

Dear Victor,

Thanks for the detailed report, please proceed as per policy.

Regards

Safdar

From: Victor John D'souza <victor.john@chipconsulting.org>
Sent: Friday, February 28, 2025 5:56:41 PM
To: Zarkoon, Safdar Khan <zarkoons@who.int>
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Subject: [EXT] Final Investigation Report Complaint Against UCPO Mr. Sana Ullah.

Dear Dr. Sb

Attached is the final investigation report against Mr. Sanaullah, UCPO Main Ghundi you are requested to provide your feedback for further course of action.

Background

An Area Supervisor at UC Mian Ghundi, has faced workplace harassment from UCPO Mr. Sana Ullah, who has created a toxic environment by making false accusations, using threats, and spreading rumors. He has misused his authority to intimidate Area Supervisor and her team, forcing her to file complaints against her staff and recording private conversations to use against her. Despite initial silence due to financial concerns, she has now reported his behavior with family support.

Conclusion:

The investigation confirmed that Mr. Sana Ullah engaged in workplace harassment, abuse of authority, and misconduct, particularly towards female staff. Evidence, including witness testimonies and offensive audio recordings, substantiates the allegations. Despite his denial, Mr. Sana Ullah failed to provide counter-evidence.

Recommendation:

The committee recommends his termination as per policy, with immediate suspension from the field. Based on Polio Third Party Personnel Service Rules, his actions fall under severe harassment, warranting dismissal without an experience certificate.

Please do let me know in case you need any further details.

Thanks and Regards

Victor John Dsouza | Project Coordinator

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