

From: hrofficer.kp@chipconsulting.org [<mailto:Hrofficer.kp@chipconsulting.org>]

Sent: Monday, June 3, 2024 2:57 PM

To: m.muslehuddin@chipconsulting.org

Cc: sundas.tariq@chipconsulting.org; disciplinarymatters.kp@chipconsulting.org

Subject: FW: [EXT] Re: Involvement of EPI in AS sania Matters and physical Harassment and mentally tortured by UPEC chairman

Dear Mr. Waseem,

In a telephonic conversation on June 2nd, 2024, UCOO Ms. Rukhsar e Zainab shared a detailed statement (**Refer to Annex-E**) regarding harassment at the workplace in UC Dag. The Summary of Ms. Rukhsar e Zainab Statement is as following.

Ms. Rukhsar e Zainab stated that CHW Ms. Neelum was involved with a community member. UPEC Chairman Dr. Khalid, UCPO Mr. Rizwan ullah, and EPI Technician Mr. Bilal asked her not to report this incident to anyone, despite UCOO Ms. Rukhsar e Zainab drafted an email about it.. Additionally, she stated that if any girl is reported based on her performance, UPEC Chairman Dr. Khalid asks who reported them without his permission. Furthermore, she mentioned that staff members are instructed to share their issues with UPEC Chairman Dr. Khalid, who then provides instructions which they are expected to follow.

During an outreach campaign, AS Ms. Sania refused to accompany me to the field, opting instead to remain seated on the sofa in an indecent manner with EPI Technician Mr. Bilal even after all other CHWs had left. Upon my return from the outreach, a spectator informed me that people were speaking freely about AS Ms. Sania. I observed what appeared to be both of their hands and feet touching. When I attempted to call AS Ms. Sania, she ignored me. Upon a second attempt, EPI Technician Mr. Bilal intervened, accusing me of insulting AS Ms. Sania, despite no one else being present besides them and CHW Areeba. I reported the entire incident to UPEC and proceeded with data validation. Upon my arrival at BHU, AS Ms. Sania and EPI Technician Mr. Bilal were present. AS Ms. Sania admitted fault and left, only to return later with EPI Technician Mr. Bilal, urging me not to report her. A discussion ensued among the three of us (**Refer to Annex-C and Annex-F**). After they departed, EPI Technician Mr. Bilal returned from behind and struck me twice on the head, warning against reporting AS Ms. Sania. Enraged, I confronted UPEC Dr. Khalid, who dismissed the incident, citing our familial relationship, and advised against making a fuss. EPI Technician Mr. Bilal later apologized, and fearing further escalation, I accepted. I subsequently reported the entire incident to UCPO, who affirmed my right to report it.

Additionally, the following day, the names of UCOO Ms. Alia and UCPO Mr. Rizwan ullah appeared on a list for improvement. It was presumed that I was involved in this decision as well. Subsequently, I was summoned by UPEC Chairman Dr. Khalid to his office, anticipating a discussion about the improvement plan and AS Ms. Sania. As a

precaution, I recorded the conversation on my phone. However, the discussion revolved around his relative, Security Guard Mr. Sajjid, who has never reported for duty at BHU but continues to receive a salary. This discrepancy had been reported to the DG Health Office ([Refer to Annex-D and Annex-F](#)).

UCOO Ms. Rukhsar Zainab also mentioned in her statement that the entire complaint was supposed to be confidential. She had emailed it to TDO Mr. Tahir and IO Dr. Arshad Faheem, yet it appears that everyone at BHU is aware of it. Despite this, there has been no inquiry or follow-up by senior management, leaving her puzzled as to how the information became widespread. She expressed being under significant stress, to the extent that she took leave on Saturday to avoid facing those involved. UCPO Mr. Rizwanullah informed her that since these individuals are government servants, there is little she can do about it. He cautioned her that AS Ms. Sania would be protected, while she would face consequences. Furthermore, UCOO Ms. Rukhsar Zainab expressed regret, stating that if she had known the repercussions, she wouldn't have lodged the complaint, as she is the victim. Despite this, she has been instructed to relocate from the area, as suggested by TDO Mr. Tahir

