GOVERNMENT OF PAKISTAN
AUDITOR-GENERAL OF PAKISTAN
******

No.201-HRM-I/EAD/B-M COURSES/CHINA-0008 **Islamabad, the 21st August , 2026**

From

Bismah Farrukh Khan
Director (HRM)

To

1- Deputy Auditor General (FAO), AGP, Islamabad
2- Deputy Auditor-General (SSA/RRA), AGP, Islamabad
3- Military Accountant General, MAG, Rawalpindi
4- Controller General of Accounts, CGA, Islamabad
5- Deputy Auditor General (DSA), AGP, Islamabad
6- Deputy Auditor-General (C&EA), AGP, Islamabad
7- Deputy Auditor General (QAIM), AGP, Islamabad
8- Deputy Auditor General, DAGSOUTHKHI, Karachi.
9- Deputy Auditor General (North), DAGKPN, Peshawar Cantt
10- Dy. Auditor General (Central), DAGCentLhr, Lahore
11- Rector (Pakistan Audit & Accounts Academy), PAAALhr, Lahore
12- Director General (Policy), AGP, Islamabad
13- Director General (B&A), AGP, Islamabad
14- Director General, AGPLHR, Lahore

Inum Gull
Assistant Audit Officer (IT)
21 August, 2026, 12:36:40 PM

SUBJECT: INVITATION OF APPLICATIONS FOR SEMINAR ON COLLABORATIVE DEVELOPMENT OF DIGITAL ECONOMY AND ZERO CARBON INDUSTRIAL PARKS FOR PAKISTAN FROM 16TH TO 29TH NOVEMBER 2026 (25 SLOTS)

The Economic Affairs Division vide OM, dated 10.08.2026 has invited nominations for subject bilateral seminar. Main Features of seminar are as under:

Offering Country: Government of the People's Republic of China

Eligibility Criteria

- Most relevant officers **(BS-17 & above)**
- Proficiency in English
- **Under 50 for officials at director's general level and under 45 for officials at the director's level**
- **Contract Employees are not eligible.**

Documents Required

- Application Form with personal signature and photo **(Original & Copy);**
- Information Form with personal signature and photo **(Original & Copy);**
- Copy of Passport with at least six months of remaining validity and blank visa pages;

- Foreigner Physical Examination Form with personal photo **(Original & Copy);**
- No criminal record certificate or Police Clearance Certificate (**from the date of birth to date**), with **scannable for verification QR code from the police station OR apostille attestation by the Ministry of Foreign Affairs of Pakistan**;
- FTC Proforma;
- Copy of CNIC;
- Surety Bond on stamp paper **(Original);**
- Undertaking on stamp paper **(Original);**
- No Objection Certificate.

Last Date: September 25, 2026

2. Interested eligible officers may forward their applications only through proper channel to HRM Wing **latest by 18.09.2026** for forwarding of nominations to EAD before above mentioned due date. Officers facing disciplinary proceedings (pending or in process) are not eligible to apply

3. It is clarified that there will be no financial liability, whatsoever, on part of DAGP.

4. Upon return, it is imperative to provide a comprehensive takeaway report to HRM Wing with 10 days.

(**Instructions for AAO-IT: Please upload alongwith details of course and Annexure-I on DAGP website**)

Irum Gull
Assistant Audit Officer (IT)
21 August , 2026, 12:36:40 PM

Bismah Farrukh Khan
Director (HRM)
Ph:03095368159

Copy for information to:-

1- Assistant Audit Officer (IT), AGP, Islamabad

Bismah Farrukh Khan
Director (HRM)
Ph:03095368159

GOVERNMENT OF PAKISTAN
ECONOMIC AFFAIRS DIVISION
******

No.6(7)EA/CHINA-II/2026 **Islamabad, the 10th August , 2026**

OFFICE MEMORANDUM

SUBJECT: SEMINAR ON COLLABORATIVE DEVELOPMENT OF DIGITAL ECONOMY AND ZERO CARBON INDUSTRIAL PARKS FOR PAKISTAN FROM 16TH TO 29TH NOVEMBER, 2026 (25 SLOTS)

The undersigned is directed to state that the Government of the People's Republic of China has offered subject bilateral Seminar for officers of the Government of Pakistan **(Details attached)**. The Chinese side has further informed that the candidates **cannot be withdrawn once nominated**. The Government of Pakistan will not be liable to bear any cost. The requisite general requirements are as under:

