

Dear Ahsan

The investigation report has been approved by the respected PTL and the Area Coordinator as per the recommendations, please process the actions as per policy.

Thanks & Regards

Victor John

From: Victor John D'souza [<mailto:victor.john@chipconsulting.org>]

Sent: Wednesday, November 27, 2024 9:45 AM

To: 'KASI, Arbab Niamat Ullah'

Cc: 'PARVEEN, Khalida'; 'DANIEL, Ambrin'; 'Sundas Tariq'; 'Mohammad Basit Siddiqui'; 'Muhammad Muslehuddin'; 'Ahsan Qazi'

Subject: RE: [EXT] Final investigation report against UCPO 13-C

Dear Arbab Sb

Well, Noted.

Thanks & Regard

Victor John

From: KASI, Arbab Niamat Ullah [<mailto:kasia@who.int>]

Sent: Wednesday, November 27, 2024 8:56 AM

To: 'Victor John D'souza'

Cc: PARVEEN, Khalida; DANIEL, Ambrin; 'Sundas Tariq'; 'Mohammad Basit Siddiqui'; 'Muhammad Muslehuddin'; 'Ahsan Qazi'

Subject: RE: [EXT] Final investigation report against UCPO 13-C

Dear Victor,

Forwarded for further needful.

Regards,

A

From: KHAN, Jahanzaib <khanjahanzaib@who.int>
Sent: Tuesday, 26 November 2024 6:59 PM
To: DANIEL, Ambrin <daniela@who.int>
Cc: KASI, Arbab Niamat Ullah <kasia@who.int>
Subject: Re: [EXT] Final investigation report against UCPO 13-C

Please go ahead with the recommendations

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From: DANIEL, Ambrin <daniela@who.int>
Sent: Tuesday, November 26, 2024 4:01:03 PM
To: KHAN, Jahanzaib <khanjahanzaib@who.int>
Cc: KASI, Arbab Niamat Ullah <kasia@who.int>
Subject: FW: [EXT] Final investigation report against UCPO 13-C

Dear Dr. Jahanzaib

Forward for approval on investigation report recommendation against UCPO 13-C, Mr. Razzaq for alleging harassment, unprofessional behavior, and interference in supervisory duties towards UCOO Ms. Sonia Mengal

Recommendation:

Based on the findings of the investigation, the team recommends that UCPO Mr. Razzaq and UCOO Ms. Sonia be shuffled to different UC positions to prevent further conflicts affecting UC 13-C. As per the **Polio Third Party Personnel Service Rules (PTPPSR), 7.2.2 Disciplinary Action framework Guidelines/ e. Staff capacity and disciplinary management: CTC manages staff capacity and disciplinary issues in the following ways · Consider staff transfers if feasible.**

UCPO Mr. Razzaq posting an inappropriate WhatsApp status, is deemed unprofessional, especially given the majority of the staff is female. Additionally, Mr. Razzaq's behavior, including inappropriate requests such as asking a CHW to install Snapchat and engaging in private, unprofessional conversations, indicates a lack of respect for workplace ethics and boundaries. Mr. Razzaq previous disciplinary record indicates that he was awarded Warning due to his Non-serious or Casual attitude, therefore a Final Warning is

recommended against him as per the **Polio Third Party Personnel Service Rules (PTPPSR), Annex – 8: Degrees of Harassment - Moderate - Asking for non-sexual favors.**

Regards

Ambrin

From: KASI, Arbab Niamat Ullah <kasia@who.int>
Sent: Tuesday, November 26, 2024 2:44 PM
To: DANIEL, Ambrin <daniela@who.int>
Subject: FW: [EXT] Final investigation report against UCPO 13-C

Dear Ambrin,

CTC requires approval on investigation report recommendation against UCPO 13-C, Mr. Razzaq.

UCOO Ms. Sonia Mengal lodged complain against UCPO Mr. Razzaq, alleging harassment, unprofessional behavior, and interference in supervisory duties. The investigation into UC 13-C revealed ongoing conflicts between UCPO Mr. Razzaq and UCOO Ms. Sonia, marked by allegations of harassment, unprofessional behavior, and favoritism, withdrawing the complaint, interfering with supervisory duties, making inappropriate comments, and Posting unprofessional WhatsApp statuses.

Additional team members, including AS and CHWs, provided mixed feedback, citing unprofessional behavior from both parties. Which have disrupted team dynamics and performance. While Ms. Sonia accused Mr. Razzaq of misconduct and undue pressure, UCPO Mr. Razzaq denied the claims, citing program demands. Testimonies highlighted issues of favoritism and discomfort among staff due to both individuals' actions.

Area Coordinator feedback on recommendation of investigation report is received to proceed as per investigation team recommendation (attached).

I am copying investigation report recommendation for easy reference.

Recommendation:

Based on the findings of the investigation, the team recommends that UCPO Mr. Razzaq and UCOO Ms. Sonia be shuffled to different UC positions to prevent further conflicts affecting UC 13-C. As per the **Polio Third Party Personnel Service Rules (PTPPSR), 7.2.2 Disciplinary Action framework Guidelines/ e. Staff capacity and disciplinary management: CTC manages staff capacity and disciplinary issues in the following ways · Consider staff transfers if feasible.**

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Regards,

A

From: Victor John D'souza <victor.john@chipconsulting.org>

Sent: Tuesday, 26 November 2024 11:32 AM

To: KASI, Arbab Niamat Ullah <kasia@who.int>

Cc: PARVEEN, Khalida <parveenk@who.int>; DANIEL, Ambrin <daniela@who.int>; 'Sundas Tariq' <sundas.tariq@chipconsulting.org>; basit.saddiqui@chipconsulting.org; 'Muhammad Muslehuddin' <m.muslehuddin@chipconsulting.org>; 'Ahsan Qazi' <ahsan.qazi@chipconsulting.org>

Subject: [EXT] Final investigation report against UCPO 13-C

Dear Arbab Sb

Please find attached the final investigation report against UCPO 13-C, Mr. Razzaq, along with the endorsement of the Area Coordinator based on his feedback. He has endorsed the recommendations of the CTC investigation team. You are kindly requested to review the report and provide approval from WHO-PO.

Background:

A formal complaint was lodged by UCOO Ms. Sonia Mengal against UCPO Mr. Razzaq, alleging harassment, unprofessional behavior, and interference in supervisory duties. The investigation into UC 13-C revealed ongoing conflicts between UCPO Mr. Razzaq and UCOO Ms. Sonia, marked by allegations of harassment, unprofessional behavior, and favoritism, withdrawing the complaint, interfering with supervisory duties, making inappropriate comments, and Posting unprofessional WhatsApp statuses.

Additional team members, including AS and CHWs, provided mixed feedback, citing unprofessional behavior from both parties. Which have disrupted team dynamics and performance. While Ms. Sonia

accused Mr. Razzaq of misconduct and undue pressure, UCPO Mr. Razzaq denied the claims, citing program demands. Testimonies highlighted issues of favoritism and discomfort among staff due to both individuals' actions.

Recommendations:

Based on the findings of the investigation, the team recommends that UCPO Mr. Razzaq and UCOO Ms. Sonia be shuffled to different UC positions to prevent further conflicts affecting UC 13-C. As per the **Polio Third Party Personnel Service Rules (PTPPSR), 7.2.2 Disciplinary Action Framework Guidelines/ e. Staff capacity and disciplinary management: CTC manages staff capacity and disciplinary issues in the following ways · Consider staff transfers if feasible.**

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Thanks and Regards

Victor John Dsouza | Project Coordinator

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