

**From:** Muhammad Muslehuddin <[m.muslehuddin@chipconsulting.org](mailto:m.muslehuddin@chipconsulting.org)>  
**Sent:** Tuesday, December 17, 2024 12:46 PM  
**To:** [ahsan.qazi@chipconsulting.org](mailto:ahsan.qazi@chipconsulting.org)  
**Cc:** [basit.saddiqui@chipconsulting.org](mailto:basit.saddiqui@chipconsulting.org); [victor.john@chipconsulting.org](mailto:victor.john@chipconsulting.org)  
**Subject:** FW: [EXT] Response on Recommendation of PEOC Workplace Harassment Committee-Termination of Mr Javed Ali-

FYI

**From:** PARVEEN, Khalida [<mailto:parveenk@who.int>]  
**Sent:** Tuesday, December 17, 2024 12:11 PM  
**To:** 'Mohammad Basit Siddiqui' <[basit.saddiqui@chipconsulting.org](mailto:basit.saddiqui@chipconsulting.org)>  
**Cc:** [sundas.tariq@chipconsulting.org](mailto:sundas.tariq@chipconsulting.org); AHMAD, Shakeel Muhammad Saleem <[ahmadsh@who.int](mailto:ahmadsh@who.int)>; SOGHAIER, Mohammed Ahmed <[soghaierm@who.int](mailto:soghaierm@who.int)>; DEGHANI, Somayeh <[deghanis@who.int](mailto:deghanis@who.int)>  
**Subject:** FW: [EXT] Response on Recommendation of PEOC Workplace Harassment Committee-Termination of Mr Javed Ali-

Dear Basit,

Kindly proceed in line with the CTC's recommendations in case of Mr Javed, UCPO.

Best Regards,

Khalida

**From:** KHAN, Zainul Abedin  
**Sent:** Tuesday, December 17, 2024 12:08 PM  
**To:** PARVEEN, Khalida <[parveenk@who.int](mailto:parveenk@who.int)>  
**Cc:** SOGHAIER, Mohammed Ahmed <[soghaierm@who.int](mailto:soghaierm@who.int)>; DEGHANI, Somayeh <[deghanis@who.int](mailto:deghanis@who.int)>

**Subject:** RE: [EXT] Response on Recommendation of PEOC Workplace Harassment Committee-Termination of Mr Javed Ali-

I agree with the CTC's recommendations for termination. Zainul

**From:** PARVEEN, Khalida <[parveenk@who.int](mailto:parveenk@who.int)>

**Sent:** Tuesday, December 17, 2024 10:48 AM

**To:** KHAN, Zainul Abedin <[khanzai@who.int](mailto:khanzai@who.int)>

**Cc:** SOGHAIER, Mohammed Ahmed <[soghaierm@who.int](mailto:soghaierm@who.int)>; DEGHANI, Somayeh <[deghanis@who.int](mailto:deghanis@who.int)>

**Subject:** FW: [EXT] Response on Recommendation of PEOC Workplace Harassment Committee-Termination of Mr Javed Ali-

Dear Dr Zainul,

This is to seek your consent on the termination recommended by CTC in respect of Mr Javed Ali for workplace harassment including Sexual harassment, abuse of authority and unethical behavior.

Ms. Gulfam, a former CHW in Balochistan-Quetta, filed a complaint at PEOC against Mr. Javed Ali for harassment after her contract conclusion due to poor performance and unprofessional behavior. The PEOC Workplace Harassment Committee investigated the matter and recommended that UCPO Javed is proved guilty in harassment and abuse of authority therefore, he should be dealt according to the policy and procedures of CTC.(report attached)

Meanwhile, the case was taken up by the IOS, and Mr. Javed Ali was suspended from field duties on July 4th, 2024, as an interim measure. The IOS advised the cases to be investigated by CTC on October 12th, 2024. Following this, CTC was instructed by WHO-Federal Office to investigate the case and submit the report

Based on CTC's investigations it was found that Mr. Javed has remained consistent with exhibiting unethical behavior, including harassment and favoritism. The relevant statements from different field staff including AS, CHW, UC and Tehsil level staff were taken by CTC.

CTC's committee has recommended his termination "as per the Polio Third Party Personnel Service Rules (PTPPSR) Annex – 7-B: Disciplinary Action in Case of Performance, Table 1: Disciplinary/Accountability Framework/Gross Misconduct - Red Line Area: Sub Clause 7: Any type of Harassment (Sexual, Discriminatory, workplace etc.)".

It is endorsed by WHO-Provincial Team Lead.

