

**From:** AFRIDI, Sarfaraz Khan [mailto:afridis@who.int]  
**Sent:** Saturday, November 23, 2024 12:51 PM  
**To:** Salma Athar <Hrofficer.kp@chipconsulting.org>; ABBAS, Waseem <wabbas@who.int>  
**Cc:** AURANGZEB KHAN, Mazhar <zebma@who.int>; sundas.tariq@chipconsulting.org;  
basit.saddiqui@chipconsulting.org; m.muslehuddin@chipconsulting.org; 'Saman Mughal'  
<hrmatters.kpk@chipconsulting.org>  
**Subject:** RE: [EXT] Complaint : Work place Harassment- UC: Hayatabad 2- UCOO Hussain

Dear Colleagues

Call the worker and council her for avoiding such matter and issue warning with clear instruction in the matter.

**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**

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**From:** Salma Athar <[Hrofficer.kp@chipconsulting.org](mailto:Hrofficer.kp@chipconsulting.org)>  
**Sent:** Thursday, 21 November 2024 3:18 PM  
**To:** ABBAS, Waseem <[wabbas@who.int](mailto:wabbas@who.int)>  
**Cc:** AFRIDI, Sarfaraz Khan <[afridis@who.int](mailto:afridis@who.int)>; AURANGZEB KHAN, Mazhar <[zebma@who.int](mailto:zebma@who.int)>;  
[sundas.tariq@chipconsulting.org](mailto:sundas.tariq@chipconsulting.org); [basit.saddiqui@chipconsulting.org](mailto:basit.saddiqui@chipconsulting.org);  
[m.muslehuddin@chipconsulting.org](mailto:m.muslehuddin@chipconsulting.org); 'Saman Mughal' <[hrmatters.kpk@chipconsulting.org](mailto:hrmatters.kpk@chipconsulting.org)>  
**Subject:** RE: [EXT] Complaint : Work place Harassment- UC: Hayatabad 2- UCOO Hussain

Dear Mr. Waseem,

The investigation was conducted by two female representatives of CTC. A safe and supportive environment was provided to ensure that all female participants could openly share any concerns related to harassment or any unfavorable activities that may have caused them mental duress or stress. Our primary goal is to ensure that all individuals involved feel comfortable and heard throughout the inquiry process.

*Regards*

*Salma Muhammad Athar*

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

**From:** ABBAS, Waseem [<mailto:wabbas@who.int>]  
**Sent:** Wednesday, November 20, 2024 4:42 PM  
**To:** [hrofficer.kp@chipconsulting.org](mailto:hrofficer.kp@chipconsulting.org)  
**Cc:** AFRIDI, Sarfaraz Khan <[afridis@who.int](mailto:afridis@who.int)>; AURANGZEB KHAN, Mazhar <[zebma@who.int](mailto:zebma@who.int)>  
**Subject:** Re: [EXT] Complaint : Work place Harassment- UC: Hayatabad 2- UCOO Hussain

Dear Salma,

Kindly respond as per email from PTL

Regards

Waseem Abbas

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**From:** AFRIDI, Sarfaraz Khan <[afridis@who.int](mailto:afridis@who.int)>  
**Sent:** Wednesday, November 20, 2024 3:32:50 PM  
**To:** ABBAS, Waseem <[wabbas@who.int](mailto:wabbas@who.int)>  
**Cc:** AURANGZEB KHAN, Mazhar <[zebma@who.int](mailto:zebma@who.int)>  
**Subject:** RE: [EXT] Complaint : Work place Harassment- UC: Hayatabad 2- UCOO Hussain

Dear Waseem

I just want to know any Females member as previously reported to be part of the Inquiry conducted. Need to know if conducted by male then female may not be able to openly explain the situation. So it is wise to have female while making inquiry in to the matter.

Pls update me for the request made above.

**Best Regards**

**Dr. Sarfaraz Khan Afridi**  
MBBS (Pesh), M.Trop. Paeds (UK), DTCH (UK)  
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E-Mail Personal: [drskafri@gmail.com](mailto:drskafri@gmail.com)

**From:** ABBAS, Waseem <[wabbas@who.int](mailto:wabbas@who.int)>

**Sent:** Wednesday, 20 November 2024 1:43 PM

**To:** AFRIDI, Sarfaraz Khan <[afridis@who.int](mailto:afridis@who.int)>

**Cc:** AURANGZEB KHAN, Mazhar <[zebma@who.int](mailto:zebma@who.int)>

**Subject:** FW: [EXT] Complaint : Work place Harassment- UC: Hayatabad 2- UCOO Hussain

Dear Sir,

Reference to the compliant received from Ms. Sobia Ghulam on multiple forums, The CTC after investigation found the allegations baseless and therefore recommended below;

Recommendations

- UCOO Mr. Hussain is cleared of the allegations reported against him, as these claims were found to be baseless.
- CHW Sobia complaint was not only false but also misleading where she not only targeted her supervisors and setting them on spot where she recorded them and then used that, a basis of her complaint.
- However since Mr. Hussain reputation was tarnished by such accusations therefore, Ms. Sobia should be issued explanation letter followed by warning ***“as per the Polio Third Party Personnel Service Rules (PTPPSR), Annex- 6: Acts to be treated as Misconduct / Sub Clause: K- Frequent repetition of any act or omission like orders, improper behavior or misleading statement, careless or wasteful.”***

