

## Nadeem Jan

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**From:** ABBAS, Waseem <wabbas@who.int>  
**Sent:** Thursday, 7 January, 2021 1:18 PM  
**To:** Ayesha Naeem  
**Cc:** MOHAMED, Gedi; KHAN, Faizan; sarah@ctc.org.pk; nadeemjan@ctc.org.pk; Naila Nizam  
**Subject:** RE: [EXT] FW: Complain against ucpo Mr. Sohail Ahmad harassment and misbehaving in public Area..

Thank you.

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**From:** Ayesha Naeem <ayesha.naeem@ctc.org.pk>  
**Sent:** Thursday, 7 January 2021 10:36 AM  
**To:** ABBAS, Waseem <wabbas@who.int>  
**Cc:** MOHAMED, Gedi <mohamedge@who.int>; KHAN, Faizan <khanfai@who.int>; sarah@ctc.org.pk; nadeemjan@ctc.org.pk; Naila Nizam <naila@ctc.org.pk>  
**Subject:** RE: [EXT] FW: Complain against ucpo Mr. Sohail Ahmad harassment and misbehaving in public Area..

Dear Mr. Waseem,

With reference to the below email trail, in order to finalize the investigation process regarding complaint lodged against misbehavior of UCPO Mr. Sohail, UC Hayatabad 1, explanation letter shall be issued to the Subject UCPO and the feedback of his field supervisors shall also be acquired. The final inquiry report along with recommended actions shall be shared with you once the aforementioned phases are completed.

You are requested to share your feedback, if any.

Best Regards,  
Ayesha Naeem  
Project Coordinator - PTPP Project  
CHIP Training & Consulting (Pvt) Ltd.  
Plot 1, Street 9, G-8/2, Islamabad, Pakistan.  
Cell: 0346-1019451

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**From:** MOHAMED, Gedi [<mailto:mohamedge@who.int>]  
**Sent:** Thursday, January 7, 2021 9:04 AM  
**To:** Naila Nizam  
**Cc:** 'Sarah Farooqui'; 'Ayesha Naeem'; 'Nadeem Jan'; ABBAS, Waseem; 'Faizan'  
**Subject:** RE: [EXT] FW: Complain against ucpo Mr. Sohail Ahmad harassment and misbehaving in public Area..

Kindly go ahead as per SOP.

Regards,

Gedi

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**From:** Naila Nizam <[naila@ctc.org.pk](mailto:naila@ctc.org.pk)>  
**Sent:** Wednesday, 6 January 2021 6:34 PM  
**To:** MOHAMED, Gedi <[mohamedge@who.int](mailto:mohamedge@who.int)>  
**Cc:** 'Sarah Farooqui' <[sarah@ctc.org.pk](mailto:sarah@ctc.org.pk)>; 'Ayesha Naeem' <[ayesha.naeem@ctc.org.pk](mailto:ayesha.naeem@ctc.org.pk)>; 'Nadeem Jan'

<nadeemjan@ctc.org.pk>; ABBAS, Waseem <wabbas@who.int>; 'Faizan' <faizan@ctc.org.pk>

**Subject:** FW: [EXT] FW: Complain against ucpo Mr. Sohail Ahmad harassment and misbehaving in public Area..

Dear Mr. Gedi,

Greetings from CTC!

With reference to your below email, please find the attached draft of inquiry report along with annexures regarding complaint lodged by AS Mr. Saif Ul Jihad against UCPO Mr. Sohail for his misbehavior. It is pertinent to mention that the contract of the complainant AS Mr. Saif Ul Jihad has also been concluded on account of his involvement in Data Fudging.

In response to your query regarding conduction of joint inquiry, this is to inform that with the formal consent of UNICEF & WHO, joint investigations are been conducted where CBV and PTPP field staff members are involved. Inquiry team for joint investigations comprises of CBV and PTPP projects' focal persons from CTC and in some cases field supervisors for facilitation.

Best Regards,  
Naila Nizam

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**From:** MOHAMED, Gedi [<mailto:mohamedge@who.int>]

**Sent:** Wednesday, January 6, 2021 9:08 AM

**To:** Naila Nizam; ABBAS, Waseem

**Cc:** 'Sarah Farooqui'; 'Ayesha Naeem'; KHAN, Faizan; 'Nadeem Jan'

**Subject:** RE: [EXT] FW: Complain against ucpo Mr. Sohail Ahmad harassment and misbehaving in public Area..

Dear Naila,

Thanks for the clarification. Can you share the investigation report of the first case? The EOC is investigating the second case and I will clarify with them if CTC also has to investigate.

Also, can we have joint investigation teams/reporting for both the UNICEF and WHO projects considering we have multiple overlapping complaints especially in the CBV districts?

