**Inquiry Report**

**On**

**Unprofessional Attitude and Immoral Activities of UCPO – Saudabad-3**

**Inquiry Report by:**

**CHIP Training & Consulting Pvt. Ltd.**

**Submitted to:**

**WHO**

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# **Background:**

A complaint was received from WHO FO dated 4th November 2021 *(attached as Annex-A)* against UCPO –Saudabad-3 Mr. Muhammad Tariq Lodhi in which Complainants Komal and Tahseen (Polio health workers) have leveled allegations against UCPO as mention below;

* Complainant report that the UCPO invite females to the 25 bed hospital and locked the door and started misbehaving with them. They started shouting and manage to escape from the room.
* They also said that the UCPO ask them to favor him and threaten them to servere consequences if they do not listen to him.
* Later an FIR has been launched by the complainant with the help of Sar e Aam Team *(Attached as Annes-B)*.

# **Methodology:**

In order to probe into the allegations leveled against UCPO Mr. Muhammad Tariq Lodhi, the CTC team (*PTPP*) called to CTC Karachi office on 5th November 2021 and conducted investignation along with show-cause letter to get his response in writing.

# **Key findings:**

Following were the key findings of the inquiry.

* In his response and during the investigantion the UCPO negats all the allegations leveled against him.

* During investignation he said that the complainant was involved with him in a business for 3 to 4 months and we were in partnership but she didn’t pay me and making excuses.
* During the investigation it has been observed that their relation with both the complainant were not official nature and their contact were personal.

# **Conclusion:**

Based on the finding investignation and the video clip it can concluded that the UCPO is involved in dual job which is against the rules of the organization as per SOP and the video evidence shows that the UCPO is also involved in immoral activities with the complainants.

# **Suggestions and Recommendations:**

* Keeping in view the key findings, UCPO Mr. Muhammad Tariq Lodhi is recommended for strict disciplinary action (as per SOPs) on account of immoral activities with staff.
* Secondly the UCPO also confess that he is involved in a business with one of the complainant, so here he is violating the policy of dual job which is against the rules of the organization and suggest to take action as per SOP.

**Thank You**