Best Regards,

khalida

**From:** [basit.saddiqui@chipconsulting.org](mailto:basit.saddiqui@chipconsulting.org) <[basit.saddiqui@chipconsulting.org](mailto:basit.saddiqui@chipconsulting.org)>

**Sent:** Monday, December 16, 2024 4:37 PM

**To:** PARVEEN, Khalida <[parveenk@who.int](mailto:parveenk@who.int)>

**Cc:** DEGHANI, Somayeh <[deghanis@who.int](mailto:deghanis@who.int)>; 'Irfan Farid' <[irfan@chipconsulting.org](mailto:irfan@chipconsulting.org)>; 'Sarah Farooqui' <[sarah@chipconsulting.org](mailto:sarah@chipconsulting.org)>; AHMAD, Shakeel Muhammad Saleem <[ahmadsh@who.int](mailto:ahmadsh@who.int)>; [sundas.tariq@chipconsulting.org](mailto:sundas.tariq@chipconsulting.org)

**Subject:** FW: [EXT] Response on Recommendation of PEOC Workplace Harassment Committee

Dear Ms.Khalida,

**Greetings,**

Reference to below chain of email it is to update you that, Ms. Gulfam, a former CHW in Balochistan-Quetta, filed a complaint at PEOC against Mr. Javed Ali for harassment after her contract conclusion due to poor performance and unprofessional behavior. The PEOC Workplace Harassment Committee investigated the matter and found Mr. Javed guilty of misconduct and recommended his termination. Meanwhile, the case was taken up by the IOS, and Mr. Javed Ali was suspended from field duties on July 4th, 2024, as an interim measure. The IOS reviewed the case until October 12th, 2024. Following this, CTC was instructed by WHO-FO to investigate the case.

CTC investigated the case but initially found no substantial evidence, as Ms. Gulfam did not provide further proofs. WHO-FO instructed CTC to identify additional staff for further investigation, After counseling staff members and ensuring confidentiality, one of the Area Supervisor & CHW shared key details, and further testimonies revealed Mr. Javed's consistent unethical behavior, including harassment and favoritism.

Despite Mr. Javed's defense, the evidence supported the claims of workplace harassment. His termination was recommended **"as per the Polio Third Party Personnel Service Rules (PTPPSR) Annex – 7-B: Disciplinary Action in Case of Performance, Table 1: Disciplinary/Accountability Framework/Gross Misconduct - Red Line Area: Sub Clause 7: Any type of Harassment (Sexual, Discriminatory, workplace etc.)"**. endorsed by WHO-PO, and the final approval of WHO-FO is requested to proceed further in this matter.

All the annexures are attached to this email, as per the details mentioned below.

- Annex A: Letter from PEOC.
- Annex B: Complaint Ex-CHW Ms. Gulfam and her Stance
- Annex C: Defense of the allegations by UCPO Mr. Javid
- Annex D: Statement of UCOO Mr. Hidayatullah
- Annex E: Statement of AS Mr. Asif
- Annex F: Statement of AS Ms. Zeenat
- Annex G: Statement CHW MS. Nayab
- Annex H: Statement of AS Ms. Palwasha
- Annex I: Statement of AS Ms. Hira
- Annex J: Statement of CHW Ms. Rashida
- Annex K: Statement of TDOSO Mr. Taj Muahmmad
- Annex L: Evidences

Regards,

Basit

**From:** KHAN, Jahanzaib [<mailto:khanjahanzaib@who.int>]

**Sent:** Monday, December 9, 2024 2:48 PM

**To:** DANIEL, Ambrin

**Cc:** KASI, Arbab Niamat Ullah; 'Victor John D'souza'

**Subject:** RE: [EXT] Response on Recommendation of PEOC Workplace Harassment Committee

Please go ahead

**Dr Jahanzaib Khan** | Acting Team Leader | PEI Baluchistan, WHO | +923338009600

**From:** DANIEL, Ambrin <[daniela@who.int](mailto:daniela@who.int)>

**Sent:** Monday, December 9, 2024 12:29 PM

**To:** KHAN, Jahanzaib <[khanjahanzaib@who.int](mailto:khanjahanzaib@who.int)>

**Cc:** KASI, Arbab Niamat Ullah <[kasia@who.int](mailto:kasia@who.int)>; 'Victor John D'souza' <[victor.john@chipconsulting.org](mailto:victor.john@chipconsulting.org)>

**Subject:** FW: [EXT] Response on Recommendation of PEOC Workplace Harassment Committee

Dear Dr. Jahanzaib

Reference to multiple inquiries conducted against Mr. Javed UCPO Qadirabad Quetta for his involvement in workplace Harassment. CTC requires your approval on below recommendation of final investigation

**Recommendation:**

Based on the investigation's findings, it is recommended that UCPO Mr. Javed Ali's contract shall be Terminated **"as per the Polio Third Party Personnel Service Rules (PTPPSR) Annex – 7-B: Disciplinary Action in Case of Performance, Table 1: Disciplinary/Accountability Framework/Gross Misconduct - Red Line Area: Sub Clause 7: Any type of Harassment (Sexual, Discriminatory, workplace etc.)"**.