Your kind approval is required to proceed further with the complaints

Regards

Salma Muhammad Athar
PROJECT OFFICER HR
CHIP Training & Consulting (Pvt) Ltd
PESHAWAR kpk
☎+92-0358532106

From: Muhammad Arif [<mailto:muhammad.arif@chipconsulting.org>]
Sent: Friday, May 31, 2024 3:58 PM
To: 'ABBAS, Waseem'
Cc: 'AURANGZEB KHAN, Mazhar'; 'Naila Nizam'; 'Sundas Tariq'; m.muslehuddin@chipconsulting.org
Subject: Re: Involvement of EPI in AS sania Matters and physical Harassment and mentally tortured by UPEC chairman

Dear Waseem Abbas,

Greetings!

On May 24, 2024, an anonymous complaint was received from mustajabir203@gmail.com, implicating UC Dag UCOO Ms. Rukhsar-e-Zainab in issues such as workplace harassment, misuse of authority, and favoritism towards certain employees. When asked for more details, the

complainant claimed that if the CTC team were to investigate, there are individuals willing to provide written statements against UCOO Ms. Rukhsar-e-Zainab.

Simultaneously, on May 25, 2024, UC Dag UCOO Ms. Rukhsar-e-Zainab filed a complaint against EPI technician Mr. Bilal (UPEC in UC Shahi Bala) for allegedly physically harassing her and engaging in unethical and immoral behavior with AS Ms. Sania. The complaint also raised concerns about abuse of authority by UPEC Chairman Dr. Khalid and professional negligence by AS Ms. Sania in carrying out field activities. On May 30, 2024, UC Dag UCOO Ms. Rukhsar-e-Zainab reach out to TDO Mr. Tahir that her complaint was meant to be confidential, yet it has become widely known. She has been subjected to constant targeting, mental harassment, and pressure to withdraw the complaint.

Furthermore, UCOO Ms. Rukhsar-e-Zainab has shared some evidence:

1. EPI technician Mr. Bilal (UPEC in UC Shahi Bala) and AS Ms. Sania are observed working together (**Refer to Annex-A**).
2. Previous complaints regarding AS Ms. Sania's negligence in her work (**Refer to Annex-B**).
3. An audio recording of a conversation between EPI technician Mr. Bilal (UPEC in UC Shahi Bala) and AS Ms. Sania with UCOO Ms. Rukhsar-e-Zainab, showing a hostile conversation where AS Ms. Sania appears to admit to a mistake (**Refer to Annex-C**).
4. Another audio recording of a conversation between UPEC Chairman Dr. Khalid, Ms. Rukhsar-e-Zainab, and Mr. Noor Zada, where the situation is hostile. Both Ms. Rukhsar-e-Zainab and Mr. Noor Zada are questioned about sharing information with Mr. Kashif and challenging his authority, despite being instructed not to do so and also UPEC Chairman Dr. Khalid states that only government can ask him since he is government personnel (**Refer to Annex-D**).

Considering the timing and interrelated nature of both complaints, it is recommended that these matters be addressed together. Since for record the UPEC Chairman Dr. Khalid and EPI Technician Mr. Bilal (UPEC in UC Shahi Bala) are government employees so IO has nominated that DDHO or nominee of DHO, EPI Coordinator Dr. Arif , District Coordinator Dr. Younas or Dr. Arshad Faheem with TDO Mr. Tahir conducting for the joint investigation along with CTC team. Additionally, due to her current situation, IO Dr. Arshad Faheem has also suggested that she be **shuffled from UC Dag to UC Pajagi** to protect her from further psychological and mental harassment.

Your guidance / approval for conducting a Joint Investigation (Government nominee, IO-WHO and CTC HR excluding the TDO) in the field on this case would be greatly appreciated.

Best Regards,
Arif Ahmad Khan
Senior Project Officer
CHIP Training & Consulting (Pvt) Ltd
PESHAWAR KPK
Cell: +92-349-7760811

From: FAHEEM, Arshad [<mailto:faheema@who.int>]
Sent: Friday, 31 May 2024 1:29 pm
To: Mohammad Tahir <tahirsafi.poda@gmail.com>; hrofficer.kp@chipconsulting.org
Cc: Sundas Tariq <sundas.tariq@chipconsulting.org>;
m.muslehuddin@chipconsulting.org; ORAKZAI, Muhammad Younas Khan
<orakzaim@who.int>; disciplinarymatters.kp@chipconsulting.org
Subject: Re: [EXT] Fwd: Involvement of EPI in AS sania Matters and physical Harassment and mentally tortured by UPEC chairman

Dear vendor,

Reference to our discussion, a joint inquiry should be conducted by department of health, vendor and District WHO team.

