

From: ABBAS, Waseem [mailto:wabbas@who.int]
Sent: Wednesday, March 1, 2023 1:02 PM
To: Naila Nizam <naila.nizam@chipconsulting.org>; sundas.tariq@chipconsulting.org;
muhammadmuslehuddin@chipconsulting.org
Cc: AURANGZEB KHAN, Mazhar <zebma@who.int>
Subject: RE: [EXT] FW: UC Palosi report

Dear Colleagues,

Below email is for your information please.

Regards

Waseem Abbas

From: AFRIDI, Sarfaraz Khan <afridis@who.int>
Sent: Wednesday, 1 March 2023 11:33 AM
To: ABBAS, Waseem <wabbas@who.int>
Cc: KAMRAN, Waheed <kamranw@who.int>; AURANGZEB KHAN, Mazhar <zebma@who.int>
Subject: RE: [EXT] FW: UC Palosi report
Importance: High

Dear Colleagues

To the matter highlighted in subject this issues is not reported in time which is a case of 2021. Where as the 3rd Party investigated and find no conclusive evidence to the facts narrated. Hereafter the undersigned defined and recommend this case as closed with no action to be initiated.

Best Regards

Dr. Sarfaraz Khan Afridi
MBBS (Pesh), M.Trop. Paeds (UK), DTCH (UK)
D.T.M & H (Lond), D. Clin.Paeds (Lond)
Team Leader – WHO - PEI
World Health Organization – Pakistan
Khyber Pakhtunkhwa - Peshawar
Mb. Cont: +92 - 300-590-8373
E-Mail Office: afridis@who.int
E-Mail Personal: drskafridi@gmail.com

From: ABBAS, Waseem <wabbas@who.int>
Sent: Tuesday, 28 February 2023 10:58 PM
To: AFRIDI, Sarfaraz Khan <afridis@who.int>
Cc: KAMRAN, Waheed <kamranw@who.int>; AURANGZEB KHAN, Mazhar <zebma@who.int>
Subject: Fwd: [EXT] FW: UC Palosi report

Dear Sir,

Reference to the investigation of UC Palosai regarding harassment allegations, there is a disagreement between CTC and Area Coordinator Peshawar over the proposed recommendations.

CTC has found UCPO as not guilty as the matter was a consensual relationship (no action on mutual relationships in the CTC policy) and happened to be in 2021; however, according to AC there were some verbal advances in the WhatsApp messages and recommends termination.

A meeting was proposed between CTC team and Area Coordinators for District Peshawar; however, no consensus was reached about the matter.

A detailed report along with annexures is attached for your review and further advise.

Thank you

Waseem Abbas

From: sundas.tariq@chipconsulting.org

Date: February 27, 2023 at 2:42:31 PM GMT+5

To: "ABBAS, Waseem" <wabbas@who.int>

Cc: Naila Nizam <naila.nizam@chipconsulting.org>, Muhammadmuslehuddin <muhammadmuslehuddin@chipconsulting.org>

Subject: Re: Fwd: RE: [EXT] FW: UC Palosi report

Dear Mr Waseem,

Greeting from CTC!

The allegation of Ms. Karishma's are found to be baseless details are as follows:

Allegations

1- According to the complaint Mr Sohail is forcing her into friendship through messages.

According to the messages provided by CHW Karishma the friendship between both of them was with mutual consent in 2020. However, she failed to provide any recent messages sent by UCPO.

2- UCPO Mr. Sohail do not refer her for promotion.

This allegation is totally baseless as UCPO has no right to refer any of his subordinates for any post. The hiring comes under the domain of the People's team.

3- UCPO Mr. Sohail has shared CHW Karishma's location with an outsider

(Haseen) who keeps following her.

According to UCPO, he did not share number or location of CHW with Haseen. And there is no prove which proves that he has shared the details with Mr. Haseen.

CTC Recommendations:

Based on the investigation, no disciplinary action has been recommended against the UCPO.

Below is the feedback received from Dr Saifullah on the case.

I have already shared few of messages with you from which I can conclude that UCPO was forcing CHW into an open relationship beyond friendship which CHW refused clearly in one of messages while being subordinate she tried to put him off in other messages by changing the topic and ignoring his request for relationship beyond friendship but UCPO kept asking her for open relationship with no rules beyond friendship.