Regards

Ambrin

**From:** DANIEL, Ambrin

**Sent:** Tuesday, December 03, 2024 3:46 PM

**To:** KHAN, Jahanzaib <[khanjahanzaib@who.int](mailto:khanjahanzaib@who.int)>

**Cc:** KASI, Arbab Niamat Ullah <[kasia@who.int](mailto:kasia@who.int)>; 'Victor John D'souza' <[victor.john@chipconsulting.org](mailto:victor.john@chipconsulting.org)>

**Subject:** FW: [EXT] Response on Recommendation of PEOC Workplace Harassment Committee

Dear Dr. Jahanzaib

Reference to multiple inquiries conducted against Mr. Javed UCPO Qadirabad Quetta for his involvement in workplace Harassment. CTC requires your approval on below recommendation of final investigation

**Recommendation:**

Based on the investigation's findings, it is recommended that UCPO Mr. Javed Ali's contract shall be Terminated **"as per the Polio Third Party Personnel Service Rules (PTPPSR) Annex – 7-B: Disciplinary Action in Case of Performance, Table 1: Disciplinary/Accountability Framework/Gross Misconduct - Red Line Area: Sub Clause 7: Any type of Harassment (Sexual, Discriminatory, workplace etc.)"**.

Regards

Ambrin

**From:** DANIEL, Ambrin  
**Sent:** Thursday, November 28, 2024 10:14 AM  
**To:** KHAN, Jahanzaib <[khanjahanzaib@who.int](mailto:khanjahanzaib@who.int)>  
**Cc:** KASI, Arbab Niamat Ullah <[kasia@who.int](mailto:kasia@who.int)>  
**Subject:** FW: [EXT] Response on Recommendation of PEOC Workplace Harassment Committee

Dear Dr. Jahanzaib

Reference to multiple inquiries conducted against Mr. Javed UCPO Qadirabad Quetta for his involvement in workplace Harassment. CTC requires your approval on below recommendation of final investigation

**Recommendation:**

Based on the investigation's findings, it is recommended that UCPO Mr. Javed Ali's contract shall be Terminated **"as per the Polio Third Party Personnel Service Rules (PTPPSR) Annex – 7-B: Disciplinary Action in Case of Performance, Table 1: Disciplinary/Accountability Framework/Gross Misconduct - Red Line Area: Sub Clause 7: Any type of Harassment (Sexual, Discriminatory, workplace etc.)"**.

Regards

Ambrin

**From:** KASI, Arbab Niamat Ullah <[kasia@who.int](mailto:kasia@who.int)>  
**Sent:** Monday, November 25, 2024 1:04 PM  
**To:** DANIEL, Ambrin <[daniela@who.int](mailto:daniela@who.int)>  
**Subject:** FW: [EXT] Response on Recommendation of PEOC Workplace Harassment Committee

Dear Ambrin,

CTC requires approval on investigation report recommendation against UCPO Qadirabad Mr. Javed Ali for his involvement in Workplace Harassment.

Ms. Gulfam worked as CHW UC Qadri Abad, Quetta from 19<sup>th</sup> October 2022, till 29<sup>th</sup> August 2023. Her contract ended due to unprofessional behavior, poor communication with colleagues and consistent underperformance. After her contract ended, she filed a complaint against Mr. Javid Ali for workplace harassment in PEOC. The PEOC Workplace Harassment Committee investigated the complaint and found UCPO Mr. Javed Ali guilty of the misconduct, supported by evidence. His actions were classified as serious "red line" violation and recommended his Termination which was validated by WHO-PO on May 17<sup>th</sup>, 2024.

In the meantime the case was taken up by the IOS and Mr. Javed Ali was suspended from field duties on July 4<sup>th</sup>, 2024 as an interim measure. The IOS reviewed the case until 12<sup>th</sup> October 2024 and afterwards CTC was instructed by WHO-FO to reinvestigate the case. CTC contacted CHW Ms. Gulfam to get her input and requested evidence, but she did not provide any evidence. To broaden the investigation, CTC recommended that WHO-FO ask the PEOC for any available evidence. CTC also questioned Mr. Javed and other staff members, including Area Supervisors and CHWs, but no substantial evidence was found initially as nobody came forward to provide any details against Mr. Javed Ali. Therefore CTC recommended Mr. Javed reinstatement due to lack of evidence and recommended that if Ms. Gulfam choose to pursue her complaint forensic testing of mobile phones of both parties.

