

## Shahid Ali/PTPP/RC

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**From:** ABBAS, Waseem <wabbas@who.int>  
**Sent:** Thursday, May 26, 2022 10:00 AM  
**To:** Shahid Ali/PTPP/RC; 'Naila Nizam'  
**Cc:** AURANGZEB KHAN, Mazhar; KHAN, Faizan  
**Subject:** FW: [EXT] Work Place Harassment by UCPO

Dear Shahid,

Kindly proceed with the action.

Regards

Waseem Abbas

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**From:** MOHAMED, Gedi <mohamedge@who.int>  
**Sent:** Thursday, 26 May 2022 9:56 AM  
**To:** ABBAS, Waseem <wabbas@who.int>  
**Cc:** KAMRAN, Waheed <kamranw@who.int>; AURANGZEB KHAN, Mazhar <zebma@who.int>; NADEEM, Kamran <nadeemka@who.int>; KHAN, Faizan <khanfai@who.int>  
**Subject:** RE: [EXT] Work Place Harassment by UCPO

Approval.

Regards,

Gedi

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**From:** ABBAS, Waseem <[wabbas@who.int](mailto:wabbas@who.int)>  
**Sent:** Thursday, 26 May 2022 9:42 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)>; NADEEM, Kamran <[nadeemka@who.int](mailto:nadeemka@who.int)>; KHAN, Faizan <[khanfai@who.int](mailto:khanfai@who.int)>  
**Subject:** RE: [EXT] Work Place Harassment by UCPO

Dear Sir,

Mr. Nazar Ali, UCPO UC Asia Dabgari was reported for unprofessional attitude by Ms. Irshad Bibi, ALSM (**Report attached**). CTC after investigation found some charges valid and recommended “**Final Warning**” to UCPO.

The report is endorsed by AC Peshawar. Your **approval** is requested to proceed with the action.

Thank you

Waseem Abbas

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**From:** KHURSHID, Muhammad Naveed <[khurshidm@who.int](mailto:khurshidm@who.int)>  
**Sent:** Wednesday, 25 May 2022 4:21 PM  
**To:** ABBAS, Waseem <[wabbas@who.int](mailto:wabbas@who.int)>; KHAN, Saifullah <[skhan@who.int](mailto:skhan@who.int)>

**Cc:** MOHAMED, Gedi <[mohamedge@who.int](mailto:mohamedge@who.int)>; 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] Work Place Harassment by UCPO

endorsed

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

**Sent:** Wednesday, May 18, 2022 3:15 PM

**To:** KHURSHID, Muhammad Naveed <[khurshidm@who.int](mailto:khurshidm@who.int)>; KHAN, Saifullah <[skhan@who.int](mailto:skhan@who.int)>

**Cc:** MOHAMED, Gedi <[mohamedge@who.int](mailto:mohamedge@who.int)>; 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] Work Place Harassment by UCPO

Reminder Please!

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**From:** ABBAS, Waseem

**Sent:** Friday, 29 April 2022 11:31 AM

**To:** KHURSHID, Muhammad Naveed <[khurshidm@who.int](mailto:khurshidm@who.int)>; KHAN, Saifullah <[skhan@who.int](mailto:skhan@who.int)>

**Cc:** MOHAMED, Gedi <[mohamedge@who.int](mailto:mohamedge@who.int)>; 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] Work Place Harassment by UCPO

Dear Colleagues,

Kindly find attached report shared by CTC for your feedback.

Thank you

Waseem Abbas

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**From:** Shahid Ali/PTPP/RC <[shahid.ali@chipconsulting.org](mailto:shahid.ali@chipconsulting.org)>

**Sent:** Friday, 29 April 2022 11:15 AM

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

**Subject:** RE: [EXT] Work Place Harassment by UCPO

Dear Both,

Please find attached revised inquiry report.

