

From: ALI, Asif [mailto:asifa@who.int]
Sent: Tuesday, December 1, 2020 9:34 AM
To: Imran Ali
Cc: BELAYNEH, Asalif Demissie; DUBE, Tafadzwa; ASLAM, Shaista; naila@ctc.org.pk
Subject: Fwd: [EXT] FW: Suspension of services with Show cause letter.

Dear Imran,
Below feedback of our admin team is for your information and action.

Regards
Asif Ali
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From: DUBE, Tafadzwa <dubet@who.int>
Sent: Tuesday, 1 December 2020, 09:08
To: ALI, Asif; BELAYNEH, Asalif Demissie; ASLAM, Shaista
Subject: FW: [EXT] FW: Suspension of services with Show cause letter.

Dear Dr Asif,

I agree for the reinstatement as recommended by CTC but with managerial action. As guided by the policy, the report indicates that there was some factual basis for certain allegations but that, while not sufficient to justify disciplinary proceedings, the facts warrant managerial action such as counselling and documented training on harassment before reinstatement.

Feel free to get in touch for any clarifications.

Best wishes,

Dube

From: ALI, Asif
Sent: Monday, November 30, 2020 7:06 PM
To: DUBE, Tafadzwa <dubet@who.int>; ASLAM, Shaista <aslamsh@who.int>
Cc: BELAYNEH, Asalif Demissie belayneha@who.int
Subject: Re: [EXT] FW: Suspension of services with Show cause letter.

Dear Both,
Need your help to review below and suggest final action so that we may finalize this case.

I need your help please.

Regards
Asif Ali

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From: Imran Ali <imran.ali@ctc.org.pk>

Sent: Monday, November 30, 2020 6:58:45 PM

To: ALI, Asif <asifa@who.int>

Cc: ALI, Asif <asifa@who.int>; naila@ctc.org.pk <naila@ctc.org.pk>; DUBE, Tafadzwa <dubet@who.int>; ASLAM, Shaista <aslamsh@who.int>

Subject: [EXT] FW: Suspension of services with Show cause letter.

Dear Dr.Asif,

As reference to the complaint received from TTSP Ms.Huma against UCPO Mr.Ammar we were issued him show cause letter as in below show cause response he has denied all the allegations.

We were also asked to complainant to submit video recording to all the conversation with UCPO as she submitted while UCPO also submitted video recording to his conversation with TTSP.

There was no matching in both video recordings of chat conversations so both were called for physical meeting to review the evidences. UCPO Mr.Ammar was present his chat conversation as physically verified by myself. There is no such type conversation found of harassment in UCPO mobile as the complainant shared. Further the complainant (TTSP MS.Huma) was failed to submit the chat conversation physically and stated the she lost her mobile data. We were also asked her to recover the chat history but she failed to do the same.

Below are the observations of the process:

- Complainant (TTSP Ms.Huma) failed to submit chat conversation physically as evidences of harassment and shared that she has lost her mobile data please review attachment-1.
- In submitted chat conversation (please note this chat was submitted on whatsapp and email not practically available) in a text TTSP stated to UCPO that she is in field and conducting cluster where the chat timing is 02:13 AM Midnight, please review attachment-02.
- Normally in WhatsApp application if a number is not saved in contacts list it must be started with country code while the screen shots shared by complainant reveals that there is no country code and only cell number is reflecting which indicates that a number is saved with numeric name, please review attachment-03.

As per the available evidences the fact is not established as we received in complaint and UCPO Mr.Ammar has defended himself.

TTSP Ms.Huma is failed to submit evidences to support her complaint.

In light of above statements which are supported by evidences it has been revealed that submitted chat conversation is not between UCPO Mr.Ammar and TTSP Ms.Huma

I will further share chat video recordings via whatsapp due to large size files.

It is recommended that UCPO Mr.Ammar shall be reinstated to his position and continue his work.

Please share your response and feedback if you have any so that we can communicate with field team accordingly.

Regards,
Imran

From: syed ammar [<mailto:syedammarkhavar2@gmail.com>]
Sent: Wednesday, November 25, 2020 7:41 PM
To: Imran Ali
Cc: sheikhay@who.int; Attaullah BAIG
Subject: Re: Suspension of services with Show cause letter.

To,

The Project Manager,
Chip Training & Consulting.

Sub: Show Cause Letter with suspension on account of immoral activities

Respected Madam,

With reference to Show Cause Notice bearing number: SL-Sindh-043/November/R

Dated:24/11/2020 issued to me by your good offices whereby calling upon me to reply to the allegations as contained in the instant show cause notice.