WHO-FO provided valuable guidance on this sensitive case and instructed CTC to identify additional staff to conduct further investigation. CTC conducted a thorough counseling session with the staff members and encouraged them to share the information ensuring confidentiality. One Area Supervisor shared critical details and other female staff members provided further leads. Based on these clues, the CTC obtained statements from UCOO, who shared WhatsApp screenshots and revealed the name of another staff member who was also a victim of workplace harassment.

The investigation uncovered consistent unethical behavior by UCPO Mr. Javed Ali, including abuse of authority and workplace harassment towards female staff members. Reports from CHW Ms. Gulfam and other female staff detailed incidents of harassment, unwanted advances and favoritism in staff decisions. Testimonies from colleagues, including an Area Supervisor, supported these claims, highlighting the harm caused to team morale and effectiveness.

Despite UCPO Mr. Javed's defense, which claimed personal conflicts, the evidence and testimonies confirmed that his actions were against the program's ethics which falls under the domain of workplace harassment.

For easy reference I am copying recommendation of investigation report.

\*\*\*

#### **Recommendation:**

Based on the investigation's findings, it is recommended that UCPO Mr. Javed Ali's contract shall be Terminated **"as per the Polio Third Party Personnel Service Rules (PTPPSR) Annex – 7-B: Disciplinary Action in Case of Performance, Table 1: Disciplinary/Accountability Framework/Gross Misconduct - Red Line Area: Sub Clause 7: Any type of Harassment (Sexual, Discriminatory, workplace etc.)"**.

\*\*\*

Regards,

A

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

**Sent:** Friday, 22 November 2024 4:40 PM

**To:** KASI, Arbab Niamat Ullah <[kasia@who.int](mailto:kasia@who.int)>

**Cc:** PARVEEN, Khalida <[parveenk@who.int](mailto:parveenk@who.int)>; DANIEL, Ambrin <[daniela@who.int](mailto:daniela@who.int)>; 'Sundas Tariq' <[sundas.tariq@chipconsulting.org](mailto:sundas.tariq@chipconsulting.org)>; [basit.saddiqui@chipconsulting.org](mailto:basit.saddiqui@chipconsulting.org); 'Muhammad Muslehuddin' <[m.muslehuddin@chipconsulting.org](mailto:m.muslehuddin@chipconsulting.org)>; 'Ahsan Qazi' <[ahsan.qazi@chipconsulting.org](mailto:ahsan.qazi@chipconsulting.org)>

**Subject:** RE: [EXT] Response on Recommendation of PEOC Workplace Harassment Committee

Dear Arbab Sb

Attached please find the Final Investigation Report against UCPO Qadirabad Mr. Javed Ali for his involvement in Workplace Harassment. The complete background of the case is documented for your review and approval of WHO-PO.

Ms. Gulfam has worked as CHW in Balochistan-Quetta, UC Qadri Abad, from October 19th, 2022, till August 29th, 2023. Her contract ended due to unprofessional behavior, poor communication with colleagues and consistent underperformance. After her contract ended, she filed a complaint against Mr. Javid Ali for workplace harassment in PEOC. The PEOC Workplace Harassment Committee investigated the complaint and found UCPO Mr. Javed Ali guilty of the misconduct, supported by evidence. His actions were classified as serious "red line" violation and recommended his Termination which was validated by WHO-PO on May 17<sup>th</sup>, 2024.

In the meantime the case was taken up by the IOS and Mr. Javed Ali was suspended from field duties on July 4th, 2024 as an interim measure. The IOS reviewed the case until October 12th, 2024 and afterwards CTC was instructed by WHO-FO to reinvestigate the case. CTC contacted CHW Ms. Gulfam to get her input and requested evidence, but she did not provide any evidence. To broaden the investigation, CTC recommended that WHO-FO ask the PEOC for any available evidence. CTC also questioned Mr. Javed and other staff members, including Area Supervisors and CHWs, but no substantial evidence was found initially as nobody came forward to provide any details against Mr. Javed Ali. Therefore CTC recommended Mr. Javed reinstatement due to lack of evidence and recommended that if Ms. Gulfam choose to pursue her complaint forensic testing of mobile phones of both parties.

WHO-FO provided valuable guidance on this sensitive case and instructed CTC to identify additional staff to conduct further investigation. CTC conducted a thorough counseling session with the staff members and encouraged them to share the information ensuring confidentiality. One Area Supervisor shared critical details and other female staff members provided further leads. Based on these clues, the CTC obtained statements from UCOO, who shared WhatsApp screenshots and revealed the name of another staff member who was also a victim of workplace harassment.



