

Dear Ahsan

Below is the PTL approval on the investigation report, UC Qadirabad.

Thanks & Regards

Victor John

**From:** MOHAMMAD, Nazar [<mailto:nmohammad@who.int>]  
**Sent:** Friday, January 24, 2025 11:56 AM  
**To:** 'Victor John D'souza'  
**Cc:** PARVEEN, Khalida; DANIEL, Ambrin; KASI, Arbab Niamat Ullah;  
[basit.saddiqui@chipconsulting.org](mailto:basit.saddiqui@chipconsulting.org); 'Sundas Tariq'; 'Muhammad Muslehuddin'; 'Ahsan Qazi';  
[disciplinarymatters.bl@chipconsulting.org](mailto:disciplinarymatters.bl@chipconsulting.org)  
**Subject:** FW: [EXT] Investigation report for feedback back

Dear Victor ,

Please proceed as per SOP as Approved from Team Leader in appended email.

**Best Regards**

**Nazar Mohammad** | Provincial ICT Assistant | WHO/PEI Balochistan | Quetta | Ph: 081 2830144  
| Cell: 0344 4554577

**From:** KHAN, Jahanzaib <[khanjahanzaib@who.int](mailto:khanjahanzaib@who.int)>  
**Sent:** Friday, January 24, 2025 11:16 AM  
**To:** MOHAMMAD, Nazar <[nmohammad@who.int](mailto:nmohammad@who.int)>  
**Cc:** DANIEL, Ambrin <[daniela@who.int](mailto:daniela@who.int)>  
**Subject:** Re: [EXT] Investigation report for feedback back

Approved

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**From:** MOHAMMAD, Nazar <[nmohammad@who.int](mailto:nmohammad@who.int)>  
**Sent:** Friday, January 24, 2025 11:10:17 AM  
**To:** KHAN, Jahanzaib <[khanjahanzaib@who.int](mailto:khanjahanzaib@who.int)>  
**Cc:** DANIEL, Ambrin <[daniela@who.int](mailto:daniela@who.int)>  
**Subject:** FW: [EXT] Investigation report for feedback back

Dear Dr sb,

For your kind approval please.

**Best Regards**

**Nazar Mohammad** | Provincial ICT Assistant | WHO/PEI Balochistan | Quetta | Ph: 081 2830144  
| Cell: 0344 4554577

**From:** Victor John D'souza <[victor.john@chipconsulting.org](mailto:victor.john@chipconsulting.org)>  
**Sent:** Tuesday, January 21, 2025 5:43 PM  
**To:** MOHAMMAD, Nazar <[nmohammad@who.int](mailto:nmohammad@who.int)>  
**Cc:** PARVEEN, Khalida <[parveenk@who.int](mailto:parveenk@who.int)>; DANIEL, Ambrin <[daniela@who.int](mailto:daniela@who.int)>; KASI, Arbab Niamat Ullah <[kasia@who.int](mailto:kasia@who.int)>; [basit.saddiqui@chipconsulting.org](mailto:basit.saddiqui@chipconsulting.org); 'Sundas Tariq' <[sundas.tariq@chipconsulting.org](mailto:sundas.tariq@chipconsulting.org)>; 'Muhammad Muslehuddin' <[m.muslehuddin@chipconsulting.org](mailto:m.muslehuddin@chipconsulting.org)>; 'Ahsan Qazi' <[ahsan.qazi@chipconsulting.org](mailto:ahsan.qazi@chipconsulting.org)>; [disciplinarymatters.bl@chipconsulting.org](mailto:disciplinarymatters.bl@chipconsulting.org)  
**Subject:** FW: [EXT] Investigation report for feedback back

Dear Nazar Sb

I am sharing the investigation report regarding a formal complaint filed by CHW Ms. Ayesha against AS Ms. Kainat UC Qadirabad for review and approval of WHO-PO, please note that the Area Coordinator has already provided his feedback (Attached) to process the case as per the recommendation of the investigation team.