I would suggest including DDHO or nominee of DHO, EPI coordinator Dr. Arif sb, Dr. Younas District coordinator or myself along with TDO Mr. Tahir.

Dr. Arshad Faheem

Immunization Officer,

Peshawar

[World Health Organization](#)

+92-334-0010071

Faheema@who.int

From: FAHEEM, Arshad [<mailto:faheema@who.int>]
Sent: Friday, May 31, 2024 12:12 PM
To: Mohammad Tahir; hrofficer.kp@chipconsulting.org
Cc: Sundas Tariq; m.muslehuddin@chipconsulting.org; Saman Mughal; ALAM, Sardar;
ORAKZAI, Muhammad Younas Khan; Zainab Khan
Subject: Re: [EXT] Fwd: Involvement of EPI in AS sania Matters and physical Harassment and mentally tortured by UPEC chairman

Dear Vendor,

Shuffling is approved. Please do the needful.

Dr. Arshad Faheem

Immunization Officer,

Peshawar

[World Health Organization](#)

+92-334-0010071

Faheema@who.int

From: Mohammad Tahir <tahirsafi.poda@gmail.com>

Sent: Thursday, May 30, 2024 10:26 PM

To: hrofficer.kp@chipconsulting.org <hrofficer.kp@chipconsulting.org>

Cc: Sundas Tariq <sundas.tariq@chipconsulting.org>;

m.muslehuddin@chipconsulting.org <m.muslehuddin@chipconsulting.org>; Saman

Mughal <hrmatters.kpk@chipconsulting.org>; FAHEEM, Arshad <faheema@who.int>;

ALAM, Sardar <salam@who.int>; ORAKZAI, Muhammad Younas Khan

<orakzaim@who.int>; Zainab Khan <zainabkhan9212@gmail.com>

Subject: [EXT] Fwd: Involvement of EPI in AS sania Matters and physical Harassment and mentally tortured by UPEC chairman

Respected Senior's.

This email brings your kind attention, to a critical issue concerning harassment and its subsequent consequences, as shared by UCOO Ms. Zainab of UC Dag.

As detailed in her email, she is now facing an increasingly hostile environment at the UC level.

The opposing party, acting with heightened aggression, is exploiting the situation to pressure her into withdrawing the case or adopting a defensive stance.

This has created an extremely challenging and toxic work environment, severely impacting her ability to perform her duties effectively.

Given the severity of the situation, I request your prompt intervention to initiate a thorough inquiry into the matter.

Additionally, I propose her immediate transfer to UC Pajagi, with UCOO Miss Ayesha Nawaz which is currently stationed at UC Pajagi.

This duty station appears to offer a more supportive and conducive environment compared to her current toxic UC.

Such a transfer is crucial to ensuring a safe and protective working environment for Ms. Zainab.

This action will significantly help in safeguarding her from further psychological and mental harassment and will prevent further deteriorating the current prevailing situation at UC Dag.

Your attention to and action on this urgent matter will be greatly needed.

Regards.

----- Forwarded message -----

From: **Zainab Khan** <zainabkhan9212@gmail.com>

Date: Thu, 30 May 2024, 7:47 pm

Subject: Re: Involvement of EPI in AS sania Matters and physical Harassment and mentally tortured by UPEC chairman

To: Mohammad Tahir <tahirsafi.poda@gmail.com>

Cc: <faheema@who.int>

Respected sir,

reference to my email subjected "Involvement of EPI in AS sania Matters and physical Harassment and mentally tortured by UPEC chairman" and telephonic conversation with you.

I just want to raise the concern that although it was a confidential email but everyone has the detail of this email through EPI and from the last 2 days my other colleagues are coming to me and inquiring publicly that why you send email.