Eligibility Criteria

- Officers **(BS-17 & above)** of Ministries/ Divisions and Provincial Governments, most relevant to the training program;
- Proficiency in English;
- **Under 50 for officials at director general's level and under 45 for officials at the director's level;**
- **Contract Employees are not eligible.**

Documents Required

The following documents are required to be sent along with the nomination:

- Application Form with personal signature and photo **(Original & Copy);**
- Information Form with personal signature and photo **(Original & Copy);**
- Copy of Passport with at least six months of remaining validity and blank visa pages;
- Foreigner Physical Examination Form with personal photo **(Original & Copy);**
- No criminal record certificate or Police Clearance Certificate (**from the date of birth to date**), with **scannable for verification QR code from the police station OR apostille attestation by the Ministry of Foreign Affairs of Pakistan**;
- FTC Proforma;
- Copy of CNIC;
- Surety Bond on stamp paper **(Original);**
- Undertaking on stamp paper **(Original);**
- No Objection Certificate.

2. Nominations of suitable candidates fulfilling the eligibility criteria, duly approved by the competent authority, may be forwarded to this Ministry by **September 25, 2026 positively.** The relevant Ministries / Divisions and provincial departments must note the following points while nominating the candidates:

Irum Gull
Assistant Audit Officer (IT)
21 August , 2026, 12:37:17 PM

i. Most relevant candidates should be nominated for the training program.
ii. Nomination of candidates should reach EAD before the deadline. Late arrival of nomination, after EAD's deadline, will not be entertained.
iii. Nomination papers, complete in all respects, should be forwarded to EAD through proper channel i.e. through the respective Administrative Ministry / Division/ P&D Department.
iv. All candidates must follow the code of conduct **(Annex-I).**
v. For further details / information / forms / FTC proforma EAD's website: **www.ead.gov.pk** may please be visited.

3. In order to avail the training program, it must be ensured that suitable nominations along with their complete documents, are provided to this Ministry before the closing date.

Mohsin Zaman Kiani
(O/B) SO (China-II)

Kamran Ali Afzal
Cabinet Secretary
Cabinet Division,
Islamabad

Barrister Nabeel A. Awan
Secretary Establishment Division
Establishment Division,
Islamabad

Sajid Baloch
Secretary
National Security Division, Prime Minister Office,
Islamabad

Jamil Ahmed Qureshi
Secretary SIFC
Prime Minister's Office Special Investment Facilitation Council Islamabad.,
Islamabad

Awais Manzur Sumra
Secretary Climate Change
LG and RD Complex, Sector G-5/2,
Islamabad

Jawad Paul
Secretary
Commerce Division,
Islamabad

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Assistant Audit Officer (IT)
21 August , 2026, 12:37:17 PM

Ali Sher Mahsud
Federal Secretary (MoCommunication)
Ministry of Communications,
Islamabad

Lt Gen Muhammad Ali, H I (M) (Retd)
Secretary
Ministry of Defence (Defence Division),
Rawalpindi

Lt Gen (R) Muhammad Chiragh Haider Hl(M)
Secretary (DP)
Ministry of Defence Production, Rawalpindi,
Rawalpindi

Dr Muhammad Fakhre Alam Irfan
Secretary
Ministry of Energy Power Division, Islamabad,
Islamabad

Hamed Yaqoob Sheikh
Secretary
Ministry of Energy and Petroleum Division,
Islamabad

Nadeem Mahbub
Secretary (Education)
1st, 2nd floor of Block-C and 2nd Floor of D-block, Pak Secretariat,
Islamabad

Nadeem Mahbub
Secretary Maritime Affairs
Kohsar Block, 8th Floor Constitution Avenue, Islamabad,
Islamabad

Asad Rehman Gilani
Secretary
4th Floor, Kohsar Block, Pak Secretariat, Constitution Avenue,
Islamabad

Imdad Ullah Bosal
Secretary Finance
Ministry of Finance, "Q" Block Pak secretariat, Islamabad,
Islamabad

Rashid Mahmood
Secretary

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Assistant Audit Officer (IT)
21 August 2026, 12:37:17 PM

Ministry of Finance, Revenue And Economics Affairs, 6th Floor, FBR(Hqrs), Constitution Avenue, Islamabad.,
Islamabad

