in line with the SOP.

Best Regards,
khalida

From: sundas.tariq@chipconsulting.org <sundas.tariq@chipconsulting.org>
Sent: Friday, March 29, 2024 3:46 PM
To: PARVEEN, Khalida <parveenk@who.int>
Cc: ZAHEER, Bilal <zaheerbi@who.int>; DEGHANI, Somayeh <deghanis@who.int>; AHMAD, Shakeel Muhammad Saleem <ahmadsh@who.int>; irfan@chipconsulting.org; Sarah Farooqui <sarah@chipconsulting.org>; naila.nizam@chipconsulting.org; saqib.ali@chipconsulting.org
Subject: FW: [EXT] FW: Harassment of CHWs and AS due to CHW Seema

Dear Khalida,

Greetings from CTC

A complaint was received against CHW Seema CNIC# 1730192560204 Peshawar – City – Pawaka, stating that multiple complaints have been received from staff about a person continuously harassing them through phone calls and messages. The unknown individual was sharing their pictures and videos, threatening them with dire consequences, and urging them to get him through CHW Seema.

Please find attached the investigation report of CHW Ms Seema. It is important to mention that during the investigation led by the CTC agreed to the charges leveled against her.

Therefore, it is suggested to terminate her contract.

WHO PO approval is in the below email trail.

If you need any further information regarding the same, please let us know.

Regards,
Sundas Tariq
Project Manager
CHIP Training & Consulting (Pvt) Ltd.
Plot 1, Street 9, G-8/2, Islamabad, Pakistan.
Cell:[0349-7760580](tel:0349-7760580)

From: disciplinarymatters.kp@chipconsulting.org <disciplinarymatters.kp@chipconsulting.org>
Sent: Thursday, March 28, 2024 11:04 AM
To: 'ABBAS, Waseem' <wabbas@who.int>
Cc: 'AURANGZEB KHAN, Mazhar' <zebma@who.int>; 'Naila Nizam' <naila.nizam@chipconsulting.org>
Subject: RE: [EXT] FW: Harassment of CHWs and AS due to CHW Seema

Well Noted Sir. Thankyou.

From: ABBAS, Waseem <wabbas@who.int>
Sent: Thursday, March 28, 2024 10:50 AM
To: ayesha.faridoon@chipconsulting.org
Cc: AURANGZEB KHAN, Mazhar <zebma@who.int>; Naila Nizam <naila.nizam@chipconsulting.org>
Subject: FW: [EXT] FW: Harassment of CHWs and AS due to CHW Seema

Dear Ayesha,

Please proceed as advised below.

Regards

Waseem Abbas

From: AFRIDI, Sarfaraz Khan <afridis@who.int>
Sent: Tuesday, March 26, 2024 12:09 PM
To: ABBAS, Waseem <wabbas@who.int>

Cc: AURANGZEB KHAN, Mazhar <zebma@who.int>

Subject: RE: [EXT] FW: Harassment of CHWs and AS due to CHW Seema

Dear Colleagues
Move according to the laid down policy.

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

Khyber Pakhtunkhwa - Peshawar

Mb. Cont: +92 - 300-590-8373

E-Mail Office: afridis@who.int

E-Mail Personal: drskafri@gmail.com

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

Sent: Monday, 25 March 2024 12:15 PM

To: AFRIDI, Sarfaraz Khan <afridis@who.int>

Cc: AURANGZEB KHAN, Mazhar <zebma@who.int>

Subject: RE: [EXT] FW: Harassment of CHWs and AS due to CHW Seema

Dear Sir,

Please guide.

Regards

Waseem Abbas

From: ABBAS, Waseem

Sent: Thursday, March 14, 2024 9:13 PM

To: AFRIDI, Sarfaraz Khan <afridis@who.int>

Cc: AURANGZEB KHAN, Mazhar <zebma@who.int>

Subject: Fwd: [EXT] FW: Harassment of CHWs and AS due to CHW Seema

Dear Sir,

A complaint was received from Mr. Akif Yasir, UCOO – Peshawar – City – Pawaka, stating that he has received multiple complaints from staff about a person continuously harassing them through phone calls and messages. The unknown individual was sharing their pictures and videos, threatening them with dire consequences, and urging them to get him through CHW Seema.

