

## Nadeem Jan

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**From:** ABBAS, Waseem <wabbas@who.int>  
**Sent:** Thursday, 14 January, 2021 10:34 AM  
**To:** Nadeem Jan  
**Cc:** MOHAMED, Gedi; KAMRAN, Waheed; KHAN, Faizan; Naila Nizam; Ayesha Naeem  
**Subject:** Fwd: [EXT] Fwd: Complaint against UCPO  
**Attachments:** Annexures.rar  
  
**Categories:** Yellow Category

Dear Nadeem,

Thank you for the information. After seeking explanation, kindly share the report with recommendations for Team Leader review and approval.

Thank you

Waseem Abbas

**From:** Nadeem Jan <nadeemjan@ctc.org.pk>  
**Date:** 13 January 2021 at 5:33:34 PM GMT+5  
**To:** "ABBAS, Waseem" <wabbas@who.int>, "KHAN, Faizan" <khanfai@who.int>  
**Cc:** Ayesha Naeem <ayesha.naeem@ctc.org.pk>, Naila Nizam <naila@ctc.org.pk>, sarah@ctc.org.pk  
**Subject:** FW: [EXT] Fwd: Complaint against UCPO

Dear Mr. Waseem,

With reference to the subject matter, below is a brief summary of the case along with recommendations:

A compliant of sexual harassment was lodged to DHO Mardan by LHV-Ms. Irum Begum and LHV-Ms. Asiya Jehan against UCPO-Mr. Tariq on 2nd December, 2020 (written complaint attached as annex A). As Government staff was involved, therefore, a committee consisting of EPI Coordinator, LHW Coordinator was formed in the evening meeting chaired by Additional Deputy Commissioner for carrying out preliminary investigation. Further it was recommended that UCPO-Mr. Tariq to be detached from campaign activities. The recommendations were finalized in the presence of WHO team members Area Coordinator Dr. Nazir and PEO- Dr. Fahad Asif and Mr. Haji Nazir, PCSO (Meeting minutes is attached Annexure-B ). As per the recommendations of the district administration and keeping in view the SOPs, CTC issued suspension letter to the subject staff member on 4th December 2020.

A detailed inquiry into the matter was conducted by a committee comprising of DC LHW Program, District Coordinator EPI and ADC LHW Program (attached herewith as Annex-C) and report was submitted to DHO Mardan. The inquiry team hold UCPO guilty of misbehaving and maltreating female staff. The written statements of the staff members are also attached herewith

as (Annex-D,E,F,G). Moreover, CTC team visited UC Khazana and had meetings with the concerned PEO and Area Coordinator. They also agreed to the conclusion of inquiry committee and had submitted their remarks about the scenario in written (attached herewith as Annex-J).  
Recommendations:

Keeping in view the findings of the inquiry committee and line supervisor's feedback, issuance of show cause followed by Contract Termination of UCPO Mr. Muhammad Tariq in case of unsatisfactory response is recommended.

You are requested to share your kind feedback in this regard.

Regards,

Nadeem Jan  
Project Officer-PTPP CTC

From: Naila Nizam [mailto:naila@ctc.org.pk]  
Sent: Friday, 4 December, 2020 12:47 PM  
To: 'ABBAS, Waseem'  
Cc: 'MOHAMED, Gedi'; 'KHAN, Faizan'; 'Nadeem Jan'; 'Sarah Farooqui'  
Subject: RE: [EXT] Fwd: Complaint against UCPO

Dear Mr. Waseem,

Well noted, Thanks.

If you need any further information regarding the same, please let us know.

Regards,  
Naila Nizam  
Project Manager  
CHIP Training & Consulting (Pvt) Ltd.  
Plot 1, Street 9, G-8/2, Islamabad, Pakistan.  
Tel: +92-51-111-111-920<tel:+92%2051%20111%20111%20920>, Cell: Cell:0345-8566181

From: ABBAS, Waseem [mailto:wabbas@who.int]  
Sent: Friday, December 4, 2020 12:04 PM  
To: Naila  
Cc: MOHAMED, Gedi; KHAN, Faizan  
Subject: FW: [EXT] Fwd: Complaint against UCPO

Dear Naila,

Kindly find below response from Team Lead KP for onwards processing.

Regards

Waseem Abbas

----- Original message -----

From: "MOHAMED, Gedi" <mohamedge@who.int<mailto:mohamedge@who.int>>  
Date: 04/12/2020 12:02 (GMT+05:00)  
To: "ABBAS, Waseem" <wabbas@who.int<mailto:wabbas@who.int>>  
Cc: "KAMRAN, Waheed" <kamranw@who.int<mailto:kamranw@who.int>>, "KHAN, Faizan" <khanfai@who.int<mailto:khanfai@who.int>>  
Subject: Re: [EXT] Fwd: Complaint against UCPO

Endorsed from my side as per the SOP.