Amna Baloch
Foreign Secretary
Ministry of Foreign Affairs, SYK Block, 3rd Floor, Constitution Avenue, Sector G-5,
Islamabad

Capt.(Retd.) Muhammad Mahmood
Secretary Housing
1st and 2nd floor, Block B, Pak Secretariat, Islamabad.,
Islamabad

Abdul Khalique Shaikh
Secretary
9th Floor, New Pak Secretariat (Kohsar Block), Sector F-5,
Islamabad

Amer Ali Ahmad
Secretary
B Block , 4th Floor ,Pak Secretariat,
Islamabad

Saif Anjum
Secretary Industries & Production
A Block Pak Secretariat, Islamabad,
Islamabad

Mohyuddin Ahmad Wani
Secretary IPC
2nd Floor, Kohsar Block, Pak. Secretariat,
Islamabad

Ashfaq Ahmad Khalil
Secretary MoIBC
Ministry of Information and Broadcasting,
Islamabad

Zarrar Hasham Khan
Secretary IT
Ministry Of Information Technology & Telecommunication, 7th Floor, Kohsar Block, Pak Secretariat,,
Islamabad

Ahmad Raza Sarwar
Secretary Interior
Ministry of Interior, R-Block, Pak Secretariat,

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Assistant Audit Officer (IT)
21 August , 2026, 12:37:17 PM

Islamabad

Ali Tahir
Secretary Kashmir Affair,Gilgit Baltistan & SAFRON
1st Floor, R-Block, Pak Secretariat, Islamabad.,
Islamabad

Nadeem Aslam chaudhary
Special Secretary (PAU)
Prime Minister's Office,
Islamabad

Inamullah Khan Dharejo
Secretary to the President
AIWAN -E- SADR,
Islamabad

Syed Hasnain Haider
Secretary
SENATE of PAKISTAN,
Islamabad

Saeed Ahmad Maitla
Secretary(National Assembly)
Parliament House, Constitution Avenue, Islamabad,
Islamabad

Syed Mazhar Ali Shah
Secretary (Railways)
Ministry of Railway 4th Floor, Block D Pak. Secretariat,
Islamabad

Raja Naeem Akbar
Secretary LAW & Justice
Ministry of Law and Justice,
Islamabad

Muhammad Aslam Ghauri
Federal Secretary of MoNHS
Ministry of National Health Services Regulations and Coordination,
Islamabad

Nadeem Aslam Chaudhary
Secretary(MoPHRD)
Ministry of Overseas Pakistanis & Human Resource Development 5TH & 6TH FLOOR, BLOCK-B, PAK. SECRETARIAT, ISLAMABAD,
Islamabad

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Assistant Audit Officer (IT)
21 August , 2026, 12:37:17 PM

Sarah Saeed
Secretary Ministry of Parliamentary Affairs
Ministry of Parliamentary Affairs R block, Pak Secretariat, Islamabad.,
Islamabad

Navid Ahmed Shaikh
Secretary, PA&SS Division
4th floor , Evacuee Trust complex,
Islamabad

Hammad Shamimi
Secretary Privatisation Division
5-A EAC Building Constitution Avenue, F-5/1 F-5, Islamabad.,
Islamabad

Abrar Ahmed Mirza
Secretary Religious Affairs
1st Floor, TUV (Kohsar) Block, New Secretariat, Opposite Punjab House,
Islamabad

Shahid Iqbal Baloch
Secretary Science and Technology
Ministry of Science and Technology,
Islamabad

Awais Manzur Sumra
Secretary
Ministry of Water Resources, 6 Ataturk Avenue, G-5/1,
Islamabad.

Hashim Raza
Director General to AGP
Constitution Avenue, G-5/2 Islamabad.,
Islamabad

Atta Ullah
Deputy Director General
Block-K Pakistan Secretariat,
Islamabad

Chairman Chairman
Chairman
Planning and Development Board Government of Punjab Lahore,

Chairman Board

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Assistant Audit Officer (IT)
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Chairman
Planning and Development Board Government of Sindh Karachi,

Additional Chief Secretary
Additional Chief Secretary Planning and Development Department Govt of KP Peshawar
,

Additional Chief Secretary

Planning and Development Department AJK,

Additional Chief Secretary
Additional Chief Secretary Planning and Development Department Govt of Balochistan Quetta
,

Additional Chief Secretary
Government of Gilgit Baltistan
Planning and Development Department,
Gigit