They have made this a joke and whenever they sit together they taunt me that they are government staff you cannot do anything regarding this they will save themselves and Area in charge Sania as well as Giving Me The Example

(It's like u spitted on the sky) said by UCPO

Furthermore he warned me indirectly that you have done wrong with your self as they will not leave you here to continue the Duties in UC Daag.

Sir with due respect if is it wrong to highlight such issues where female feel insecure and harassed than kindly guide me what to do in such situation?

Respected sir

I feel uncomfortable while coming for the duty because of this taunt and jokes and i became mentally stressed by all of this so need your kind guidance and response in this.

Regards

On Thu, 23 May 2024, 2:12 pm Zainab Khan, <zainabkhan9212@gmail.com> wrote

From: hrofficer.kp@chipconsulting.org [<mailto:Hrofficer.kp@chipconsulting.org>]

Sent: Wednesday, May 29, 2024 3:53 PM

To: 'FAHEEM, Arshad' <faheema@who.int>

Cc: 'sundas.tariq@chipconsulting.org' <sundas.tariq@chipconsulting.org>;

'm.muslehuddin@chipconsulting.org' <m.muslehuddin@chipconsulting.org>;

'disciplinarymatters.kp@chipconsulting.org'
<disciplinarymatters.kp@chipconsulting.org>

Subject: FW: [EXT] Re: Involvement of EPI in AS sania Matters and physical Harassment and mentally tortured by UPEC chairman

Dear Dr. Arshad Faheem,

Greeting!

On May 24, 2024, an anonymous complaint was received from mustajabir203@gmail.com, implicating UC Dag UCOO Ms. Rukhsar-e-Zainab in issues such as workplace harassment, misuse of authority, and favoritism towards certain employees. When asked for more details, the complainant claimed that if the CTC team were to investigate, there are individuals willing to provide written statements against UCOO Ms. Rukhsar-e-Zainab.

Simultaneously, on May 25, 2024, UC Dag UCOO Ms. Rukhsar-e-Zainab filed a complaint against EPI technician Mr. Bilal (UPEC in UC Shahi Bala) for allegedly physically harassing her and engaging in unethical and immoral behavior with AS Ms. Sania. The complaint also raised concerns about abuse of authority by UPEC Chairman Dr. Khalid and professional negligence by AS Ms. Sania in carrying out field activities.

Furthermore, UCOO Ms. Rukhsar-e-Zainab has shared some evidence:

1. EPI technician Mr. Bilal (UPEC in UC Shahi Bala) and AS Ms. Sania are observed working together **(Refer to Annex-A)**.
2. Previous complaints regarding AS Ms. Sania's negligence in her work **(Refer to Annex-B)**.
3. An audio recording of a conversation between EPI technician Mr. Bilal (UPEC in UC Shahi Bala) and AS Ms. Sania with UCOO Ms. Rukhsar-e-Zainab, showing a hostile conversation where AS Ms. Sania appears to admit to a mistake **(Refer to Annex-C)**.
4. Another audio recording of a conversation between UPEC Chairman Dr. Khalid, Ms. Rukhsar-e-Zainab, and Mr. Noor Zada, where the situation is hostile. Both Ms. Rukhsar-e-Zainab and Mr. Noor Zada are questioned about sharing information with Mr. Kashif and challenging his authority, despite being instructed not to do so and also UPEC Chairman Dr. Khalid states that only government can ask him since he is government personnel **(Refer to Annex-D)**.

Considering the timing and interrelated nature of both complaints, it is recommended that these matters be addressed together. Since for record the UPEC Chairman Dr. Khalid and EPI technician Mr. Bilal (UPEC in UC Shahi Bala) are government employees so kindly suggest whether EPI Coordinator or a relevant personnel from the DHO office would be conducting this joint investigation with CTC team?

Your prompt feedback on this case would be greatly appreciated.