### **Background:**

This report is based on a complaint received from CHW Ms. Ayesha, a member of AS Ms. Kainat's team from UC Qadri Abad. According to Ayesha's account, AS Ms. Kainat shared her personal phone number with her brother a few days ago. After obtaining her contact information, AS Ms. Kainat's brother allegedly started harassing her. When CHW Ms. Ayesha blocked his number, he reportedly shared her contact details with an unknown individual, who then also began harassing her.

CHW Ms. Ayesha further reported that during fieldwork, she and her coworker were followed by individuals in a vehicle. Additionally, it was noted that AS Ms. Kainat's brother frequently appeared in the field, which caused CHW Ms. Ayesha significant distress. She mentioned that this ongoing situation created issues for her at home as well.

CHW Ms. Ayesha recalled that during a previous campaign, she had reported inappropriate behavior by AS Ms. Kainat's brother to the UC staff. Despite raising the matter, no corrective action was taken, and the issue remained unresolved. CHW Ms. Ayesha claimed that she also tried to discuss the matter with AS Kainat directly but received no response.

### **Allegations**

**Sharing Personal Contact Information:** AS Ms. Kainat is accused of sharing the personal phone number of her team member, CHW Ms. Ayesha, with her brother without consent. This act led to harassment from her brother and, subsequently, from an unknown individual, causing emotional distress and compromising CHW Ms. Ayesha's safety.

Despite being informed of her brother's inappropriate behavior during the previous campaign, AS Ms. Kainat failed to take action to address the issue. Her lack of response has allowed the harassment to continue unabated.

**Neglect of Duty as a Supervisor:** AS Ms. Kainat did not respond when confronted about the matter, demonstrating negligence and a lack of accountability in her supervisory role. Her inaction has perpetuated a hostile and unsafe work environment for her team.

The ongoing harassment by AS Ms. Kainat's brother, along with her indifference to the complaints, has caused problems at home for CHW Ms. Ayesha and created a sense of insecurity among team members.

## Conclusion

Based on the investigation, the following conclusions are drawn: AS Ms. Kainat violated professional boundaries by sharing Ms. Ayesha's personal phone number without consent, directly contributing to the initial harassment incident. Despite taking some remedial measures, Ms. Kainat failed to ensure the safety and well-being of her team members, which reflects negligence in her supervisory duties. Continued harassment and disturbances, whether directly or indirectly related to AS Ms. Kainat's actions, have created a hostile work environment, impacting the team's ability to perform effectively.

## Recommendations:

**Based on the findings of the investigation, the following actions are to be implemented immediately to address the concerns raised and ensure a safe working environment for all staff:**

Reassign AS Ms. Kainat to a different UC to mitigate further conflict and ensure a safe working environment for Ms. Ayesha and the team. **As per the (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.**

Issue a warning to AS Ms. Kainat for breaching confidentiality and failing to address the harassment concerns effectively **As per the (PTPPSR) Annex-7 B: Disciplinary Action in case of Performance/ Capacity Issues - Amber line Areas/ · Unprofessional or Casual Behavior towards peers/colleagues. · Poor supportive supervision.**

Thanks and Regards

**Victor John Dsouza | Project Coordinator**

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[victor.john@chipconsulting.org](mailto:victor.john@chipconsulting.org)

**From:** Zarkoon, Safdar Khan [<mailto:zarkoons@who.int>]

**Sent:** Tuesday, January 21, 2025 4:03 PM

**To:** Victor John D'souza

**Cc:** [basit.saddiqui@chipconsulting.org](mailto:basit.saddiqui@chipconsulting.org); 'Sundas Tariq'; 'Muhammad Muslehuddin'; 'Ahsan Qazi'; [disciplinarymatters.bl@chipconsulting.org](mailto:disciplinarymatters.bl@chipconsulting.org)