Regards,



**Shahid Ali**

**Regional Coordinator - KP**

CHIP Training & Consulting Pvt. Ltd

Peshawar | [www.ctc.org.pk](http://www.ctc.org.pk)

Contact:0349-7760730

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**From:** Shahid Ali/PTPP/RC [<mailto:shahid.ali@chipconsulting.org>]  
**Sent:** Thursday, April 28, 2022 4:23 PM  
**To:** 'ABBAS, Waseem' <[wabbas@who.int](mailto:wabbas@who.int)>; 'KHAN, Faizan' <[khanfai@who.int](mailto:khanfai@who.int)>  
**Cc:** 'AURANGZEB KHAN, Mazhar' <[zebma@who.int](mailto:zebma@who.int)>; 'Naila Nizam' <[naila@ctc.org.pk](mailto:naila@ctc.org.pk)>; 'Raazia' <[raazia.rehman@ctc.org.pk](mailto:raazia.rehman@ctc.org.pk)>  
**Subject:** RE: [EXT] Work Place Harassment by UCPO

Dear Waseem/Faizan,

Please find attached inquiry report of UC Asia Dabgari for management review and approval on recommended action.

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**From:** ABBAS, Waseem [<mailto:wabbas@who.int>]  
**Sent:** Tuesday, April 19, 2022 4:20 AM  
**To:** Shahid Ali/PTPP/RC <[shahid.ali@chipconsulting.org](mailto:shahid.ali@chipconsulting.org)>  
**Cc:** AURANGZEB KHAN, Mazhar <[zebma@who.int](mailto:zebma@who.int)>; KHAN, Faizan <[khanfai@who.int](mailto:khanfai@who.int)>  
**Subject:** Fwd: [EXT] Work Place Harassment by UCPO

Dear Shahid

Kindly proceed with investigation and share report for management review.

Regards

Waseem Abbas

**From:** "KAMRAN, Waheed" <[kamranw@who.int](mailto:kamranw@who.int)>  
**Date:** April 19, 2022 at 12:23:53 AM GMT+5  
**To:** "ABBAS, Waseem" <[wabbas@who.int](mailto:wabbas@who.int)>  
**Cc:** "MOHAMED, Gedi" <[mohamedge@who.int](mailto:mohamedge@who.int)>, "AURANGZEB KHAN, Mazhar" <[zebma@who.int](mailto:zebma@who.int)>, "KHAN, Faizan" <[khanfai@who.int](mailto:khanfai@who.int)>  
**Subject:** Re: [EXT] Work Place Harassment by UCPO

Approved!

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**Dr. Waheed Kamran**

MBBS (Pak) | MPH (Pak)

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**National Professional Officer – PPEO**

Polio Eradication Initiative | WHO | KP | Pakistan

Skype | Twitter: waheedkamran6

Cell #: +92-323-6940000



On 18-Apr-2022, at 7:34 PM, ABBAS, Waseem <[wabbas@who.int](mailto:wabbas@who.int)> wrote:

Dear Dr Waheed Kamran,

A joint investigation is requested in reported harassment by PEOPLE managed employee. Your approval is required please.

Thank you

Waseem Abbas

**From:** Shahid Ali/PTPP/RC <[shahid.ali@chipconsulting.org](mailto:shahid.ali@chipconsulting.org)>  
**Date:** April 18, 2022 at 5:07:14 PM GMT+5  
**To:** "ABBAS, Waseem" <[wabbas@who.int](mailto:wabbas@who.int)>  
**Cc:** Naila Nizam <[naila@ctc.org.pk](mailto:naila@ctc.org.pk)>, "KHAN, Faizan" <[khanfai@who.int](mailto:khanfai@who.int)>, [laiba@ctc.org.pk](mailto:laiba@ctc.org.pk), Raazia <[raazia.rehman@ctc.org.pk](mailto:raazia.rehman@ctc.org.pk)>  
**Subject:** [EXT] Work Place Harassment by UCPO

Dear Waseem,

We have received a complaint from the program team against UCPO Nazar Ali UC Asia Dabgari Peshawar that he is harassing one of the female staff by sending her text messages. The evidence and complaint are attached for your reference.

You are requested to grant us permission for a joint meeting with the PEOPLE team to investigate the matter.

Regards,

**Shahid Ali**  
**Regional Coordinator - KP**  
CHIP Training & Consulting Pvt. Ltd  
Peshawar | [www.ctc.org.pk](http://www.ctc.org.pk)  
Contact:0349-7760730

<image001.png><Evidences.zip><Annex-A Complaint.pdf>