Copy for information to:-

1- Muhammad Abbas Khan, JS (Admin), EAD, Islamabad
2- Akhtar Saeed, Joint Secretary Training, ESTAB, Islamabad
3- Syed Naseer Ali, Director (Computer Center), EAD, Islamabad

Irum Gull
Assistant Audit Officer (IT)
21 August, 2026, 12:37:17 PM



Mohsin Zaman Kiani
(O/B) SO (China-II)

Seminar on Collaborative Development of Digital Economy and Zero-Carbon Industrial Parks for Pakistan

<table>
<tr><td>Program name</td><td colspan="5">Seminar on Collaborative Development of Digital Economy and Zero-Carbon Industrial Parks for Pakistan</td></tr>
<tr><td>Organized by</td><td colspan="5">Free Trade Development Board of Zhejiang Province（Secretariat of China Center for Cooperation on Special Economic Zones in BRICS Countries）</td></tr>
<tr><td>Time</td><td colspan="2">2026-11-16 -- 2026-11-29</td><td>Language used</td><td colspan="2">English</td></tr>
<tr><td>Countries invited</td><td colspan="5">Officials and trade practitioners from departments related to digital economy and industrial park for Pakistan</td></tr>
<tr><td>Planned number of participants</td><td colspan="5">25</td></tr>
<tr><td rowspan="4">Requirements for the Participants</td><td>Age</td><td colspan="4">Under 45 for officials at or under director’s level;
Under 50 for officials at director general’s level.</td></tr>
<tr><td>Health condition</td><td colspan="4">In good health with health certificate issued by the local public hospitals; without diseases with which entry to China is disallowed by China’s laws and regulations; without severe chronic diseases such as serious high blood pressure, cardiovascular/cerebrovascular diseases and diabetes; without metal diseases or epidemic diseases that are likely to cause serious threat to public health; not in the process of recovering after a major operation or in the process of acute diseases; not pregnant or with severe disability.</td></tr>
<tr><td>Language</td><td colspan="4">Capable of listening, speaking, reading and writing in English during the training</td></tr>
<tr><td>others</td><td colspan="4">Family members or friends shall not follow</td></tr>
<tr><td>Venue</td><td colspan="2">Hangzhou City, Zhejiang Province</td><td>Weather conditions</td><td colspan="2">9℃~17℃</td></tr>
<tr><td>Cities to be visited</td><td colspan="2">Huzhou City, Zhejiang Province
Ningbo City, Zhejiang Province
Jiaxin City, Zhejiang Province
Shanghai City</td><td>Weather conditions</td><td colspan="2">Huzhou City, Zhejiang Province: 10℃~18℃
Ningbo City, Zhejiang Province: 8℃~18℃
Jiaxin City, Zhejiang Province: 7℃~18℃
Shanghai City: 8℃~17℃</td></tr>
<tr><td>Remarks</td><td colspan="5">1. Please prepare the discussion materials related to the theme of the program;
2. Please wear formal or traditional ethnic clothing or working uniform to formal activities;
3. Please carry a small amount of common medications;
4. The Chinese side will not provide computers, please bring your own if necessary;
5. It is generally prohibited to alter international flight tickets personally. If necessary, please consult the Economic and Commercial Office of the Chinese embassy in your country to handle the process</td></tr>
</table>

