

January 4, 2026

**To: Federal Ethics an Anti- corruption commission
Addis Abeba**

Ethiopia

Subject: Looking for Justice

As aforesaid on the title, this letter is concerning looking for justice. I am Addisu Gari one of federal level civil servant who has been working as assistant lecturer and lecturer for the past 11 years at Haramaya University. Within the University, in my journey, I have been discharging different duties and responsibilities at different levels. To mention a few, besides teaching which is my basic professional work, I have been working on different researchs, projects and office positions (e.g Students affair program coordinator and Head of Civil Engineering department).

however, as the result of some unfavorable management conditions were going on for the past a few years, I have been facing many challenges coming from some position holders serving in this University. The great problem among the others was undermining the rule of law and illegality. If necessary, I will bring the evidences of illegal and informal actions I came across in the past a few years.

When I was working as a head of Civil Engineering Department a few years ago, I tried to deny and give directions to some informal and legally unacceptable actions as far as I understand proclamations and governance guidelines. Due to these, some lower (Civil Engineering head who replaced me), middle (former Scientific director, HIT) and higher University management (Academic vice president) aligned and pushed me away from the head position while authority is inherent for position holders of these group and majority exercises unlimited power regardless of governance guidelines.

Some of them even warned me not to rise any legal power and the authority and power resides in the hands of some Bosses in the University.

you know that some of these issues are already explicitly reported to your office by some body and the experts from your office analysed the case and confirmed the truth followed by the feedback released from your office to social media. for the reference I have attached the feedback from your office if necessary even if I have no idea about the last dicesion passed by your office.

although I didn't report the first case to your office, those group concluded that it was me who made the reported it. consequently, from that time onwards, the group has been disregarding my requests and rights. In connection with this, in the month of January 2024, As I moved to my place for personal case after completing all the duties of the semester one 2024, and on September 15/2025, which is before class commencement, As I couldn't sign annual duty report due to family case assisted by evidence, the management refused to pay me both moth's salary even though paid for other 21 staffs of the same case.

When asked the reason of withholding my salary of January 2024, the response by the new department head who is the bottom line of this group indicates that I failed to sign the duty attendance and told me to request through letter so I made request. Although made formal request and repeatedly I asked to release my salary since it's my livelihood, still the management is reluctant to pay it. So, referring to article 9 of civil service proclamation, whitch states that

1. Any Government office shall, at the end of every month, make payments of salary to civil servants or their legal representatives.
2. The Salary of a civil servant shall not be attached or deducted except in accordance with:
a) a written consent of the civil servant; b) a court order; or c) the provisions of the law.
3. Monthly deductions from the salary of a civil servant to be made pursuant to sub-article 2(b) or c) to find out my servant rights.

Note: salary of 10 and 22 staffs was held in December 2023 and September 2025 for similar cases and released later on, but mine is denied in both cases. Hence, I really need the justice from your office.

NB: I tried to follow the structure of complain in the University first.

accordingly,my request for September 2025 month salary got feedback from recent department head and new Scientific director, but held in Human resource director office and that of January 2024 salary issue and many other letters are stockpiled in Academic vice president office due to ignorance and other previous issues I mentioned herein..

The reference of main reason they try to challenge me is <http://9555pmo.et/>

With kind regards,

Addisu Gari,

Civil Engineering department staff

The herewith letter is from your genuine office

የፌ.ሮ.ወ.መ.ኩ ህዲር 20/2015 ዓ.ም አዲስ አበባ)፡- ከሚሽን በአረማያ የኋናርጓልቱ በሁሉተኛ ማህተም ገዢ በማቻበርበር እና የሰራ ቁጥር ላይ የቀረበውን ተቆማ መሰረት በማድረግ አስተኞል የመሰናና እና በልሽ አሰራርቸን ለመከላከል በጥናት የሚጠሩት ስራን አካሄድ ላይ::

አስተኞች የሚጠረት ስራው የተከናወነው በየንጻርሬቸው በአካል በመገኘት ለማጠረት ስራው የሚያስፈልግ ሰነድና ማስረጃዎችን በማስቀበበበና ጉዳይ ከሚመለከታቸው አካላት ጋር ወይም በማድረግ ነው::

በኢትዮጵያ የመስራት ፌርዴዎች ተቀባዩ መስፈርቶች አዲጋኩዎች

00h : 9555

ՀՊԵՎ ՊԺՄՆ ՄԱԼՅԻԴ : 9555

£2 70 :