

From: sundas.tariq@chipconsulting.org
Sent: Thursday, January 12, 2023 6:31 PM
To: KHAN, Saifullah; 'KHURSHID, Muhammad Naveed'
Cc: 'iqbalah@who.int'; naila.nizam@chipconsulting.org
Subject: Report -UCPO Mr sohail (UC Palosi)

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).

Conclusion:

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

Allegations	Evidences
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.
UCPO Mr Sohail do not refer her for promotion	This allegation is totally baseless as UCPO has no right to refer any of his subordinate for any post. The hiring comes under the vendor domain.
UCPO Mr. Sohail has shared CHW Karishma's location with an outsider (Haseen) who keeps following her.	According UCPO he did not share number or location of CHW with Haseen.

Recommendations:

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

Regards,
Sundas Tariq
HR Officer

CHIP Training & Consulting (Pvt) Ltd.
Plot 1, Street 9, G-8/2, Islamabad, Pakistan.
Cell:[0349-7760580](tel:0349-7760580)