

From: Muhammad Muzzamil Shaikh <muzzamil.shaikh@chipconsulting.org>
Sent: Tuesday, November 26, 2024 9:52 AM
To: 'Muhammad Muslehuddin'; disciplinaryassociate.sindh@chipconsulting.org
Cc: 'Muhammad Basharat'; basit.saddiqui@chipconsulting.org; 'Sundas Tariq'
Subject: FW: Detailed Background and Clarification on Allegations, Tauheed Ali Khichi TDOSO Keamari Town
Attachments: Gmail - Concern Regarding Suspicious Household and Allocation of Specific Individuals for Vaccination, UC 05 Machar Colony, Keamari Town, District Keamari.pdf; Gmail - Fake NAs Coverage & Refusal recorded as NA, UC 01 Bhutta Village, Keamari Town.pdf; Gmail - Formal Complaint Against AIC Asia and ex-AIC Saima Mehmood for Misconduct and Physical Assault.pdf; Gmail - Fwd_ Complaint against misbehavior and not following timeline of trainings chw imrana.pdf; Gmail - Investigation Report_ Fake Finger Marking Incident During Polio Eradication Campaign, UC 1 Bhutta Village, Keamari Town.pdf; Gmail - Re_ Non Serious Attitude, lack of interest mismanagement.pdf; Gmail - Report on ASPV Sadaf's Behavior During Polio Mop-Up Activity in UC 02 Ittehad Town.pdf; Roundcube Webmail __ Clarification Before Joining Responsibilities in CBV UCs Baldia Town.pdf; Roundcube Webmail __ Complaint Against Harassment and Misconduct by UCMO Dr. Seema Shaikh, CBO Zulqarnain, and CM Umair, UC 2 Sultanabad, Keamari Town..pdf; Roundcube Webmail __ Concerns Regarding Vaccinator Involvement in Fake Coverages and Unfair Support of Terminated Area In-charges UC 05 Machar Colony.pdf; Roundcube Webmail __ Findings from Micro Plan Desk Review, and Field Validation – UC 08 Gabopat (Long Goth Side).pdf; Roundcube Webmail __ Fwd_ Clarification Before Joining Responsibilities in CBV UCs Baldia Town.pdf; Roundcube Webmail __ Fwd_ UC 02 Sultanabad (Sikandarabad side) Significant Registration Book Data Mismatch in Registration Book Validated by TDOSO & ..pdf; Roundcube Webmail __ Re_ Warning for Non-Compliance - Non-Submission of Tally Sheet Analysis Reports.pdf; Roundcube Webmail __ Urgent Attention Required Regarding Call from UC Chairman of Sikandarabad Sher-Rehman.pdf

FYI

If you need any further information regarding the same, please let us know.

BEST REGARDS:

MUHAMMAD MUZAMMIL SHAIKH

Project Officer (HR)(Sindh)

CHIP Training & Consulting (Pvt) Ltd.

Office # 201, Business Arcade, Pak Qatar Building,

Karachi,

Sindh, Pakistan.

Cell No: 03460030159



From: Tauheed Ali Khichi <tauheed.ali@ctc.org.pk>
Sent: Tuesday, November 26, 2024 3:59 AM
To: Muzzamil Shaikh <muzzamil.shaikh@chipconsulting.org>
Cc: Basitq <basitq@who.int>; PEO SITE DR IRFAN <Syedi@who.int>; Ateqia <Ateqia@who.int>; Deockeamari <deockeamari@gmail.com>
Subject: Detailed Background and Clarification on Allegations, Tauheed Ali Khichi TDOSO Keamari Town

Dear Muzzamil Shaikh

As per our discussion at your office dated 25 Nov 2024 time 04:30 P.M regarding the investigation of an email sent by an unknown individual, which contains false allegations about my character and professional conduct, I am providing a detailed account of the matter and the context behind these claims.

The email in question accuses me of misconduct, including sexual harassment, abuse of authority, connections with senior officials, and involvement in terminations. I will address these allegations in detail below. However, I would first like to discuss the potential motivations and background that may have led to the generation of such an email.

Background of the Email

On **15th September 2024**, during the **SNID September 2024 (Day 6)**, **Dr. Sandeep Sahitia, PEO-WHO**, visited Bhutta Village along with me. During the visit, he inquired about the performance of the UC. I transparently shared all issues and evidence, including an email I had previously sent to the DEOC regarding these concerns. Following his review of my report, an investigation was initiated through the PEOC, and **Dr. Tariq Masood** was assigned to Bhutta Village as a monitor to investigate cases of fake coverage and finger marking.