Regards

Salma Muhammad Athar
PROJECT OFFICER HR
CHIP Training & Consulting (Pvt) Ltd
PESHAWAR kpk
☎+92-0358532106

From: hrofficer.kp@chipconsulting.org [<mailto:Hrofficer.kp@chipconsulting.org>]
Sent: Wednesday, May 29, 2024 9:44 AM
To: 'junaid khan' <mustajabir203@gmail.com>
Cc: 'sundas.tariq@chipconsulting.org' <sundas.tariq@chipconsulting.org>;
'm.muslehuddin@chipconsulting.org' <m.muslehuddin@chipconsulting.org>;
'disciplinarymatters.kp@chipconsulting.org'
<disciplinarymatters.kp@chipconsulting.org>
Subject: RE: Subject: Complaint Regarding Harassment, Misuse of Authority, and Favoritism by Ms. Ucoo Rukhsar zainab uc Dagg

Dear Concerned,

Hopefully you are doing fine. Please share your details so that we can begin processing your complaint. Once done, we will share it with the relevant IO for endorsement, allowing us to proceed further accordingly.

Thanks for you cooperation

Regards

Salma Muhammad Athar
PROJECT OFFICER HR
CHIP Training & Consulting (Pvt) Ltd
PESHAWAR kpk
☎+92-0358532106

From: junaid khan [<mailto:mustajabir203@gmail.com>]
Sent: Tuesday, May 28, 2024 8:45 PM
To: hrofficer.kp@chipconsulting.org

Subject: Re: Subject: Complaint Regarding Harassment, Misuse of Authority, and Favoritism by Ms. Ucoo Rukhsar zainab uc Dagg

subject; request for investigation

Dear madam

i hope this message finds you well i am writing to request a formal inquiry in to an issue involving zeenab , while i currently have no direct prove against zainab, i do have several witnesses who can provide valuable testimony regarding the matter given the seriousness of the situation i believe it is crucial to investigate this issue thoroughly.

I kindly request that you come to BHU terai payan o conduct an inquiry the witness are available and willing to provide their statements it is initial that there accounts are heard to ensure a fair and just resolution.

Thankx.

From: FAHEEM, Arshad [<mailto:faheema@who.int>]

Sent: Monday, May 27, 2024 1:11 PM

To: Mohammad Tahir; hrofficer.kp@chipconsulting.org

Cc: Sundas Tariq; m.muslehuddin@chipconsulting.org; ORAKZAI, Muhammad Younas Khan; disciplinarymatters.kp@chipconsulting.org

Subject: Re: [EXT] Fwd: Involvement of EPI in AS sania Matters and physical Harassment and mentally tortured by UPEC chairman

Dear vendor,

The issue needs your timely intervention and accountability.

We also raised the issue with EPI coordinator.

Dr. Arshad Faheem

Immunization Officer,

Peshawar

[World Health Organization](#)

+92-334-0010071

Faheema@who.int

From: ORAKZAI, Muhammad Younas Khan <orakzaim@who.int>

Sent: Sunday, May 26, 2024 10:49 PM

To: Naila Nizam <naila.nizam@chipconsulting.org>

Cc: FAHEEM, Arshad <faheema@who.int>; Saman Mughal

<hrmatters.kpk@chipconsulting.org>; Mohammad Tahir <tahirsafi.poda@gmail.com>;

ALAM, Sardar <salam@who.int>

Subject: Re: [EXT] Re: Involvement of EPI in AS sania Matters and physical Harassment and mentally tortured by UPEC chairman

Thanks for highlighting this issue of grave concern.

Naila Nizam naila.nizam@chipconsulting.org kindly look into issue and take immediate action per se guidelines.

Dr. Muhammad Younas Khan Orakzai
District Coordinator
DEOC Peshawar
Contact # 03169502072



From: Mohammad Tahir <tahirsafi.poda@gmail.com>
Date: Sunday, 26 May 2024 at 12:43 PM
To: ORAKZAI, Muhammad Younas Khan <orakzaim@who.int>, ALAM, Sardar <salam@who.int>, Naila Nizam <naila.nizam@chipconsulting.org>
Cc: FAHEEM, Arshad <faheema@who.int>, Saman Mughal <hrmatters.kpk@chipconsulting.org>
Subject: [EXT] Re: Involvement of EPI in AS sania Matters and physical Harassment and mentally tortured by UPEC chairman

Action Required for Serious matters (Harassment) in UC Dag.

