

Naveed Haider

From: SEID, Zahra [seidz@who.int]
Sent: Tuesday, March 8, 2022 6:07 PM
To: Naveed Haider
Cc: DURRANI, Saima; ALI, Asif; naila@ctc.org.pk; 'Raazia'
Subject: RE: [EXT] FW: Misuse of Authority and Harassment complaint against UCPO Golarchi

Fine from my side

From: Naveed Haider <naveed@ctc.org.pk>
Sent: Wednesday, March 9, 2022 4:36 AM
To: SEID, Zahra <seidz@who.int>
Cc: DURRANI, Saima <durrانى@who.int>; ALI, Asif <asifa@who.int>; naila@ctc.org.pk; 'Raazia' <raazia.rehman@ctc.org.pk>
Subject: RE: [EXT] FW: Misuse of Authority and Harassment complaint against UCPO Golarchi

Dear Dr. Zahra,

Please find the attached investigation report on the complaint reported against UCPO Mr. Riaz Ahmed. Based on the investigation report, none of the allegations established against UCPO Mr Riaz. However, it has been observed that there is some lack of professional attitude being as a UC lead. Therefore, it is recommended to give him a verbal warning and a counseling session with his Area Coordinator.

Regards,
Naveed Haider
Project Officer-PTPP
CTC - Sindh
Cell: 03408444500

From: SEID, Zahra [<mailto:seidz@who.int>]
Sent: Friday, March 4, 2022 2:06 AM
To: Naveed Haider
Cc: DURRANI, Saima
Subject: RE: [EXT] FW: Misuse of Authority and Harassment complaint against UCPO Golarchi

Noted go ahead pls

From: Naveed Haider <naveed@ctc.org.pk>
Sent: Friday, 4 March 2022 4:26 AM
To: SEID, Zahra <seidz@who.int>
Cc: DURRANI, Saima <durrانى@who.int>
Subject: [EXT] FW: Misuse of Authority and Harassment complaint against UCPO Golarchi

Dear Dr Zahra,

Below email is for your kind information.

Regards,
Naveed Haider

Project Officer-PTPP
CTC - Sindh
Cell: 03408444500

----- Forwarded message -----

From: **Naveed Haider** <naveedhaider.ctc@gmail.com>
Date: Thu, Mar 3, 2022 at 1:26 PM
Subject: Re: Misuse of Authority and Harassment complaint against UCPO Golarchi
To: jahangir korai <drjahangir_korai@yahoo.com>
Cc: naila@ctc.org.pk <naila@ctc.org.pk>, GUL, Rajnesh <rgul@who.int>, DURRANI, Saima <durrانى@who.int>, ALI, Asif <asifa@who.int>

Dear Dr Jahangir,

As per our telephonic conversation, I will be coming to the field for the investigation of the subject matter. Your kind support and facilitation is requested in this matter.

Kindly inform all staff related to this case to be available in the given time as discussed.

On Sun, Feb 27, 2022 at 8:38 PM ALI, Asif <asifa@who.int> wrote:

Dear Ms Naila,
below is for your information and necessary action.
Regards

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From: GUL, Rajnesh <rgul@who.int>
Sent: Friday, February 25, 2022 11:09:10 PM
To: KORAI, Jehangir <koraij@who.int>
Cc: RUGHANI, Chetan Kumar <rughanic@who.int>; Naveed Haider <naveedhaider.ctc@gmail.com>; ALI, Asif <asifa@who.int>; DURRANI, Saima <durrانى@who.int>
Subject: Misuse of Authority and Harassment complaint against UCPO Golarchi

Dear Dr. Jahangir,
Greetings.

It to inform you that a team member namely Rahila Kalhoro of UC Golarchi filed Harassment complaint against UCPO Golarchi Mr. Raiz on Wednesday 23 February 2022, according to her he misbehaved and threatened her and on 23 February in teams training & also he criticised in bad manner regarding her work.

On 24 February I personally called Mr. Raiz at DEOC Badin, i asked him what was issue and why that happened? He denied of every matter, he said me nothing like that happened. I asked him already disciplinary verbal warning was given against you by CTC (on 13 August 2021) and M.S THQ Golarchi did complaint about your behaviour.

In team training, issue was raised but he did not inform me. He did not give any satisfactory response.

On 25 February inquiry was conducted, IO WHO met with that team, AIC and UCFP of UC Golarchi.
Statements recorded were below:

1. Complainer Rahila Team no 2, Team leader AIC Aziz gave in written that Mr. Raiz harassed her in field two times, and misbehaved with her in teams training on 23 February. (statement attached)
2. On inquiry it was found that he directly selected many teams and fired in Parts AIC Aziz and Wahid Changh without their consultation.
3. Team member Muqadas AIC Wahid Changh was hired by him and fired without any reason. (statement attached)

UC team and AICs told that he recommended & deployed directly many workers as team members and fired. Also, his behaviour was very rude, unethical, and unprofessional, which is against WHO policy. I personally gave him verbal warning and guided many times, but no improvement was seen.

This is a formal complaint of harassment that UC team subjected to, and I request concerned authority an early action and proper more investigation of the situation.

I would like to point out that these repeated instances of harassment have caused team members stress and anxiety, and these have been affecting their performance at work.

I would appreciate it if you could discuss me to discuss the issue and take the necessary action regarding the matter.

Regards,

Dr. Rajnesh Gul

I.O Badin

World health organization

0333-2669097

There is no substitute for Hard work.

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Regards,

Naveed Haider

Project Officer

CTC - Sindh

Cell: 03408444500

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Regards,

Naveed Haider

Project Officer

CTC - Sindh

Cell: 03408444500