After Dr. Tariq Masood's investigation, **15 CHWs and 7 Area Supervisors** were suspended on **25th October 2024**. These individuals were all on the payroll of CTC. Additionally:

- **Two Community Mobilizers (Shagufta and Abdullah)** and
- **One Community Block Officer (Sarameen Shah)**

were terminated from service on **12th November 2024**. These staff members were employed under third-party contracts managed by Sidat Hyder Morshed Associates and supervised by UNICEF.

These individuals mistakenly believe that their suspensions and terminations resulted from my actions, without acknowledging that the investigations were conducted independently.

Similar dissatisfaction has been observed in **UC 02 Sultanabad**, where some staff members also wrongly attribute their issues to me. For instance:

- A **CHW named Imrana** had her contract closed due to multiple performance-related issues (email attached for reference).
- Two Area Supervisors, **Gulbahar (resigned for personal reasons)** and **Lubna Gul (contract closed)**, also accused me of influencing these decisions.

In addition, staff in **Non-CBV UCs (UC 03 Keamari, UC 05 Machar Colony, and UC 08 Gabopat)** have documented unrelated grievances. Emails regarding these issues are attached for your review.

It appears that these suspensions, terminations, and other actions have collectively motivated someone to send this email in an attempt to discredit me and hinder my efforts to ensure smooth and effective operations.

Addressing the Allegations

1. Sexual Harassment

I have been serving in Keamari Town since **June 2022**, and no formal complaint of sexual harassment has ever been lodged against me. These accusations only surfaced after the suspension and termination of certain individuals for their own misconduct. These allegations are baseless and fabricated.

2. Abuse of Authority

As per my **Terms of Reference (TORs)**, I have no direct authority over suspensions, terminations, or disciplinary actions without the approval of the DEOC. As a **TDOSO**, I am responsible for providing data and observations, not for enforcing actions.

3. Terminations

No staff member under CTC's contract can be terminated based on my input alone. Terminations are subject to investigations by the Immunization Officer and require proper documentation and evidence before being communicated to CTC. This is a baseless accusation, as all actions are taken following protocol.

4. Connections with Senior Officials

I have been serving as a town-level officer under different HR entities since **April 2017**, including Sidat Hyder Morshed Associates and CHIP Training & Consulting. If I had such connections, I would have been promoted long ago.

Regarding **Dr. Altaf Bosan**, I only interacted with him during official visits to UC 02 Sultanabad to discuss ongoing campaign progress. These interactions were purely professional and limited to two or three occasions.

Suspected Individuals

Based on the circumstances and potential motives, the following individuals might be involved in sending the email:

1. **SCBO Ahmed Zeb** (Senior Block Officer, Town level)
2. **CBO Sarzameen** (Community Block Officer, UC level)
3. **CBO Zulqanain** (Community Block Officer, UC level)
4. **CM Shagufta** (Community Mobilizer, Area level)
5. **CM Abdullah** (Community Mobilizer, Area level)
6. **CM Umair** (Community Mobilizer, Area level)
7. **CHW Imrana** (Community Health Worker)
8. 15 CHWs and 7 ASPVs from UC 01 Bhutta Village

Attachments

I am attaching **15 emails** spanning from **27th February 2024 to 24th October 2024** for your review. These emails document the performance issues, investigations, and actions taken, providing context to the allegations.

Additionally, I have lodged a legal complaint with the **FIA Cyber Crime Branch** to pursue this matter through the appropriate legal channels, they may call, detain, or arrest any individual currently working in the polio program found to be involved in sending this email.

Lastly, I would also like to express my grievances regarding the investigation conducted with workers and Area Supervisors. The CTC team visited **UC 02 Sultanabad** and explicitly mentioned my name during investigation with individuals in the room, asking questions like, *"Did Tauheed touch you inappropriately, look at you inappropriately, ask you out, or make you uncomfortable in any way?"* As a result, some team members have contacted me, asking questions like, *"Sir, what have you done at our TSC?"*

I now ask all the recipients of this email: how am I expected to face the female workers in this UC when my own HR has used my name and asked such questions? I am not expecting you to find the individual who wrote this defamatory email, but I do demand an answer as to how I can regain respect and confidence with these teams at the TSC.

I hope this detailed account clarifies the matter. Please let me know if further information or documents are required.

Best regards

	<i>Tauheed Ali Khichi</i> Town Delivery Operation & Supervision Officer	
		
Keamari Town, District Keamari	+92 315 1926644 +92 308 2724999	jhangeara@gmail.com tauheed.ali@ctc.org.pk