My reply there on are as under:-

1) That from the day of my appointment as UCPO and also prior to UCPO as TTSP I have never and ever involve/indulged in any kind of immoral activities being well conversant of the sanctity and self respect of the colleagues/lower staff particularly when it comes to female staff. Such deposition may be verified by my contemporaries and UC staff, hence the allegation is vehemently denied.

2) That with regard to the allegation of using abusive language against a female and blackmail/threaten her for severe consequences if she doesn't listen to me, it is respectfully submitted that whatever alleged is entirely baseless and incorrect rather as a matter of fact my higher authorities directed/informed me that one of the TTSP namely Zia having good experienced is going to report to you for assisting during campaign, since as per rules only two TTSP can assist the UCPO, I informed the higher authority that currently I am being assisted by Mr. Asif and Miss Huma the higher authority that assist me as to who is performing well I informed him that Mr. Asif is doing good being the old and experienced on this the higher authority directed me to keep Asif and relieve Huma.

Therefore I accordingly conveyed Miss Huma the directives of the authority, however most probably she misconstrued my message as it is my own choice, whereas being a

UCPO I have no authority to hire or fire TTSPs. Despite my repeated clarification she did not believe and become quite enraged, moreover during the period of 2 and half years as TTSP and UCPO I performed my duties with the entire satisfaction of higher-ups and have flawless and impeccable service career this very factual position may be confirmed from my superiors, my colleagues and staff members. Therefore the above allegations leveled against me are nothing but an attempt to character assassination hence, vehemently denied as well.

In the light of the factual position highlighted above, the Show Cause Notice issued to me may very kindly be withdrawn and my services may also be reinstated

Thanking you,

yours obediently

(Syed Ammar Khawar Zaidi)

UCPO 'UC 06 Gharibabad

(UNDER SUSPENSION)

25/11/2020

On Wed, Nov 25, 2020 at 5:07 AM syed ammar <syedammarkhawar2@gmail.com> wrote:
To,

The Project Manager,

Chip Training & Consulting.

Sub: Show Cause Letter with suspension on account of immoral activities

Respected Madam,

With reference to Show Cause Notice bearing number: SL-Sindh-043/November/R

Dated:25/11/2020 issued to me by your good offices whereby calling upon me to reply the allegations as contained in the instant show cause notice.

My reply there on are as under:-

1) That from the day of my oppointment as UCPO and also prior to UCPO as TTSP I have never and ever involve/indulged in any kind of immoral activities being well conversant of the sanctity and self respect of the colleagues/lower staff particularly when

it comes to female staff. Such deposition may be verified by my contemporaries and UC staff, hence the allegation is vehemently denied.

2) That with regard to the allegation of using abusive language against a female and blackmail/threaten her for severe consequences if she doesn't listen to me, it is respectfully submitted that whatever alleged is entirely baseless and incorrect rather as a matter of fact my higher authorities directed/informed me that one of the TTSP namely Zia having good experienced is going to report to you for assisting during campaign, since as per rules only two TTSP can assist the UCPO, I informed the higher authority that currently I am being assisted by Mr. Asif and Miss Huma the higher authority that assist me as to who is performing well I informed him that Mr. Asif is doing good being the old and experienced on this the higher authority directed me to keep Asif and relieve Huma.

Therefore I accordingly conveyed Miss Huma the directives of the authority, however most probably she misconstrued my message as it is my own choice, whereas being a UCPO I have no authority to hire or fire TTSPs. Despite my repeated clarification she did not believe and become quite enraged, moreover during the period of 2 and half years as TTSP and UCPO I performed my duties with the entire satisfaction of higher-ups and have flawless and impeccable service career this very factual position may be confirmed from my superiors, my colleagues and staff members. Therefore the above allegations leveled against me are nothing but an attempt to character assassination hence, vehemently denied as well.

In the light of the factual position highlighted above, the Show Cause Notice issued to me may very kindly be withdrawn and my services may also be reinstated

Thanking you,

yours obediently

(Syed Ammar Khawar Zaidi)

UCPO 'UC 06 Gharibabad

(UNDER SUSPENSION)

26/11/2020

On Tue, Nov 24, 2020 at 4:37 AM <imran.ali@ctc.org.pk> wrote:
Dear Ammar,

Find attached your show cause letter. You are directed to submit your response with in given timeline. Further more your services are

suspended till to your response and completion of investigation.

Regards,
Imran