



**Government of Balochistan**  
**Provincial Emergency Operations Centre**  
**Polio Eradication Initiative & Immunizations**

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EOC No:- 262-24

Dated 19th March, 2024

To,

**The Project Manager**  
CTC Quetta

**SUBJECT: Workplace Harassment Committee Recommendations (4C Qadirabad)**

PEOC Baluchistan constituted a committee to conduct an inquiry of Harassment case in UC Qadirabad, following are the recommendations for your pursual. You are hereby directed to implement the following recommendations with letter and spirit and share feedback report to this office within two weeks positively.

**I. Disciplinary Action against Mr. Javed:**

UCPO Javed should face the appropriate disciplinary actions in accordance with parent organization established policies and procedures. Given the conclusive evidence of harassment and abuse of authority, a swift and decisive response is crucial to uphold the organization's values and maintain a safe working environment.

**II. Establishment of a Harassment Investigation Team:**

CTC must take immediate steps to address the identified gap in its investigation mechanism. Establishing a dedicated team with expertise in handling harassment cases will ensure thorough and prompt investigations, fostering a more effective response to sensitive matters. This team should be equipped to handle such cases with sensitivity and confidentiality.

**III. Sensitization of Tehsil and District Staff for Effective and Prompt Management of Cases:**

In light of inadequate handling of the case by Tehsil and District level supervisory staff, It is essential to sensitize the Tehsil and District staff to effectively and promptly manage cases of this nature. This step is necessary to introduce a new viewpoint and guarantee accountability in addressing harassment concerns within the organization. The reassignment is intended to avoid potential conflicts of interest and maintain the integrity of future investigations. This measure aims to bring in a fresh perspective and ensure accountability in addressing harassment issues within the organization. The reassignment will help prevent any potential conflicts of interest and uphold the integrity of future investigations. MS Gulfam CHW was terminated by CTC not by the program but by attitude problems and Attitude is not measurable term and varies subjectively.

**IV. Reconsideration of CHW Gulfam case her Protection.**

Ms. Gulfam CHW who has been a victim of harassment, case must be reconsidered by the hiring/parent organization as per policy. This reconsideration is essential to ensure her safety, well-being, and continued contributions to the program. Implementing protective measures for Ms. Gulfam CHW will demonstrate the organization's commitment to supporting victims of harassment and fostering a culture of respect and security.

2. Implementing these recommendations will contribute to the creation of a workplace environment that prioritizes the well-being of its personnel and maintains a zero-tolerance policy towards harassment and abuse of authority.
3. To address the identified issues, it is also recommended that the organization takes decisive actions, including disciplinary measures against culprits, implementing training programs to raise awareness on workplace harassment, and enhancing existing policies to ensure a robust framework for handling such cases in the future.

  
Syed Zahid Shah  
Provincial Coordinator

**Copy to: -**

1. The Team Leader Polio WHO, UNICEF, N-STOP & BMGF Balochistan.
2. Master File.