<table>
<tr><td></td><td colspan="2">of flight ticket change;
6. If unexpected circumstances prevent your timely departure, or if your connecting flight is delayed, please contact the Economic and Commercial Office or the contact person of the organizer in a timely manner and inform them of the latest flight information for pick - up arrangements;
7. When transferring flights, please confirm whether you need to recheck your luggage;
8. After collecting your luggage upon landing in Hangzhou, please wait patiently at the international arrival exit or domestic arrival exit. Our staff will pick you up with a sign bearing the name of the organizer. If the wait exceeds 15 minutes, you can contact with the contact person of the organizer by phone;
9. It is recommended to download and register WECHAT in advance.
10. Cities and sites for field visits are subject to adjustment based on actual on-site conditions.</td></tr>
<tr><td rowspan="6">Contact information of the organizer</td><td>Contact person for the program</td><td>Ms.Huang Shihui, Ms.HUANG Zhenzhen, Mr.SHENG Yanping</td></tr>
<tr><td>Office phone</td><td>0086-571-87156499(Ms.Huang),
0086-571-87156499(Ms.HUANG).</td></tr>
<tr><td>Mobile phone</td><td>0086-19012836181(Ms.Huang),
0086-18800299880(Ms.HUANG).</td></tr>
<tr><td>Fax</td><td>0086-571-87156499(Ms.Huang),
0086-571-87156499(Ms.HUANG).</td></tr>
<tr><td>E-mail</td><td>602802038@qq.com(Ms.Huang),
596815068@qq.com(Ms.HUANG).</td></tr>
<tr><td>Address</td><td>4th Floor, South Building of Zhejiang Economic and Trade Building, 468 Yan'an Road, Gongshu District, Hangzhou City.</td></tr>
<tr><td>About the Organizer</td><td colspan="2">Free Trade Development Board of Zhejiang Province (Secretariat of China Center for Cooperation on Special Economic Zones in BRICS Countries), formerly known as the Training Center of Department of Commerce of Zhejiang Province, is a public institution affiliated with the Department of Commerce of Zhejiang Province. It is responsible for the construction of China Center for Cooperation on Special Economic Zones in BRICS Countries, the development of the China (Zhejiang) Pilot Free Trade Zone, as well as the training of the provincial commerce system and the certification of business talents. Since undertaking foreign aid training programs in 2012, the Board has organized a total of 109 training sessions, covering a total of 3265 participants from 99 countries and 2 international organizations. Training topics include digital economy, green sustainable development, development of free trade zone and open platform, international economic and business cooperation, business related themes, human resource management, tourism and hotel management, sports development, etc. Participants include government officials and technical personnel at various levels. In addition, the Board also organizes annual training for provincial-level directors of commerce and investment promotion, as well as topics such as pilot free trade zone development, development zone construction, e-commerce and cross-border e-commerce. It also provides business</td></tr>
</table>

	certification service to the public. Over 10, 000 professionals have been certified through the Board in roles such as e-commerce specialists, document clerks, and logistics professionals.
Training content	This training program thoroughly implements President Xi Jinping's philosophy of building a community with a shared future for mankind and the principles of extensive consultation, joint contribution and shared benefits in global governance. It accurately grasps the core connotation of high-quality Belt and Road cooperation, the Global Development Initiative, the Digital Silk Road and the Green Silk Road, closely follows the development direction of the China-Pakistan all-weather strategic cooperative partnership and meets the requirements for transforming the China-Pakistan Economic Corridor (CPEC) into a digital economy and a green and sustainable development model. Through on-site lectures, field visits, symposiums and other methods, this program elaborates on China's national conditions, Xi Jinping's thoughts on open economy, an overall picture of and practical experience in the development of the digital economy and zero-carbon industrial parks. Meanwhile, the program features on-site teaching, economic and trade exchanges, and cultural immersion activities, comprehensively sharing the proven practices of China and Zhejiang Province. Experts from the competent provincial commercial authorities of Zhejiang, renowned professors from universities, and senior executives of leading enterprises are invited to deliver on-site lectures, sharing China's development experience in the digital economy and "zero-carbon" industrial parks. This aims to help Pakistan enhance its relevant practical capabilities. (Cities and sites for field visits are subject to adjustment based on actual on-site conditions) 1. Main training courses: (1)Overview of China's National Conditions (2)Xi Jinping's Thoughts on Open Economy (3)Overview of China's Digital Economy and the Development of Zero Carbon Industrial Parks (4)Digital Economy Empowering the Green Upgrade of Traditional Industries (5)Planning and Construction of Zero Carbon Industrial Parks (6)Zhejiang's Practices in the Development of Digital Economy and Artificial Intelligence (7)Policy Support and Financial Innovation Under the Zero Carbon Goals (8)Case Analysis on the Coordinated Development of Digital Economy and Zero Carbon Industrial Parks (9)Carbon Market Mechanisms and Carbon Asset Management: China's Practices 2. On-site Teaching and Case Studies: (1)Digital Energy: Carbon-Negative Operation Practices and Replicable Experience of the Zero Carbon Building at Hangzhou Digital Energy Hub (2)Low -Carbon Development: Low-Cost and Sustainable Zero Renovation Practices of the Jian