The investigation uncovered consistent unethical behavior by UCPO Mr. Javed Ali, including abuse of authority and workplace harassment towards female staff members. Reports from CHW Ms. Gulfam and other female staff detailed incidents of harassment, unwanted advances and favoritism in staff decisions. Testimonies from colleagues, including an Area Supervisor, supported these claims, highlighting the harm caused to team morale and effectiveness.

Despite UCPO Mr. Javed's defense, which claimed personal conflicts, the evidence and testimonies confirmed that his actions were against the program's ethics which falls under the domain of workplace harassment.

### **Recommendations**

Based on the findings of the investigation, it is recommended that UCPO Mr. Javid Ali's contract be terminated in accordance with the **Polio Third Party Personnel Service Rules – 7-B: Disciplinary Action in Case of Performance, Table 1: Disciplinary Accountability (Sexual, Discriminatory Misconduct – Workplace Red Line Area)**.

**From:** DEGHANI, Somayeh [<mailto:deghanis@who.int>]

**Sent:** Friday, October 18, 2024 7:28 PM

**To:** Sundas Tariq <[sundas.tariq@chipconsulting.org](mailto:sundas.tariq@chipconsulting.org)>

**Cc:** 'Irfan Farid' <[irfan@chipconsulting.org](mailto:irfan@chipconsulting.org)>; [sarah@chipconsulting.org](mailto:sarah@chipconsulting.org); PARVEEN, Khalida <[parveenk@who.int](mailto:parveenk@who.int)>

**Subject:** RE: [EXT] Response on Recommendation of PEOC Workplace Harassment Committee

Dear Sundas,

Thanks for the brief.

I noticed that you had previously recommended the contract of Mr Javed to be terminated. Please clarify why CTC has revised his decision?

In addition, I would like to know if it's possible to access the PEOC's investigation report and related evidence.

Regards,

Somayeh

**From:** Sundas Tariq <[sundas.tariq@chipconsulting.org](mailto:sundas.tariq@chipconsulting.org)>

**Sent:** Friday, October 18, 2024 5:59 PM

**To:** PARVEEN, Khalida <[parveenk@who.int](mailto:parveenk@who.int)>

**Cc:** DEGHANI, Somayeh <[deghanis@who.int](mailto:deghanis@who.int)>; 'Irfan Farid' <[irfan@chipconsulting.org](mailto:irfan@chipconsulting.org)>; [sarah@chipconsulting.org](mailto:sarah@chipconsulting.org)

**Subject:** FW: [EXT] Response on Recommendation of PEOC Workplace Harassment Committee

Dear Ms Khalida,

Greetings from CTC!

With reference to the email below, please find attached the investigation report regarding UCPO Mr. Javed Ali and his involvement in workplace harassment by former CHW Ms. Gulfam.

As per Ms. Gulfam:

- UCPO Javed Ali harassed her, but she was unable to provide any evidence.
- When the CTC requested evidence, she stated that she currently has no evidence but that the evidence is with the PEOC.
- Ms. Gulfam was given two days to submit any further evidence; however, she only provided her statement and the voice messages.
- She did not submit any screenshots as evidence during the investigation.

On the other hand, UCPO Mr. Javed Ali has expressed his full cooperation and is open to undergoing forensic testing of both his and Gulfam's mobile phones to verify the authenticity of the messages:

- Mr. Javed Ali asserts that the WhatsApp screenshots submitted by Gulfam are either fake or altered.
- Javed claims that his primary communication was with Meena, Gulfam's sister, who worked with him in the polio program.
- Mr. Javed has expressed his willingness to have his phone examined at any time.

Therefore, it is recommended that Mr. Javed Ali be reinstated to his position. If Gulfam chooses to pursue her complaint further, forensic testing of both parties' mobile phones should be conducted through the FIA.

Regards

Sundas Tariq

Project Manager

CHIP Training & Consulting (Pvt) Ltd.  
Plot 1, Street 9, G-8/2, Islamabad, Pakistan.  
Cell:0349-7760580

**From:** PARVEEN, Khalida [<mailto:parveenk@who.int>]  
**Sent:** Saturday, October 12, 2024 12:55 AM  
**To:** [sundas.tariq@chipconsulting.org](mailto:sundas.tariq@chipconsulting.org)  
**Cc:** DEHGHANI, Somayeh <[dehghanis@who.int](mailto:dehghanis@who.int)>; Irfan Farid <[irfan@chipconsulting.org](mailto:irfan@chipconsulting.org)>;  
[sarah@chipconsulting.org](mailto:sarah@chipconsulting.org); KHAN, Jahanzaib <[khanjahanzaib@who.int](mailto:khanjahanzaib@who.int)>; Zarkoon, Safdar Khan  
<[zarkoons@who.int](mailto:zarkoons@who.int)>  
**Subject:** FW: [EXT] Response on Recommendation of PEOC Workplace Harassment Committee

Dear Sundas,

Please follow the agreed SOPs and do the investigation of below case.