This email highlights four serious allegations:

1. **Physical harassment** by EPI Technician **Mr. Bilal** towards UCOO Miss. **Zainab**, who is currently working as UPEC in UC Shahi Bala.
2. **Unethical and immoral affairs** of Area Supervisor **Sania** with EPI Technician **Bilal**.
3. Abuse of authority by **UPEC Dr. Khalid**.
4. **Refusal stance/Non-Compliance** by **AS Sania** to carry out field activities.

Respected Seniors,

Mr. Bilal EPI Tech, has been accused of extremely serious offenses, including compromising the dignity and self-esteem of female UCOO Miss. Zainab by touching

her while she was alone and busy with office work. Additionally, he has been involved in unethical affairs with Area Supervisor Sania, who has already been flagged out for her poor performance, refusal to carry out official work, and severe non-compliances.

Mr. Bilal , working as UPEC since SNID April 24, had recently been reported by UC Shahi Bala for abuse of authority, undue involvement in CBV affairs, and violations of the code of conduct. Similarly, UC Dag had also reported him several times on account of misbehavior, lack of support and coordination.

Furthermore, UPEC's role in this matter appears to be highly suspect, partial, and inadequate, as he has been protecting one party, as noted in the email from the concerned UCOO.

In summary, UC Dag is currently facing severe issues related to the dignity, protection, and self-esteem of the staff. The engagement of EPI Technician Bilal with the Area Supervisor is creating divisions, grouping and making false allegations against the best-performing staff, causing them physical and psychological distress, agony and diverting their attention from these unethical activities.

This situation demands an urgent, thorough, and impartial investigation to bring the responsible parties to justice. If these violations and harassment issues are sustained and not addressed promptly, then they can be exploited by the human and women's rights activists and defenders, potentially attracting the attention of the press, electronic media, and judiciary as well.

In this regard, I am requesting your immediate attention to this matter.

Note: Snapshots of chats, previous emails, Audio recording and pictures relevant to his matter are attached.

Thanks & Regards

Mohammad Tahir

Town Delivery, Operation and Supervision Officer (TDOS)

**Community Based Vaccination Program as part of
Polio Eradication Initiative Program (PEI) in Pakistan.**

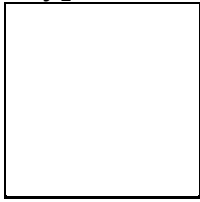
info@ctc.org.pk

[CHIP HOUSE, Plot 01, Street 9, Fayyaz Market G-8/2, Islamabad, Pakistan](#)

Contact Info:

Cell Nos: [3325446687](tel:3325446687), [3035446687](tel:3035446687)

Skype Id: Mohammad Tahir



On Thu, May 23, 2024 at 2:52 PM Zainab Khan <zainabkhan9212@gmail.com> wrote:

On Thu, 23 May 2024, 2:12 pm Zainab Khan, <zainabkhan9212@gmail.com> wrote:
Respected seniors,
With due respect I want to discuss some serious issues which I am facing daily.

Sir, two days ago i told AS Sania that visit the outreach session she refused and told me that i am not going to session , on the next day when i visit her area for field validation and MCB updation she was sitting with EPI and they were touching each other, I came out from betak and call her to come outside she didn't listen to me and cut the call off,i tried to call her again told her to come out then the EPI technician also came out and start shouting on me that you are insulting the AS in front of community as there were no one at that time.

I reported to UPEC chairman Dr Khalid he told me that I will handle the situation come to BHU.

When i came to BHU AS Sania was there and she said sorry and UPEC told me to leave her this time .

When I was sitting in the polio room this EPI again came with AS and told me that don't do any email i said ok.

When he was going outside he touched me on the head and said relax .

Dr Khalid was there I told him to come here and look he touched me so he told me that it's ok it's your brother you said that it's my brother .

Then EPI again came and said i am sorry i touched you as a sister.

Furthermore from this incident today DR Khalid called me to come in their office and then he started shouting at me and used abusive language that my sweeper staff was absent why u r reporting them without any evidence.

Sir , kindly need your help regarding this because of this area in charge I'm physically and mentally harassing by the staff.

Whenever we want to report this AS they are doing the same .

Furthermore when some explanation came from the office to any staff UPEC insults us in front of all staff and ask about the email that who did this reporting.

I find this email will be confidential because they are doing harassment with me.

Some evidence is attached for understanding