	Space Zero Carbon Demonstration Park in Linping 3. Field Visits: (1)Visit leading digital economy enterprises including Alibaba, enterprises of the "Six Little Dragons of Hangzhou", Hikvision and Dahua Technology in Hangzhou Future Science and Technology City, Binjiang High-tech Zone to learn about their innovative practices and development models in e-commerce platform operation, cloud computing, big data, and large AI models. (2)Visit the zero carbon demonstration park in Moganshan High-tech Zone of Huzhou to inspect facilities such as the energy center, green factories and intelligent management and control platforms within the park. (3)Visit the green supply chain and digital logistics demonstration projects at Ningbo Zhoushan Port, to study how the port applies digital technologies to realize intelligent scheduling of cargo transportation, real-time tracking and sharing of logistics information, as well as new measures for building a green port. (4)Visit the near zero carbon park at Jiaxing Chengdong Wetland Park in Jiaxing, Zhejiang Province, to inspect the demonstration project of the photovoltaic, energy storage, direct current and flexibility (PEDF) smart energy system and innovative achievements in the low-carbon digital renovation of buildings 4. Symposiums: (1)Exchange on Digital Economy and Zero Carbon Technologies (2)Sharing of Country Experiences in Digital Economy and Zero Carbon Development (3)Trainees' Learning Reflections and Project Evaluation (4)Prospects for Cooperation on Digital Economy and Zero Carbon Development between Pakistan and China 5. Cultural experiences: Through various cultural experience activities and field trips, profound experiences and photo collections will be left for the participants. (1)Visit West Lake, Hefang Street and the Archaeological Ruins of Liangzhu Ancient City in Hangzhou to experience distinctive local culture and explore digital-enabled cultural heritage preservation (2)Follow in the footsteps of President Xi Jinping to visit Yucun Village in Anji and experience digital empowerment of green development (3)Visit the Bund and the Riverside Promenade in Shanghai to witness the advanced practices of integrating digital governance in a mega-city with zero-carbon renewal along the riverfront Visit the China National Tea Museum to experience tea culture

CODE OF CONDUCT

1. Adhere to the laws of the People's Republic of China and the relevant regulations outlined in the relevant seminar / training.

2. While the Chinese government upholds the freedom of religion, it is important to note that foreigners are prohibited from distributing religious propaganda material or engaging in activities that aim to recruit followers.

3. In case of an emergency, please promptly inform the staff for immediate assistance.

4. Please ensure the safety of your personal belongings and consider storing them in the hotel if needed.

5. If you have any specific dietary requirements, kindly inform the staff as soon as possible.

6. When visiting scenic spots and historical sites, please be attentive to signs indicating that photography is not allowed.

7. Please observe Chinese laws and Regulations during your stay. Especially the norms of "sexual harassment" can be different from your country's. Please avoid inappropriate and undesirable situations, which can lead to the termination of your program and draw legal consequences. Acts, conversation, correspondence, emails, gestures that can be construed as harassment must be strictly avoided.

8. You are not allowed to work, because you receive living allowance from China and the purpose of your stay in China is to engage in study / research.

9. Universally courtesy and politeness costs nothing and only earn friends. It is always beneficial to be courteous and polite. Politeness is not a sign of weakness. It shows good breeding, education and upbringing.

10. Female colleagues must be respected. They are fellow officers. Some very basic things shall be considered while interacting with the female colleagues:

    - Generally, as a mark of respect, one should stand when a female enters a room.
    - Personal space should be respected during conversation and a comfortable distance should be maintained.
    - Personal remarks on their dress and appearance should be avoided.
    - Loose language or inappropriate terms should not be used.
    - Inappropriate jokes should not be cracked.

- Hand gestures universally deemed obscene should not be made.
- Staring should be strictly avoided.
- Situations that make female colleagues uncomfortable should be avoided.
- While talking to a female, hands should never be placed in trousers pockets.
- Personal questions should never be asked (age, height, weight, marital status etc).
- Ordinarily, men should open the door for women.
- Females should always precede a male while entering a room.
- Door of a car should be opened for a female colleague.

11. Psychological harassment is against Chinese norms, that shall strictly be avoided:

a. Persistent, unjustified and unnecessary negative attacks on personal or professional performance;
b. Manipulation of an employee's personal or professional reputation by rumor, gossip or ridicule;
c. Offensive comments or behavior relating to the ethnic origin, physical characteristics or religion of an individual;
d. Exclusion or continued isolation from professional activities;

12. Social media ethics ought to be adhered to with responsibility.

13. **Emergency Calls: 120** for Hospital **119** for Fire Department **110** for Police

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