As per the directives of Coordinator Polio, CTC must complete the investigation in maximum 3 days and submit the report to WHO Federal Office.

Best Regards,

Khalida

**From:** Sundas Tariq <[sundas.tariq@chipconsulting.org](mailto:sundas.tariq@chipconsulting.org)>  
**Sent:** Friday, October 4, 2024 12:35 PM  
**To:** PARVEEN, Khalida <[parveenk@who.int](mailto:parveenk@who.int)>  
**Cc:** DEHGHANI, Somayeh <[dehghanis@who.int](mailto:dehghanis@who.int)>; AHMAD, Shakeel Muhammad Saleem  
<[ahmadsh@who.int](mailto:ahmadsh@who.int)>; 'Irfan Farid' <[irfan@chipconsulting.org](mailto:irfan@chipconsulting.org)>; [sarah@chipconsulting.org](mailto:sarah@chipconsulting.org)  
**Subject:** FW: [EXT] Response on Recommendation of PEOC Workplace Harassment Committee

Dear Ms Khalida,

Greetings from CTC!

In continuation of the email below, CTC has received a complaint against UCPO Mr. Javed Ali regarding his involvement in workplace harassment, filed by Ms. Gulfam (CHW Code: 1503). Ms. Gulfam worked in Balochistan-Quetta, AC Saryab, UC Qadri Abad from 19th October 2022 until 29th August 2023. Her contract was concluded due to unprofessional behavior, miscommunication with fellow staff, and consistently poor performance.

Following the conclusion of her contract, CHW Gulfam filed a harassment complaint against UCPO Mr. Javed Ali. An investigation conducted by PEOC found Mr. Javed Ali guilty of the accusations. The case was subsequently shared with IOS, and as an interim measure, Mr. Javed Ali was suspended from field duties w.e.f 4th July 2024

In light of this, it is requested that the contract of UCPO Mr. Javed Ali be terminated from the time of his suspension period.

Please note that, during his tenure, the performance appraisal of UCPO Mr. Javed Ali was satisfactory, and no prior disciplinary issues were reported against him.

Copy of his last signed contract is attached for your reference.

WHO FO approval is requested to proceed with the termination .

Regards  
Sundas Tariq  
Project Manager  
CHIP Training & Consulting (Pvt) Ltd.  
Plot 1, Street 9, G-8/2, Islamabad, Pakistan.  
Cell:0349-7760580

**From:** PARVEEN, Khalida [<mailto:parveenk@who.int>]  
**Sent:** Thursday, July 4, 2024 1:35 PM  
**To:** 'Sundas Tariq' <[sundas.tariq@chipconsulting.org](mailto:sundas.tariq@chipconsulting.org)>  
**Cc:** DANIEL, Ambrin <[daniela@who.int](mailto:daniela@who.int)>; 'Naila Nizam' <[naila.nizam@chipconsulting.org](mailto:naila.nizam@chipconsulting.org)>; KHAN, Jahanzaib <[khanjahanzaib@who.int](mailto:khanjahanzaib@who.int)>; [basit.saddiqui@chipconsulting.org](mailto:basit.saddiqui@chipconsulting.org); DEGHANI, Somayeh <[deghanis@who.int](mailto:deghanis@who.int)>; ZAHEER, Bilal <[zaheerbi@who.int](mailto:zaheerbi@who.int)>  
**Subject:** RE: [EXT] Response on Recommendation of PEOC Workplace Harassment Committee

Dear Sundas,

As per the advice of polio management please suspend Mr Javed Ali from performing his duties until further notice as an interim measure.

You are aware that this case has already been shared with IOS.

Best Regards,

khalida

**From:** [basit.saddiqui@chipconsulting.org](mailto:basit.saddiqui@chipconsulting.org) <[basit.saddiqui@chipconsulting.org](mailto:basit.saddiqui@chipconsulting.org)>  
**Sent:** Monday, May 20, 2024 9:20 AM  
**To:** KHAN, Jahanzaib <[khanjahanzaib@who.int](mailto:khanjahanzaib@who.int)>  
**Cc:** PARVEEN, Khalida <[parveenk@who.int](mailto:parveenk@who.int)>; DANIEL, Ambrin <[daniela@who.int](mailto:daniela@who.int)>; 'Naila Nizam' <[naila.nizam@chipconsulting.org](mailto:naila.nizam@chipconsulting.org)>; 'Sundas Tariq' <[sundas.tariq@chipconsulting.org](mailto:sundas.tariq@chipconsulting.org)>; [m.muslehuddin@chipconsulting.org](mailto:m.muslehuddin@chipconsulting.org); 'Ahsan Qazi' <[ahsan.qazi@chipconsulting.org](mailto:ahsan.qazi@chipconsulting.org)>; 'Victor John D'souza' <[victor.john@chipconsulting.org](mailto:victor.john@chipconsulting.org)>  
**Subject:** RE: [EXT] Response on Recommendation of PEOC Workplace Harassment Committee