CTC has read all the messages but their relationship was with mutual consent. Messages clearly show they had a cordial relationship for example Ms. Karishma sent greeting messages like Good night etc. If he was forcing her for anything why she didn't obstruct him and reported it timely to the supervisors? why she was in contact with him even after getting unethical demands from him all these questions rise and give an understanding that she was inclined towards him. During the investigation, Ms. Karishma said that the last message received from Mr Sohail was an Eid Mubarak greeting in 2022.

So, in my opinion, UCPO was forcing her for relationship for which she wasn't willing so strict action like termination is recommended against UCPO. Furthermore, for sake of argument if i buy your argument that they were having an affair by mutual consensus then still keeping sensitivity of Polio program it can have serious implications of negative nature on the program and can give rise to negative perception in the community if news regarding it spreads in the community so in my opinion even in that case it will warrant a strict action against both.

CTC doesn't have any policy regarding the termination of staff if they have a mutual relationship with consent.

If staff members are in a relationship and openly disclose it and unethically roam in the community or give favors to each other which leads to discrimination within the team, then yes it affects the program and gives a negative impression on the community and we do need to terminate them.

However, if staff are in a relationship and keep it private and won't affect the cultural context of the community and policies are correctly followed then we won't take any action.

So in this case, they were in a relationship in 2020 and there was no complaint regarding any of them so we won't be in a position to take action against Mr. Sohail.

Regards,
Sundas Tariq
Project Coordinator.
CHIP training & Consulting.

From: KHAN, Saifullah [mailto:skhan@who.int]
Sent: Wednesday, 22 February 2023 6:53 pm
To: sundas.tariq@chipconsulting.org
Cc: naila.nizam@chipconsulting.org;
muhhammadmuslehuddin@chipconsulting.org; KHURSHID, Muhammad Naveed
<khurshidm@who.int>; ABBAS, Waseem <wabbas@who.int>
Subject: Re: [EXT] FW: UC Palosi report

Dear Mst Sundas

I have already shared few of messages with you from which I can conclude that UCPO was forcing CHW into an open relationship beyond friendship which CHW refused clearly in one of messages while being subordinate she tried to put him off in other messages by changing the topic and ignoring his request for relationship beyond friendship but UCPO kept asking her for open relationship with no rules beyond friendship.

So in my opinion UCPO was forcing her for relationship for which she wasn't willing so strict action like termination is recommended against UCPO

Furthermore for sake of argument if i buy your argument that they were having an affair by mutual consensus then still keeping sensitivity of Polio program it can have serious implications of negative nature on the program and can give rise to negative perception in the community if news regarding it spreads in the community so in my opinion even in that case it will warrant a strict action against both.

For my knowledge can you please share with me any clause which support affair or friendship of UCPO with his subordinates?

Regards
Dr Saifullah Khan
Deputy District Polio Officer
PEI, WHO Peshawar

On 16 Feb 2023 13:13, "KHAN, Saifullah" <skhan@who.int> wrote:

Dear Mst Sundas

I have attached a few screenshots of messages of UCPO Sohail with CHW. In these messages he has been asking for Open relationship with no rules and from these messages it's obvious that multiple times he tried to go far beyond friendship. CHW kept on ignoring it and kept saying we are already friends, what else you want but he kept stressing for an open relationship while CHW was not willing for it

So, from these messages it's clear that UCPO wanted to take it far beyond friendship with some other intentions (as he has mentioned open relationship with no rules) but CHW was not willing for it

Regards

Dr Saifullah Khan

DDPO

PEI WHO, Peshawar

Cell#: 03339235645

Email: skhan@who.int

acpeshawar1@gmail.com

From: sundas.tariq@chipconsulting.org
<sundas.tariq@chipconsulting.org>
Sent: Tuesday, February 14, 2023 1:00 PM
To: KHAN, Saifullah <skhan@who.int>
Cc: naila.nizam@chipconsulting.org <naila.nizam@chipconsulting.org>;
muhhammadmuslehuddin@chipconsulting.org
<muhhammadmuslehuddin@chipconsulting.org>
Subject: [EXT] FW: UC Palosi report

Dear Dr Saifullah,

Greeting from CTC,

It is to inform you that Program Team shared a complaint reported by CHW Karishma regarding the workplace harassment by UCPO Mr. Sohail (UC Palosi). Report is attached for your review.

Regards,

Sundas Tariq

Project Coordinator

CHIP Training & Consulting (Pvt) Ltd.

Plot 1, Street 9, G-8/2, Islamabad, Pakistan.

Cell:0349-7760580