Regards,

Gedi

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**From:** Naila Nizam <[naila@ctc.org.pk](mailto:naila@ctc.org.pk)>

**Sent:** Wednesday, 6 January 2021 12:33 AM

**To:** ABBAS, Waseem <[wabbas@who.int](mailto:wabbas@who.int)>

**Cc:** 'Sarah Farooqui' <[sarah@ctc.org.pk](mailto:sarah@ctc.org.pk)>; 'Ayesha Naeem' <[ayesha.naeem@ctc.org.pk](mailto:ayesha.naeem@ctc.org.pk)>; MOHAMED, Gedi <[mohamedge@who.int](mailto:mohamedge@who.int)>; KHAN, Faizan <[khanfai@who.int](mailto:khanfai@who.int)>; 'Nadeem Jan' <[nadeemjan@ctc.org.pk](mailto:nadeemjan@ctc.org.pk)>

**Subject:** FW: [EXT] FW: Complain against ucpo Mr. Sohail Ahmad harassment and misbehaving in public Area..

Dear Mr. Waseem,

This is to clarify that there are two different cases against UCPO Mr. Sohail that are being considered as one harassment case due to some misunderstanding and miscommunication.

First case was received on 17th Nov, 2020, CTC Regional Manager for CBV Program received a complaint from Area Supervisor Mr. Saif Ul Jihad, UC Hayatabad-1 against UCPO Mr. Sohail concerning his poor attitude and involvement in improper behavior with him ( see the email trail below for complainant email ).

This complaint has already been shared with WHO PO dated 23rd Nov, 2020. Furthermore, the complainant contract was concluded on account of his involvement in data fudging on 23rd Dec, 2020.

Second complaint was shared with CTC PTPP focal person (by the CTC CBV team) against the same UCPO Mr. Sohail regarding his involvement in harassment of female staff member, that was also highlighted in the media on 26th December, 2020. This particular complaint was shared with PTPP focal person and WHO PO on 31-Dec-2020 (Email trail is attached).

So the email that you have received from Dr. Tufail is regarding misbehavior of the UCPO with AS ( Sail UI Jihad). The harassment Case lodged by females was not reported to PTPP Focal person at that time.

Please let me know, if you need any further information.

Regards  
Naila

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**From:** ABBAS, Waseem [<mailto:wabbas@who.int>]  
**Sent:** Tuesday, January 5, 2021 3:22 PM  
**To:** 'Naila Nizam'  
**Cc:** MOHAMED, Gedi; KHAN, Faizan; 'Ayesha Naeem'  
**Subject:** FW: [EXT] FW: Complain against ucpo Mr. Sohail Ahmad harassment and misbehaving in public Area..

Dear Naila,

As discussed, kindly if you can clarify the situation.

Regards

Waseem Abbas

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**From:** MOHAMED, Gedi <[mohamedge@who.int](mailto:mohamedge@who.int)>  
**Sent:** Monday, 4 January 2021 3:19 PM  
**To:** ABBAS, Waseem <[wabbas@who.int](mailto:wabbas@who.int)>  
**Subject:** FW: [EXT] FW: Complain against ucpo Mr. Sohail Ahmad harassment and misbehaving in public Area..

What happened ?

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**From:** Tufail Ahmed <[tuahmed@unicef.org](mailto:tuahmed@unicef.org)>  
**Sent:** Monday, 4 January 2021 3:01 PM  
**To:** MOHAMED, Gedi <[mohamedge@who.int](mailto:mohamedge@who.int)>  
**Subject:** [EXT] FW: Complain against ucpo Mr. Sohail Ahmad harassment and misbehaving in public Area..

Dear Gedi,  
FYI

Regards

**Tufail Ahmed**  
**Health Specialist Polio**

**United Nations Children's Fund | Field Office Peshawar KP**  
14A-1 Park Road, University Town, Peshawar.

Office: (92) 51-870-5388 Cell: +92 (0) 315 4499369

Email: [tuahmed@unicef.org](mailto:tuahmed@unicef.org)

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**From:** Asif Ali <[asif.ali@ctc.org.pk](mailto:asif.ali@ctc.org.pk)>

**Sent:** Thursday, December 31, 2020 8:08 PM

**To:** Tufail Ahmed <[tuahmed@unicef.org](mailto:tuahmed@unicef.org)>; AFRIDI, Sarfaraz Khan <[AFRIDIS@who.int](mailto:AFRIDIS@who.int)>

**Cc:** [hr.kp@ctc.org.pk](mailto:hr.kp@ctc.org.pk); [ayesha.naeem@ctc.org.pk](mailto:ayesha.naeem@ctc.org.pk)

**Subject:** FW: Complain against ucpo Mr. Sohail Ahmad harresment and misbehaving in public Area..

Dear Sir,

Email communication done with WHO regarding the inquiry against UCPO, Mr. Sohail Ahmad. Till date no response is received from the concerned quarters on email below.

