**From:** AHMAD, Shakeel Muhammad Saleem [mailto:ahmadsh@who.int]   
**Sent:** Monday, 10 October 2022 1:31 pm  
**To:** Naila Nizam <naila.nizam@chipconsulting.org>  
**Cc:** PARVEEN, Khalida <parveenk@who.int>  
**Subject:** FW: [EXT] Termination of M. Zain  
**Importance:** High

Dear Naila,

Kindly proceed the termination of Mr Zain ul Abideen, UCPO, UC Fakirabad Peshawar. Based on the evidence and the approval of Provincial Team lead.

Regards,

Shakeel Ahmad

**From:** ZAHEER, Bilal <[zaheerbi@who.int](mailto:zaheerbi@who.int)>   
**Sent:** Monday, October 10, 2022 1:23 PM  
**To:** AHMAD, Shakeel Muhammad Saleem <[ahmadsh@who.int](mailto:ahmadsh@who.int)>  
**Cc:** PARVEEN, Khalida <[parveenk@who.int](mailto:parveenk@who.int)>  
**Subject:** RE: [EXT] Termination of M. Zain  
**Importance:** High

Dear Shakeel,

Please proceed with recommendation on the issue that falls under zero tolerance. Please request CTC to ensure receiving statements with additional clarity and reference on the complainants for future.

Regards,

Bilal

**From:** AHMAD, Shakeel Muhammad Saleem   
**Sent:** Friday, 7 October 2022 11:16 AM  
**To:** ZAHEER, Bilal <[zaheerbi@who.int](mailto:zaheerbi@who.int)>  
**Cc:** PARVEEN, Khalida <[parveenk@who.int](mailto:parveenk@who.int)>  
**Subject:** FW: [EXT] Termination of M. Zain

Dear Bilal sb,

Reference to the attached investigation report conducted by CTC upon receiving the complaint against Mr  Zain ul Abideen, UCPO, UC Fakirabad Peshawar  his alleged involvement in workplace harassment.

Based on the conclusion of the inquiry, UCPO faqiranad  Mr. Zain ul Abideen has been found guilty and recommended for termination due to his involvement in  Workplace harassment (See the attached evidence)

PTL has approved his termination.

Regards,

Shakeel Ahmad

**From:** Naila Nizam <[naila.nizam@chipconsulting.org](mailto:naila.nizam@chipconsulting.org)>   
**Sent:** Tuesday, October 4, 2022 5:19 PM  
**To:** AHMAD, Shakeel Muhammad Saleem <[ahmadsh@who.int](mailto:ahmadsh@who.int)>; PARVEEN, Khalida <[parveenk@who.int](mailto:parveenk@who.int)>  
**Cc:** ZAHEER, Bilal <[zaheerbi@who.int](mailto:zaheerbi@who.int)>; [irfan@ctc.org.pk](mailto:irfan@ctc.org.pk); [ishtiaq.hussain@chipconsulting.org](mailto:ishtiaq.hussain@chipconsulting.org); [majid@ctc.org.pk](mailto:majid@ctc.org.pk)  
**Subject:** [EXT] Termination of M. Zain

Dear Mr. Shakeel and Ms. Khalida.

It is with reference to the investigation conducted against UCPO - Mr. Zain ul Abideen - KP for his alleged involvement in workplace harassment.

Based on the investigation findings, UCPO Mr. Zain has been found guilty and recommended for termination due to his involvement in  Workplace harassment. WHO PO has endorsed the same has been in the thread email below.

WHO FO approval is requested to proceed with the termination case.

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

Regards,

Naila Nizam

Senior 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:0345-8566181

**From:** ABBAS, Waseem [<mailto:wabbas@who.int>]   
**Sent:** Tuesday, 4 October 2022 12:48 pm  
**To:** [ishtiaq.hussain@chipconsulting.org](mailto:ishtiaq.hussain@chipconsulting.org)  
**Cc:** Naila Nizam <[naila.nizam@chipconsulting.org](mailto:naila.nizam@chipconsulting.org)>; AURANGZEB KHAN, Mazhar <[zebma@who.int](mailto:zebma@who.int)>; KHAN, Faizan <[khanfai@who.int](mailto:khanfai@who.int)>  
**Subject:** FW: [EXT] invetigation report for Mr. Zain ul Abideen of UC Faqirabad

Dear Ishtiaq,

Kindly proceed.

Regards

Waseem Abbas

**From:** MOHAMED, Gedi <[mohamedge@who.int](mailto:mohamedge@who.int)>   
**Sent:** Tuesday, 4 October 2022 12:19 PM  
**To:** ABBAS, Waseem <[wabbas@who.int](mailto:wabbas@who.int)>  
**Cc:** KAMRAN, Waheed <[kamranw@who.int](mailto:kamranw@who.int)>; AURANGZEB KHAN, Mazhar <[zebma@who.int](mailto:zebma@who.int)>; KHAN, Faizan <[khanfai@who.int](mailto:khanfai@who.int)>  
**Subject:** RE: [EXT] invetigation report for Mr. Zain ul Abideen of UC Faqirabad

Approved.

Regards,

Gedi

**From:** ABBAS, Waseem <[wabbas@who.int](mailto:wabbas@who.int)>   
**Sent:** Tuesday, 4 October 2022 11:04 AM  
**To:** MOHAMED, Gedi <[mohamedge@who.int](mailto:mohamedge@who.int)>  
**Cc:** KAMRAN, Waheed <[kamranw@who.int](mailto:kamranw@who.int)>; AURANGZEB KHAN, Mazhar <[zebma@who.int](mailto:zebma@who.int)>; KHAN, Faizan <[khanfai@who.int](mailto:khanfai@who.int)>  
**Subject:** FW: [EXT] invetigation report for Mr. Zain ul Abideen of UC Faqirabad

Dear Sir,

A harassment complaint was launched against **Mr. Zain ul Abideen, UCPO Faqirabad** that includes but not limited to **Touching inappropriately, kissing and offering a romantic relationship**. CTC through joint investigation with PEOPLE found the allegation to be true and recommended a **Contract Termination**.

Your **approval** is requested.

Thank you

Waseem Abbas

**From:** [ishtiaq.hussain@chipconsulting.org](mailto:ishtiaq.hussain@chipconsulting.org) <[ishtiaq.hussain@chipconsulting.org](mailto:ishtiaq.hussain@chipconsulting.org)>   
**Sent:** Monday, 3 October 2022 7:39 PM  
**To:** ABBAS, Waseem <[wabbas@who.int](mailto:wabbas@who.int)>  
**Cc:** [naila.nizam@chipconsulting.org](mailto:naila.nizam@chipconsulting.org); KHAN, Faizan <[khanfai@who.int](mailto:khanfai@who.int)>; AURANGZEB KHAN, Mazhar <[zebma@who.int](mailto:zebma@who.int)>  
**Subject:** [EXT] invetigation report for Mr. Zain ul Abideen of UC Faqirabad

Dear Mr. Waseem,

Please find the attached inquiry report  on account of Harassment against UCPO Mr. Zainul abideen (UC Faqirabad).

Regards

Syed Ishtiaq Hussain

Chip Training and Consulting

**Regional Coordinator - KP**

CHIP Training & Consulting Pvt. Ltd

Peshawar [|ishtiaq.hussain@chipconsulting.org](mailto:|ishtiaq.hussain@chipconsulting.org)

Contact:0349-7760730