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Sent: Wednesday, September 4, 2024 5:03 PM

To: 'm.muslehuddin@chipconsulting.org' <m.muslehuddin@chipconsulting.org>

Cc: 'Mohammad Basit Siddiqui' <basit.saddiqui@chipconsulting.org>; 'sundas.tariq@chipconsulting.org' <sundas.tariq@chipconsulting.org>; 'hina.queshi@chipconsulting.org' <hina.queshi@chipconsulting.org>; 'Victor John D'souza' <victor.john@chipconsulting.org>

Subject: Complaint Against Area Supervisor Ms. Bilqees and UCOO Mr. Nizamuddin

Dear Sir,

On September 2, 2024, CHW Ms. Rabia visited the CTC office and lodged a written complaint against her Area Supervisor, Ms. Bilqees (CNIC: 5440014228950), and UCOO Mr. Nizamuddin (CNIC: 5440186978169), both currently serving in UC Ward-8, District Quetta.

Ms. Rabia has alleged unprofessional behavior by Ms. Bilqees, stating that she exhibits contradictory behavior saying one thing in front of her and another in front of UCOO Mr. Nizamuddin, and later denying what was said. Furthermore, Ms. Rabia has accused UCOO Mr. Nizamuddin of workplace harassment, describing an argument between staff members that involved yelling, derogatory and discriminatory remarks, and personal insults. She also mentioned instances of intentional misinformation provided to colleagues and threats related to job security and performance reporting.

Please note that Ms. Bilqees has a prior disciplinary record, having received a warning for poor performance on August 27th, 2024, while Mr. Nizamuddin has no previous disciplinary record.

Kindly review the attached written statement (Annex- D) and evidence (Annex- A,B,C) provided by Ms. Rabia and investigate the case for further necessary action.

Regards.

Ahsan Qazi

Project Officer

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