Regards,  
Asif

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**From:** Shahid Ali [<mailto:shahidali@ctc.org.pk>]

**Sent:** Monday, 23 November, 2020 05:33 PM

**To:** 'ABBAS, Waseem'

**Cc:** 'MOHAMED, Gedi'; 'MAZVIDZA, Simbarashe'; 'Naila'; 'Nadeem Jan'; 'KHAN, Faizan'

**Subject:** FW: Complain against ucpo Mr. Sohail Ahmad harresment and misbehaving in public Area..

Dear Waseem,

It is to inform your that we have received the below compliant against UCPO Mr. Sohail of UC Hayatabad 1 from one of the Area Supervisor.

An inquiry into the matter is suggested conducted jointly by WHO and CBV focal person of CTC in presence of the concerned field supervisors.

In case of any query regarding the same please let u know.

Thanks & Regards,

Shahid Ali  
Regional Coordinator KP & KPTD-PTPP  
Chip Training & Consulting (Pvt) Ltd.

**From:** saiful jehad [<mailto:saifuljehadzafar@gmail.com>]

**Sent:** Tuesday, November 17, 2020 11:27 PM

**To:** [sairanisar@ctc.org.pk](mailto:sairanisar@ctc.org.pk)

**Cc:** [m.imtikhalil@gmail.com](mailto:m.imtikhalil@gmail.com); [jamsafridi85@gmail.com](mailto:jamsafridi85@gmail.com); saba tahir <[sabatahirkhattak@gmail.com](mailto:sabatahirkhattak@gmail.com)>; CTC HR Operation <[hr.operations@ctc.org.pk](mailto:hr.operations@ctc.org.pk)>; [hr.kp@ctc.org.pk](mailto:hr.kp@ctc.org.pk)

**Subject:** Complain against ucpo Mr. Sohail Ahmad harassment and misbehaving in public Area..

Respected Madam Saira,

It is stated humbly and sadly to bring into your kind notice that our UCPO, Polio Program Hayatabad-1 Sohail Ahmed misbehaved with me with rude attitude in front of whole UC staff and Community (patients attendants, Nurses, Doctor etc.) in IKD lawn in HMC today Dated 17/11/2020.

Today our duty was at HMC for Maps Microplan correction that all communicated. we all UC staff were working on maps and when my work was completed, I sent my workers to home asking from our concerned UCDO. Then Sir Jamshid asked to help With Rehman in his area map because there were mistakes in his Map. Six AICs along with teams were sitting there for correction activity. Meanwhile our UCPO shouted pointing at just me in sitting six AICs about 20 meter from us that what's your today's activity. Stand and come here, I went near him and told him that my task is completed and I sent my 3 workers home after taking permission from our concerned UCDO Saba Tahir. His attitude was not formal and other peoples were looking at us. He shouted at me that I will kick you out from here at any cost, he said I will put my job at stake but will kick you from here. I was ashamed that why he is misbehaving in front of peoples and threatening me. He called in front of me to TDO Sir Imtiaz and blamed me for everything that I misbehaved and tried to beat him then he was instructed for email for strict action. He was too hypered and told in front of all staff and other peoples that he will kick me out from this job either officially or himself. I requested him to speak silently and touched his hand not to shout but he said you tried to beat me. He pointed three workers among 20 to 25 workers that you three will give statement that AS Saif tried to beat me when female refused that on this statement they will come in trouble he said in Pashto **STASO WEKHTO TAM SOK NASHI KATAY GAWAHI WARKAI**..I am not even too healthy to fight with him.

I am a cool minded, silent, educated, respectful and serious person and never hold grudges with anyone also well aware about the organization roles and regulations, working with CTC for the last 5 years I don't have any such types of issues and even misbehaved with any staff. I have not received any single explanation even verbally from seniors but doing all my tasks well on time. Everyone knows about UCPO and his behaviour with UC staff from time to time, I even accept if someone misbehaves with me but this person has crossed all the limit we are working in this program for self-esteem and respect if a senior staff behave you like this then how we worked in such type of environments. Being an employee and human being self respect and self esteem is everyone's right and insulting any staff in front of general public is against the policy of the organization.

I don't have any support and back in Pehawar and as well as in this program I know after this mail I will face many hurdles and on daily basis he will make problems and will harass me. I was so shocked and disheartened when he insulted me in front of public without any reason that is why I wrote this mail to you all.

His behavior is extremely bad with EPI staff, in past with UCCOs, and most staff of UC.

Once in front of me in March campaign he abused my chaw namely Gulnaz with extremely unethical words used by him which I can't able to discuss here ..

In past multiple genuine complaints have been filed against Mr. Sohail Ahmad by various staff but unfortunately no action has been taken against him that is why I am, crossing hierarchy to email you all high management directly because I want to let you know all this please accept my apology for this act I will really be thankful to you all,

Regards !

**Saif Ul jehad (Code 156A)**  
**Area supervisor UC hayatabad1**  
**Cell#03005937257**



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