Dear Dr.Sb,

Well noted. I am further sharing this with HO for the approval of WHO-FO,

Regards,

Basit

**From:** KHAN, Jahanzaib <[khanjahanzaib@who.int](mailto:khanjahanzaib@who.int)>  
**Sent:** Friday, May 17, 2024 8:11 PM  
**To:** [basit.saddiqui@chipconsulting.org](mailto:basit.saddiqui@chipconsulting.org)  
**Cc:** PARVEEN, Khalida <[parveenk@who.int](mailto:parveenk@who.int)>; DANIEL, Ambrin <[daniela@who.int](mailto:daniela@who.int)>; 'Naila Nizam' <[naila.nizam@chipconsulting.org](mailto:naila.nizam@chipconsulting.org)>; 'Sundas Tariq' <[sundas.tariq@chipconsulting.org](mailto:sundas.tariq@chipconsulting.org)>; [m.muslehuddin@chipconsulting.org](mailto:m.muslehuddin@chipconsulting.org); 'Ahsan Qazi' <[ahsan.qazi@chipconsulting.org](mailto:ahsan.qazi@chipconsulting.org)>; 'Victor John D'souza' <[victor.john@chipconsulting.org](mailto:victor.john@chipconsulting.org)>  
**Subject:** Re: [EXT] Response on Recommendation of PEOC Workplace Harassment Committee

Let's conclude the contract then as PEOC investigation committee clearly suggest us to take disciplinary action against the UCPO in the light of evidence they carry during their investigation

Jahanzaib

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**Subject:** FW: [EXT] Response on Recommendation of PEOC Workplace Harassment Committee

Respected Dr.Sb,

In continuation to our previous correspondence on the workplace harassment case of UCPO Javaid, I would like to inform you that an investigation into the alleged harassment has been conducted by the PEOC Workplace Harassment Committee and according to their findings Mr. Javaid has been found guilty of workplace harassment. Therefore, as per the directive of PEOC's recommendation, it was suggested to terminate the contract of Mr. Javaid. A show cause was also issued to Mr. Javaid for her alleged involvement in workplace harassment. The UCPO has denied all the allegations and termed the evidences as fabricated. The response is attached as Annex-1 for your kind review.

Please also note that the entire investigation in this case has been conducted by the PEOC Workplace Harassment Committee and CTC has issued show cause on the recommendations of the committee. The investigation report or the evidences in this case have not been shared with CTC and even the complainant has never approached CTC neither during her period of employment nor afterwards.

As per policy, the comments of the Manager Legal were sought regarding termination of UCPO Mr. Javaid. According to his feedback, CTC might face legal implications if CTC proceeds with the termination and the UCPO approaches the court. The key points of his feedback are shared below for your kind review and comments.

1. As per law, only CTC or Provincial Ombudsperson, Balochistan Protection against Harassment of Women at workplace has the lawful authority to investigate the allegations of harassment and the findings of the PEOC might not be recognized by the courts on want of jurisdiction/authority on the ground that the UCPO has no contractual relationship with the PEOC. The consequence would be that the court might declare the investigation report null and void ab initio.

Moreover, CTC would have to justify before the court why the investigation was not conducted by CTC had the UCPO been involved in harassment.

2. The allegations, evidences and the findings have not been shared with us hence CTC may not be able to narrate the grounds for termination which is a legal requirement. The law requires that termination letter must indicate the grounds of dismissal and failure on the part of the employer might be construed as material irregularity which will lead to grant of damages to the UCPO.

3. The complainant had been terminated by CTC on performance and attitude issues after taking feedback of the concerned quarters including the UC level staff as well as WHO officials. The admission of her complaint and the termination of UCPO would mean that she was wrongfully terminated and the whole action against her was not legal. The complainant might also seek financial damages from civil court against CTC for wrongful termination on this score alone. The termination of the UCPO will also paved her way for a favorable decree for reinstatement with all back benefits.

4. In absence of any investigation report - let alone conducted by CTC - the UCPO may claim damages for wrongful termination. The law requires every employer to ensure that the accused (employee) has been fully informed about the charges and all the evidences against him, afforded an opportunity of being heard via personal hearing and sharing of the investigation report. If the above conditions have not been met, the court termed the terminations as wrongful and may award general and special damages up to Rs. 5 million.(This assessment is based on the recent judgements of the superior courts)

5. Last but not the least, the termination of UCPO will set a bad precedent and will motivate other females to lodge such kinds of complaints to save their skin from possible disciplinary actions. The UC level staff might not be able to report the field issues owing to fear of losing job on allegations of sexual harassment.

