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Sent: Tuesday, October 29, 2024 5:01 PM
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Subject: Final Investigation Report - UC Hazar Ganji Mr.Taymar Marri UCPO

Dear Arbab Sb,

Hope you are well,

On 26th July, Ms. Arifa, a current CHW, filed a harassment complaint against Mr. Taymar, alleging unwanted advances, deceptive meetings, and financial demands, accompanied by threats to terminate her employment and that of her sister. Ms. Arifa also reported that other current and ex-staff face similar harassment but are unwilling to speak out due to fear of retaliation. Additionally, on 29th July 2024, a former Area Supervisor, Ms. Zarifa, accused UCPO Mr. Taymar of harassment, citing inappropriate advances and pressure to secure her position through personal favors. Despite reporting these incidents to her supervisor UCOO Mr. Mudassir no action has been taken.

Furthermore, The CTC investigation committee has conducted a comprehensive review of the harassment allegations against Mr. Taymar and investigation committee included all the victims and witnesses and Below are the committee's findings for your review and approval. Upon WHO-PO's approval, we will forward this report to WHO-FO for final approval. All relevant statements and evidence related to this case are attached to this email for your convenience.

Recommendations:

Based on the findings, it is recommended that **Mr. Taymar Mari** be terminated from his position as UCPO due to multiple violations of organizational policies, including harassment and financial misconduct, as corroborated by evidence and witness statements. His actions have compromised the safety and well-being of the staff and have breached the ethical standards expected of someone in his role **“as per the Polio Third Party Personnel Service Rules (PTPPSR) Annex – 7-B: Disciplinary Action in Case of Performance, Table 1: Disciplinary/Accountability Framework/Gross Misconduct - Red Line Area: Sub Clause 6: (Abuse of Authority) and Sub Clause 7: Any type of Harassment (Sexual, Discriminatory, workplace etc.)”**.

Additionally, a formal warning should be issued to **UCOO Mr. Mudasar** for his lack of awareness regarding the serious issues within the UC and the challenges faced by the staff. His failure to address these problems in a timely and effective manner reflects negligence in his supervisory responsibilities. Immediate action on both fronts is necessary to ensure accountability and restore confidence within the team **“as per the Polio Third Party Personnel Service Rules (PTPPSR) Annex – 7-B: Disciplinary Action in Case of Performance/ Capacity Issues - Amber line Areas/ Clause 4: Poor supportive supervision”**.

Regards,

Basit