**Subject:** RE: [EXT] Investigation report for feedback back

Agreed with the recommendations of CTC

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

**Sent:** Thursday, 16 January 2025 10:06 am

**To:** Zarkoon, Safdar Khan <[zarkoons@who.int](mailto:zarkoons@who.int)>

**Cc:** [basit.saddiqui@chipconsulting.org](mailto:basit.saddiqui@chipconsulting.org); 'Sundas Tariq' <[sundas.tariq@chipconsulting.org](mailto:sundas.tariq@chipconsulting.org)>; 'Muhammad Muslehuddin' <[m.muslehuddin@chipconsulting.org](mailto:m.muslehuddin@chipconsulting.org)>; 'Ahsan Qazi' <[ahsan.qazi@chipconsulting.org](mailto:ahsan.qazi@chipconsulting.org)>; [disciplinarymatters.bl@chipconsulting.org](mailto:disciplinarymatters.bl@chipconsulting.org)

**Subject:** [EXT] Investigation report for feedback back

Dear Dr. Sb

Your kind review and feedback are requested on the investigation conducted regarding allegations against AS Ms. Kainat. Below is a summary of the findings and recommendations:

**Background:**

This report is based on a complaint received from CHW Ms. Ayesha, a member of AS Ms. Kainat's team from UC Qadri Abad. According to Ayesha's account, AS Ms. Kainat shared her personal phone number with her brother a few days ago. After obtaining her contact information, AS Ms. Kainat's brother allegedly started harassing her. When CHW Ms. Ayesha blocked his number, he reportedly shared her contact details with an unknown individual, who then also began harassing her.

CHW Ms. Ayesha further reported that during fieldwork, she and her coworker were followed by individuals in a vehicle. Additionally, it was noted that AS Ms. Kainat's brother frequently appeared in the field, which caused CHW Ms. Ayesha significant distress. She mentioned that this ongoing situation created issues for her at home as well.

CHW Ms. Ayesha recalled that during a previous campaign, she had reported inappropriate behavior by AS Ms. Kainat's brother to the UC staff. Despite raising the matter, no corrective action was taken, and the issue remained unresolved. CHW Ms. Ayesha claimed that she also tried to discuss the matter with AS Kainat directly but received no response.

## **Allegations**

**Sharing Personal Contact Information:** AS Ms. Kainat is accused of sharing the personal phone number of her team member, CHW Ms. Ayesha, with her brother without consent. This act led to harassment from her brother and, subsequently, from an unknown individual, causing emotional distress and compromising CHW Ms. Ayesha's safety.

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**Neglect of Duty as a Supervisor:** AS Ms. Kainat did not respond when confronted about the matter, demonstrating negligence and a lack of accountability in her supervisory role. Her inaction has perpetuated a hostile and unsafe work environment for her team.

The ongoing harassment by AS Ms. Kainat's brother, along with her indifference to the complaints, has caused problems at home for CHW Ms. Ayesha and created a sense of insecurity among team members.

## **Conclusion**

Based on the investigation, the following conclusions are drawn: AS Ms. Kainat violated professional boundaries by sharing Ms. Ayesha's personal phone number without consent, directly contributing to the initial harassment incident. Despite taking some remedial measures, Ms. Kainat failed to ensure the safety and well-being of her team members, which reflects negligence in her supervisory duties. Continued harassment and disturbances, whether directly or indirectly related to AS Ms. Kainat's actions, have created a hostile work environment, impacting the team's ability to perform effectively.

## **Recommendations:**

**Based on the findings of the investigation, the following actions are to be implemented immediately to address the concerns raised and ensure a safe working environment for all staff:**

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**framework Guidelines/ e. Staff capacity and disciplinary management: CTC manages staff capacity and disciplinary issues in the following ways: · Consider staff transfers if feasible.**

Issue a warning to AS Ms. Kainat for breaching confidentiality and failing to address the harassment concerns effectively **As per the (PTPPSR) Annex-7 B: Disciplinary Action in case of Performance/ Capacity Issues - Amber line Areas/ · Unprofessional or Casual Behavior towards peers/colleagues. · Poor supportive supervision.**

Thanks and Regards

**Victor John Dsouza | Project Coordinator**

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