Ms Seema during the investigation led by the CTC agreed to the charges levelled against her and hence CTC is recommending contract closure. Seeking your approval, please.

Regards

Waseem Abbas

From: Ayesha Faridoon <disciplinarymatters.kp@chipconsulting.org>
Date: March 12, 2024 at 12:52:01 PM GMT+5
To: "ABBAS, Waseem" <wabbas@who.int>
Cc: "AURANGZEB KHAN, Mazhar" <zebma@who.int>, Naila Nizam <naila.nizam@chipconsulting.org>, Muhammad Arif <muhammad.arif@chipconsulting.org>
Subject: FW: [EXT] FW: Harassment of CHWs and AS due to CHW Seema

Dear Sir,

Please find the investigation report of UC-Pawaka along with annexures, attached for your review and perusal.

Regards,
Ayesha Faridoon

From: AFRIDI, Sarfaraz Khan [<mailto:afridis@who.int>]
Sent: Wednesday, February 28, 2024 4:02 PM
To: ABBAS, Waseem <wabbas@who.int>; Ayesha Faridoon <disciplinarymatters.kp@chipconsulting.org>
Cc: AURANGZEB KHAN, Mazhar <zebma@who.int>; 'Naila Nizam' <naila.nizam@chipconsulting.org>; 'Muhammad Arif' <muhammad.arif@chipconsulting.org>
Subject: RE: [EXT] FW: Harassment of CHWs and AS due to CHW Seema

Dear Mr. Waseem

This trail of mail need forts investigation followed by proper legal position – to reach the guy and get the 1st hand information. Investigations following the organizational procedure followed by legal process will facilitate the action. Personal involved with vague comments is not sufficient to make proper decision. Welcome for any correction to statement made above.

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
Khyber Pakhtunkhwa - Peshawar
Mb. Cont: +92 - 300-590-8373
E-Mail Office: afridis@who.int
E-Mail Personal: drskafri@gmail.com

From: ABBAS, Waseem <wabbas@who.int>
Sent: Wednesday, 28 February 2024 9:45 AM
To: Ayesha Faridoon <disciplinarymatters.kp@chipconsulting.org>
Cc: AFRIDI, Sarfaraz Khan <afridis@who.int>; AURANGZEB KHAN, Mazhar <zebma@who.int>; 'Naila Nizam' <naila.nizam@chipconsulting.org>; 'Muhammad Arif' <muhammad.arif@chipconsulting.org>
Subject: RE: [EXT] FW: Harassment of CHWs and AS due to CHW Seema

Dear Ayesha,

Kindly investigate the matter and once the investigation is completed, share the finding and recommendations.

Regards

Waseem Abbas

From: Ayesha Faridoon <disciplinarymatters.kp@chipconsulting.org>
Sent: Tuesday, February 27, 2024 5:34 PM
To: ABBAS, Waseem <wabbas@who.int>
Cc: AURANGZEB KHAN, Mazhar <zebma@who.int>; 'Naila Nizam' <naila.nizam@chipconsulting.org>; 'Muhammad Arif' <muhammad.arif@chipconsulting.org>
Subject: [EXT] FW: Harassment of CHWs and AS due to CHW Seema

Dear Sir,

A complaint was received on, February 21, 2024 whereby it was mentioned by UCOO that several complaints from staff about an anonymous person, calling from different numbers, contacting 4 CHWs and an AS and harassing them. The received complaint demands immediate attention and a comprehensive investigation due to the gravity of the situation. Therefore your approval is requested for field investigation.