Please advise

Regards

Waseem Abbas

**From:** Salma Athar <[Hrofficer.kp@chipconsulting.org](mailto:Hrofficer.kp@chipconsulting.org)>

**Sent:** Friday, 8 November 2024 4:15 PM

**To:** ABBAS, Waseem <[wabbas@who.int](mailto:wabbas@who.int)>

**Cc:** [sundas.tariq@chipconsulting.org](mailto:sundas.tariq@chipconsulting.org); [m.muslehuddin@chipconsulting.org](mailto:m.muslehuddin@chipconsulting.org)

**Subject:** [EXT] Complaint : Work place Harassment- UC: Hayatabad 2- UCOO Hussain

Dear Mr. Waseem,

Greetings!

Enclosed please find attached final investigation report ([Refer to OneDrive for details](#))

Your kind approval is requested.

*Regards*

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

**From:** ABBAS, Waseem [<mailto:wabbas@who.int>]  
**Sent:** Saturday, October 12, 2024 2:32 PM  
**To:** Salma Athar <[Hrofficer.kp@chipconsulting.org](mailto:Hrofficer.kp@chipconsulting.org)>  
**Cc:** AFRIDI, Sarfaraz Khan <[afridis@who.int](mailto:afridis@who.int)>; AURANGZEB KHAN, Mazhar <[zebma@who.int](mailto:zebma@who.int)>  
**Subject:** Re: [EXT] Complaint of Work harassment and mental torture

Dear Salma,

Below email is for your action.

Regards

Waseem Abbas

On Oct 12, 2024, at 10:53 AM, AFRIDI, Sarfaraz Khan <[afridis@who.int](mailto:afridis@who.int)> wrote:

Dear Mr. Waseem  
FYI and to conduct detail investigation into the matter through Female Investigator as the complainer is female in this case and have gender sensitivity. No male should be involved in view of some of the comments.

**Best Regards**

**Dr. Sarfaraz Khan Afridi**  
MBBS (Pesh), M.Trop. Paeds (UK), DTCH (UK)  
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**From:** Sobia Ghulam <[sobiaghlm@gmail.com](mailto:sobiaghlm@gmail.com)>  
**Sent:** Thursday, 10 October 2024 8:27 PM

**To:** AFRIDI, Sarfaraz Khan <[afridis@who.int](mailto:afridis@who.int)>

**Subject:** [EXT] Complaint of Work harassment and mental torture

Assalamualaikum,

Dear sir/mam,

My name is sobia ghulam and I am currently working as a CHW (community health worker) in hayatabad 2 phase 1 area 5.

Subject :Work harassment and mental torture

I received a warning letter from CTC Hr department which stated that there is a complaint by Hussain (UCDO)PHASE 1 uc hayatabad 2 for latecomings,communication problems and not sharing the location. it was mentioned in the warning letter that you have been reported for late comings and not sharing the location also having communication problems by your current and previous AS (area supervisor) to Hussain and then he forwarded the complaint to hr dept.( The warning letter is attached below)

After that I spoke to my previous and current AS to discuss about the problems but both the AS told me that we have not reported you to anyone and my current AS mam nusrat told me that you had late comings issue previously but since I told you about the issue you have been coming on time.Also my current AS Miss Nusrat told me that Hussain asked me that which worker is weak so that I can report but she said to Hussain that I don't have any worker that are weak and all are good.To which Hussain said to mam Nusrat that what about sobia ghulam is she weak should I report her to which mam Nusrat responded that no she is perfect at her job.Also mam Nusrat told me that I swear to God that I have not reported you about any communication problems.Mam Nusrat told me all of this on a call and also AS Asad (my previous As) also told me this on call and I have the call recordings of both conversations(The call recordings are attached below).

I also visited the CTC office concerning the warning letter and I met the HR manager I told her that I have a 3 years son and my husband also goes to his office so there is no one to take care of him so I have to drop him to my sister's house which is located in phase 6 hayatabad that's why I came late a few days so the HR manager told Hussain to transfer me to phase 7 hayatabad so that there are no late comings because I am currently residing in phase 7.After that I met with the phase 7 UCDO to ask about the location of my work in response to that Hussain insulted me in front of all the workers yesterday that why you met him and I won't transfer you now even if the HR manager tells me to transfer you.ALSO when I was going to the CTC office he offered me to go with him in his car to which I declined and repeatedly offers me to go with him in his his car despite my decline every time.

He reported me without any reason.

He has been reporting me for a long time again and again.

Additionally, Few months back I gave an interview of AS post to HR dept and during my test Hussain told me that you have to sit with me in my office daily( clearly having wrong intentions) to teach you about data e.t.c otherwise I will never recommend you to the HR dept and I won't let you to be promoted.

He is mentally torturing me and harassing me again and again not letting me do my job peacefully.I want you to take a strict action against him.  
I shall be very thankful to you for this act of kindness.

Thank you,  
Your's truly  
Sobia ghulam  
Date 10/10/2024