**Inquiry Report**

**On**

**Harassment and non-locality of UCPO – Jan baaz-B-Bara-Khyber**

**Inquiry Report by:**

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

**Submitted to:**

**WHO PO & FO**

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# **Background:**

A complaint was received from the program team dated 22nd December, 2021 *(attached as Annex-A)*against UCPO Rasheed Afridi of Bara Janbaz-B in which AS Muhammad Rafiq has leveled allegations against UCPO as mentioned below;

* UCPO Rasheed Afridi has biased behavior towards staff members, and treats them poorly
* He mentally harasses his subordinates
* He is a non-local
* He collects fake clusters via telephonic coverage instead of visiting his assigned areas for the said purpose.

# **Methodology:**

In order to probe into the matter, the CTC team (*PTPP*) and People team (*CBV*) visited UC Bara Janbaz-B on 23rd December 2021 and conducted meetings with AS Muhammad Rafiq, UC staff, and UCPO Rasheed.

The following staff’s written statements are acquired;

1. AS Muhammad Rafiq (Annex-B)
2. AS Shahid Khan (Annex-D)
3. AS Sultan Asghar (Annex-E)
4. AS Sher Rehman (Annex-F)
5. CHW Mehmood (Annex-G)
6. CHW Gula Khan (Annex-H)
7. CHW Nooran (Annex-I)
8. CHW Abdul Khaliq (Annex-J)
9. CHW Muhammad Nabeel (Annex-K)
10. UCDO Shahzad Hassan (Annex-L)
11. UCPO Rasheed Afridi (Annex-N)

# **Key findings:**

Following were the key findings of the inquiry.

* AS Muhammad Rafiq claimed during the inquiry that UCPO Rasheed displayed biasness towards him by rejecting his leave application dated 10th Aug 2021 after it was approved provisionally, due to which Mr. Rafiq received a warning. However, after the meeting with UCDO Mr. Shehzad and UCPO Rasheed, it was found that the application was shared on 11 Aug,2021. ***(Leave request is attached as Annex-C )*** and it wasn’t approved due to refreshers training and the same was communicated to AS Muhammad Rafiq through email, ***(UCPO reply is attached as Annex- C1*** but he still remained absent due to which the warning was given to him ***)***.
* In addition to this, AS Muhammad Rafiq complained that UCPO Rasheed did not approve his leave request on 16th of November and approved two other team members (AS Shahid Khan & CHW Alam Said) leave requests, however, UCPO Rasheed and UCDO Shahzad explained that his leave was not granted due due to an ongoing MR campaign and the other two members leave were also rejected on the same day and they were present in field ***(Proofs are attached as Annex-M)***.

* AS Muhammad Rafiq (complainant) claimed that UCPO Rasheed mentally harassed him by threatening to terminate him, and provided the names of fellow colleagues AS Shahid and AS Sultan Asghar as witnesses of the incident. Nonetheless, during discussion with; AS Shahid and AS Sultan Asghar, they claimed to be completely unaware of the said incident. ***(Shahid written statement is attached as Annex-C) (Sultan Asghar written statement is attached as Annex-D)***.
* Moreover, the same complaint regarding UCPO Rasheed was earlier reported to program team on 8th December ***(Previous complaint attached as Annex-O)***. Subsequently, the matter was investigated by TDO Fazal Rabi, and all staff members gave their written statements and denied the allegations leveled against UCPO Rasheed. ***(Staff Written statements are attached as Annex-R)***.
* During the current investigation, the staff once again provided their written statements by refuting the veracity of allegations against UCPO Rasheed ***(Staff Written statements are attached as Annex-D to L)***.
* Additionally, two CHWs complained about UCPO Rasheed for insulting them and for not accepting their leave requests. ***(CHW Gula Khan written statement is attached as Annex-H)*** ***(CHW Noraan written statement is attached as Annex-I)***. Upon further investigation into this matter, UCPO Rasheed revealed that he was in fact the victim of the incident and reported the said staff members for their misbehavior with him to competent authorities. Later, first complainant CHW Nooran submitted a formal written apology for his misconduct ***(CHW Nooran written Apology is attached as Annex-S)*** while the second complainant CHW Mr. Gula Khan was reported for his misbehaving attitude with UCPO Mr. Rahsid during the meeting with Assistant Commissioner Bara ***(Minutes of meeting is attached as Annex-T)*** and was recommended for disciplinary action.
* AS Muhammad Rafiq further claimed that UCPO Mr. Rasheed was a non-local, however during the inquiry it has been found and verified that Mr. Rasheed is a local of the area. ***(Previous locality verification and CNIC copy is attached as Annex-U)***
* The complainant AS Muhammad Rafiq claimed that UCPO Rasheed took fake clusters and submitted an audio recording ***(Audio recording attached as Annex-V)*** of UCPO Rasheed and CHW Abdul Khaliq as evidence. After detailed investigation of this matte, it was found that UCPO Rasheed was not collecting clusters telephonically but was only confirming certain data. CHW Abdul Khaliq also revealed that AS Muhammad Rafiq (complainant) recorded the said conversation while the phone call was on speaker. CHW Abdul Khaliq has also submitted a written statement confirming the details of the incident, however, he did not write the name of AS Muhammad Rafiq in the statement ***(CHW Abdul Khaliq written statement attached as Annex-L)***. In addition to this, the inquiry team also cross-checked the data inquired about in the audio recording with the cluster taken on that date. The content did not match, nullifying the audio recording as an evidence.

# **Conclusion:**

During the course of investigation, following conclusions have been derived against the allegations reported by AS Muhammad Rafiq.

* AS Muhammad Rafiq provided details of witnesses who refused to be aware of the incident he claims.
* He further reported biased behavior of UCPO Rasheed by claiming that he approved two staff leave requests while rejected his leave request, which is nullified by the evidence as both of the aforementioned staff were present in the field
* He claimed that UCPO Rasheed is non- local, which later on found to be baseless as per the findings.
* He also reported that UCPO take fake clusters, which is nullified by the statement of CHW Abdul Khaliq and cross checked the data inquired in the audio recording with cluster taken.

Therefore, it has been concluded that the allegation claimed by AS Muhammad Rafiq were found de void of merit.

# **Recommendations:**

No disciplinary action has been recommended against UCPO Rasheed.