

From: disciplinarymatters.karachi@chipconsulting.org
Sent: Monday, December 30, 2024 11:55 AM
To: 'LALANI, Afshan'
Cc: parveenk@who.int; sundas.tariq@chipconsulting.org; basit.saddiqui@chipconsulting.org; hina.queshi@chipconsulting.org; 'Muhammad Muslehuddin'; disciplinaryassociate.sindh@chipconsulting.org
Subject: FW: Investigation Report of TDOSO Tauheed Ali on Sexual Harassment
Attachments: Final Investigation Report of UC 02 Sikandarabad.pdf; Annex-A (Complaint).pdf; Annex-B (Physical Verification of TSC Sikandarabad).pdf; Annex-C (Mr. Tauheed Ali Response).pdf; Annex-D (Evidence Emails Shared by Mr. Tauheed).rar; Annex-E (Statement of Ms. Aliya Kanwal).pdf; Annex-F (Statements of UC Staff).pdf

Dear Ms. Afshan,

Your response is awaited on the below email.

Thank you

Regards,

Disciplinary Team
CHIP Training and Consulting Pvt. Ltd

From: disciplinarymatters.karachi@chipconsulting.org [mailto:disciplinarymatters.karachi@chipconsulting.org]
Sent: Thursday, December 19, 2024 9:53 AM
To: 'LALANI, Afshan'
Cc: parveenk@who.int; sundas.tariq@chipconsulting.org; basit.saddiqui@chipconsulting.org; hina.queshi@chipconsulting.org; 'Muhammad Muslehuddin'; disciplinaryassociate.sindh@chipconsulting.org
Subject: Investigation Report of TDOSO Tauheed Ali on Sexual Harassment

Dear Ms. Afshan,

Greetings from CTC!

This is with reference to the complaint lodged against TDOSO Mr. Tauheed Ali (CNIC: 4250174091421) of Kemari District, Karachi, Sindh, concerning allegations of sexual harassment.

The complaint claims that Mr. Tauheed Ali, in collaboration with UCOO Ms. Aliya Kanwal, misused his authority in UC-2, Sultanabad. He is accused of sexually harassing workers, many of whom feel powerless to resist out of fear of termination. Those who reject his advances are allegedly subjected to fabricated charges, such as false marking or administrative issues, resulting in wrongful termination.

To address the complaint, CTC promptly initiated an investigation to verify the details. A comprehensive inquiry was carried out, including interviews with the UC staff and summoning the accused individuals to the CTC office. The investigation involved gathering testimonies from all relevant parties.

After thoroughly examining the allegations of workplace harassment, the investigation found no substantial evidence to support the claims of harassment. Interviews with the involved parties, including frontline workers, did not support the allegations. The alleged staff is cleared of all the allegations and to address the personal conflicts of the staff which has contributed to the situation, counseling sessions should be organized for all involved staff.

The investigation report along with all the annexures that include the statement of the workers, physical evidences, statement of Mr. Tauheed and UCOO Ms. Aliya and the initial complaint are attached to this email.

If you have any query regarding the matter please let us know.

Thank you

Regards,

Disciplinary Team
CHIP Training and Consulting Pvt. Ltd



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