Regards,
Ayesha Faridoon

From: Ayesha Faridoon [<mailto:ayesha.faridoon@chipconsulting.org>]
Sent: Friday, February 23, 2024 11:03 AM
To: 'Akif Yasir' <akifyasir89@gmail.com>; 'Muhammad Imtiaz khalil' <m.imtikhalil@gmail.com>
Cc: 'FAHEEM, Arshad' <faheema@who.int>; 'hrmatters.kpk@chipconsulting.org' <hrmatters.kpk@chipconsulting.org>; 'Ajab Khan' <ajabkhan002@gmail.com>; 'Muhammad.arif@chipconsulting.org' <Muhammad.arif@chipconsulting.org>
Subject: RE: Harassment of CHWs and AS due to CHW Seema

Noted.

From: Akif Yasir [<mailto:akifyasir89@gmail.com>]
Sent: Thursday, February 22, 2024 6:49 PM
To: Muhammad Imtiaz khalil <m.imtikhalil@gmail.com>
Cc: FAHEEM, Arshad <faheema@who.int>; ayesha.faridoon@chipconsulting.org; hrmatters.kpk@chipconsulting.org; Ajab Khan <ajabkhan002@gmail.com>; Muhammad.arif@chipconsulting.org
Subject: Re: Harassment of CHWs and AS due to CHW Seema

Respected All, I hope this email finds you well, I am writing to bring your attention to the following issue on immediate basis, the following issue is getting worsen, the following guy is continuously contacting our staff and has started threatening them, that he will ruin lives all the staff and will viral there belongings, that he has and will contact there families as well, the staff is really upset and afraid to work in field alone. It is lowering moral of the teams. I here by request you to take legal action on the following guy on emergency basis, as well as no on the following CHW who is involved as per SOPs,

Following are the numbers from whom the guys is contacting our staff, as well as I am attaching Screenshots of the messages we have.

+923119210012
+923009005604

Thanks and Regards
Akif Yasir
UCOO UC Pawaka
City block
Peshawar

On Wed, Feb 21, 2024, 7:54 PM Muhammad Imtiaz khalil <m.imtikhalil@gmail.com> wrote:

Please look into the issue on immediate bases and take action as per SoPs

Sent from [Outlook for Android](#)

From: Akif Yasir <akifyasir89@gmail.com>
Sent: Wednesday, February 21, 2024 2:56:49 PM
To: Muhammad Imtiaz khalil <m.imtikhalil@gmail.com>
Cc: Muhhammad.arif@chipconsulting.org <Muhhammad.arif@chipconsulting.org>; hrmatters.kpk@chipconsulting.org <hrmatters.kpk@chipconsulting.org>; ayesha.faridoon@chipconsulting.org <ayesha.faridoon@chipconsulting.org>; FAHEEM, Arshad <faheema@who.int>; Ajab Khan <ajabkhan002@gmail.com>
Subject: Harassment of CHWs and AS due to CHW Seema

Dear Concerned,

Respected,I hope this email finds you well, I writing to bring your attention to a serious matter, we have received several complaints from our staff, that someone from different numbers are contacting our 4 CHWs and a AS, and harassing them, as well as sharing different pictures and videos of them and other staff, on and off duty pictures, and demanding them to let me talk to CHW Seema, but our staff refused to do so and reported the issue to us, upon initial inquiry, CHW Seema stated several statements which are colliding, in one statement she stated that it's her sister who used her phone and she has shared the following pictures and contacts of staff with this guy, In another statement she stated that she lost her phone two weeks ago and there was no password on her phone that's why all the pictures and numbers leaked out.

Upon initial statement of AS and CHWs, they stated that she is involved in the matter by herself and shared everything with the guy, now there is some issues between them that's why he is contacting other staff and harassing them to get in contact with her.

I here by request you to kindly investigate the matter on urgent basis, as the issue needs to be addressed ASAP, and to action as per SOPs.

Thanks and Regards
Akif Yasir
UCOO-Pawaka
City Block