Regards,

Gedi

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From: ABBAS, Waseem <wabbas@who.int<mailto:wabbas@who.int>>  
Sent: Friday, December 4, 2020 9:20:01 AM  
To: MOHAMED, Gedi <mohamedge@who.int<mailto:mohamedge@who.int>>  
Cc: KAMRAN, Waheed <kamranw@who.int<mailto:kamranw@who.int>>; KHAN, Faizan <khanfai@who.int<mailto:khanfai@who.int>>  
Subject: FW: [EXT] Fwd: Complaint against UCPO

Dear Sir,

A compliant of Harassment was launched against Mr. Tariq, UCPO Khazana Dheri, Mardan by some Community health workers through their first level supervisor (Complaint attached). In the evening meeting chaired by Additional Deputy Commissioner, Mr. Tariq was recommended to be detached from campaign activities in the presence of WHO team (Dr. Nazir, Area Coordinator Mardan, Dr. Fahad, PEO and Mr. Haji Nazir, PCSO).

CTC has recommended immediate suspension till the inquiry is completed. Your approval is required.

Regards

Waseem Abbas

From: Nadeem Jan [mailto:nadeemjan@ctc.org.pk]  
Sent: Thursday, December 3, 2020 4:44 PM

To: 'ABBAS, Waseem'; 'KHAN, Faizan'  
Cc: naila@ctc.org.pk<mailto:naila@ctc.org.pk>; 'Sarah Farooqui'  
Subject: FW: [EXT] Fwd: Complaint against UCPO

Dear Mr. Waseem,

It is to inform you that we have received the below complaint against UCPO Mr. Muhammad Tariq of UC Khazana District Mardan,

It has been decided In the review meeting minutes day 3rd NID November 2020 to detach him from the campaign till further order,

In the light of the current scenario CTC is proceeding for immediate suspension of employment contract, and further decision will be made on the bases of the joint inquiry report.

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

Regards,

Nadeem Jan

Project Officer-PTPP CTC

From: MUFTI, Amir [mailto:muftia@who.int]  
Sent: Thursday, 3 December, 2020 02:58 PM  
To: 'Nadeem Jan'  
Cc: ASIF, Muhammad Fahad; Doc Nazir Deshani; ABBAS, Waseem; KHAN, Faizan  
Subject: Re: [EXT] Fwd: Complaint against UCPO

Dear Mr. Nadeem Jan,

In addition to the below email, please find attached the Evening Review Meeting of 2nd December 2020, in which, it was decided that Mr. Tariq (UCPO Khazana Dheri) will be detached from the campaign till further order.

Regards,

Amir Mufti

Program Data Assistant - Mardan Division

Polio Eradication Initiative

WHO PEI Field Office in Mardan, Pakistan

Office: +92 937 923 0302

Mobile: +92 313 914 1987

Email: [muftia@who.int](mailto:muftia@who.int)<<mailto:muftia@who.int>>

Follow us on Twitter: [@WHOPakistan](https://twitter.com/WHOPakistan)

[aa]

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From: Doc Nazir Deshani <[iamdocnazir@yahoo.com](mailto:iamdocnazir@yahoo.com)<<mailto:iamdocnazir@yahoo.com>>>  
Sent: Wednesday, December 2, 2020 1:23 PM  
To: ABBAS, Waseem <[wabbas@who.int](mailto:wabbas@who.int)<<mailto:wabbas@who.int>>>; KHAN, Faizan <[khanfai@who.int](mailto:khanfai@who.int)<<mailto:khanfai@who.int>>>; 'Nadeem Jan' <[nadeemjan@ctc.org.pk](mailto:nadeemjan@ctc.org.pk)<<mailto:nadeemjan@ctc.org.pk>>>  
Cc: MUFTI, Amir <[muftia@who.int](mailto:muftia@who.int)<<mailto:muftia@who.int>>>; ASIF, Muhammad Fahad <[masif@who.int](mailto:masif@who.int)<<mailto:masif@who.int>>>  
Subject: [EXT] Fwd: Complaint against UCPO

Dear Nadeem Jan,

Below email From Peo Mardan regarding subject mentioned.

Please need guidance as investigation is under process. Thanks

From: ASIF, Muhammad Fahad <masif@who.int<mailto:masif@who.int>>  
Sent: Wednesday, December 2, 2020 11:20:12 AM  
To: Doc Deshani <iamdocnazir@yahoo.com<mailto:iamdocnazir@yahoo.com>>  
Cc: MUFTI, Amir <muftia@who.int<mailto:muftia@who.int>>  
Subject: Complaint against UCPO

Respected Sir

Please find attached a complain against UCPO Mr. Tariq from UC Khazana. Yesterday the complaint was received by DHO Mardan and was discussed in ERM.

A committee was formed consisting of EPI Coordinator, LHW Coordinator and ADC LHW (female member) which has started investigating the matter.

During the investigation, social worker mobile teams of the area have demanded that they will not participate in the NID starting in the UC from tomorrow if UCPO Mr Tariq is there.

Therefore, EPI Coordinator and LHW Coordinator have requested (telephonically) that UCPO Mr. Tariq may be exempted from working in UC Khazana.

In this matter, further guidance and plan of action is requested.

Thanking you in anticipation.

Regards.

Dr. Muhammad Fahad Asif,

Polio Eradication Officer,

World Health Organization,

District Mardan, KPK.

+92 310 5400008

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