Therefore, in the light of the comments of the legal manager, the termination of the UCPO on charges of workplace harassment will not be sustainable in the eyes of law.

Therefore, in order to avoid any possible legal implication, it is requested to kindly reconsider the decision of termination of UCPO.

It is also suggested that CTC may discontinue the contract of UCPO on its expiry on 30 June, 2024 as this action will have not implications or as per the our contract agreement with staff reference clause – 9 “ Both the employer and the employee - at any time - terminate this employment contract by giving prior notice of not less than one month or one months’ gross salary in lieu of notice period” furthermore, we will processed further with recommendation of WHO-PO and WHO-FO.

Thanks for your understanding.

Regards,

Basit

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**Subject:** Re: [EXT] Response on Recommendation of PEOC Workplace Harassment Committee

Please proceed as per PEOC committee have recommended at earliest possible

Jahanzaib

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**Subject:** [EXT] Response on Recommendation of PEOC Workplace Harassment Committee

Respected Dr.Sb,



In reference to the attached letter from the PEOC and our meeting on April 19th at the PEOC, the CTC has taken the following actions based on the recommendations of the PEOC Workplace Harassment Committee. Furthermore, we require approval from WHO-PO to proceed further with Mr. Javed's case and the reconsideration of Ms. Gulfam. Additionally, a point-by-point response to the PEOC's letter is provided below.

**1. Disciplinary Action against Mr.Javed UCPO.**

As per the endorsement of the PEOC Workplace Harassment Committee, Mr. Javid has been found guilty, and the committee possesses solid evidence supporting this finding. In accordance with our policy, this case falls under the red line category. Consequently, the CTC will issue a show cause letter to Mr. Javid, and his response will be shared with WHO-PO. Based on the feedback from WHO-PO regarding his response, further actions will be determined accordingly. meanwhile, we require approval of WHO-PO to issuing the show cause letter to Mr.Javed.

**2. Establishment of a harassment investigation team:**

CTC maintains a strict policy against workplace harassment and has established separate disciplinary action/harassment investigation department. These department operate independently under the guidance of expert legal advisors and HR professionals. The investigation team diligently addresses every complaint received from field staff, conducting thorough investigations into each case. Final reports of these investigations are shared with WHO-PO and WHO-FO as appropriate. Further details of the investigation process are as follows:

- Mr. Saqib Mumtaz            Manager Legal -HO
- Ms.Sundas Tariq            Project Manager-HO
- Mr. Musleudin              Sr.HR Officer - HO
- Mr. Ahsan Qazi              Project Officer-Disciplinary Matters-Balochistan
- Ms. Hina                      Project Officer-Disciplinary Matter HO
- Ms. Reema                    Project Associate-Disciplinary Matter -Balochistan

**3. Sensitization of tehsil and district staff for Effective and Prompt Management cases:**

As per the policy guidelines, CTC conducts SPO sessions for each newly hired staff member. During the transition of the CBV project in July 2023 and the contract distribution in October 2023, SOP sessions were provided to all staff members. Furthermore, during the sessions a complaint numbers and email addresses of the concerned have already been shared with the staff for their convenience.

Additionally, CTC's head office and provincial offices are coordinating with WHO-PO and WHO-FO to conduct PRSEA training. During these sessions, CTC and WHO-PO will focus on raising awareness among

staff about the project's SOP and the complaint mechanism system. Contact details of focal persons in CTC's provincial and federal offices will also be shared during these sessions.

This comprehensive approach ensures that all employees are well informed about the procedures and channels available for addressing their concerns, thereby fostering a supportive and responsive work environment.

#### **4. Reconsideration of CHW Gulfam case her Protection.**

In accordance with the instructions from the respected PEOC, the case of Ms. Gulfam has been referred to the DEOC for feedback. I would like to update you that her contract was concluded due to performance issues and a casual attitude towards work, Therefore, it is necessary to obtain a final feedback from the DEOC before proceeding further.

Furthermore, we have received the response from the respected DEOC. For the convenience of the PEOC & WHO-PO, the feedback is attached with this email. Based on the recommendation of her supervisor and the DEOC, it is advised not to reconsider Ms. Gulfam for rehiring as she has been found problematic, and her return could adversely affect the program and environment of UC.

After receiving the final feedback from the DEOC, we will need further approval from WHO-PO on the feedback of DEOC and will proceed accordingly.

Best Regards,

Basit