Date: 29 Sept, 2022

**Inquiry Report**

**On**

**Harassment of UCPO Mr. Syed M.Zain Ul Abideen – Faqirabad-Peshawar**

**Inquiry Report by:**

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

**Submitted to:**

**WHO PO-KP**

**Contents**

[**1.** **Background:** - 3 -](#_Toc85200730)

[**2.** **Methodology:** - 3 -](#_Toc85200731)

[**3.** **Conclusion:** - 3 -](#_Toc85200732)

[**4.** **Recommendations:** - 4 -](#_Toc85200733)

# **Background:**

Two complaints were received from the program team dated 22nd September 2022 regarding UCPO Mr. Syed M.Zain Ul Abideen of Faqirabad-Peshawar's involvement in workplace harassment. The complainants leveled the following allegation against him:

* One of the complainants, CHW Ms. Khadija reported that UCPO harassed her by forcefully hugging and kissing her or by touching her inappropriately. He also offered her to go out with him for lunch. Due to his behavior, I am very tense and can not perform my duties as per standards. She further requested that she is a widow and the only bread earner for her kids. *(Attached as Annex-A)*
* The other complainant, ASLM Nadia reported that UCPO forcibly kissed her but this is not the first time he had done so. She belongs to a poor family and is divorced. This job is her only source of income. *(Attached as Annex-B)*

# **Methodology:**

In order to probe the allegations leveled against UCPO Mr. Syed M.Zain Ul Abideen, the CTC’s team (*PTPP*) and People’s team (*CBV*) visited UC Faqirabad on the 23rd of September 2022 and conducted a meeting with UC staff.

Keeping in view the severity of the complaint, UCPO has been suspended on 24th September 2022.

# **Key findings:**

Following are the key findings of the inquiry.

* UCDO Ms. Muazma informed the inquiry team that she eye witnessed UCPO touching CHW Ms. Khadija inappropriately and hugging her from the back. UCDO asked her AS, who is supervising CHW Ms. Khadija to keep an eye on her. A few days later, CHW Ms. Khadija informed her AS about the situation. *(Attached as Annex-C)*
* She further notified the inquiry team that, an ex-staff Ms. Dur-e-shawar also accused UCPO of harassment and after that, she got terminated. Her brother came to BHU and insulted UCPO in front of everyone and threatened him that he will make a poster of him and post it on every street so people can see his real face.
* The complainant CHW Khadija shared a msg from UCPO in which he is stating that” I came at 10 O’clock, please stay till my eyes get tired of you”. *(Attached as Annex-D)*
* CHW Ms. Ghazala stated in her written statement that firstly, Ex-staff Dur-e-Shawar talked about UCPO that he is teasing her and later on, UCPO proposed to her for marriage. Now, CHW Khadija and ASLM Nadia are also saying that UCPO is teasing them but they are quiet because they don’t wanna lose their job. Rest she has no issue in the UC. *(Attached as Annex-E)*
* AS Sarah informed the investigation team that on the 2nd day of the campaign, UCPO visited our area and found issues in Khadija's work and told her that he will report further to which she responded that it is not a big issue to inform high-ups then UCPO responded to her that I am taking care of you but you are not taking care of mine. AS further informed that that day refusals and zero doses were found but he didn’t report them. *(Attached as Annex-F).*
* UCPO Mr. Syed M.Zain Ul Abideen mentioned in his written statement that he is an aged guy and can not even think about Harrasement. Furthermore, he denied all the allegations leveled against him. UCPO also mentioned in his written statement that because he has denied requests regarding marking Ms. Dur-e-shawar present when she did not wanted to work during the Ramadhan that’s why her brother accused him for Harrasing his sister. He also mentioned that he has reported Ms. Khadija , Ms.Maryam and Ms. Haseena for No Team . UCPO Mr. Zain also mentioned that he has either reported or rectified the work related matters those maybe the reasons for alleging him. In the last he also mentioned that the UCDO refers him as their sister. (*Attached as Annex-G*)

# **Conclusion:**

Based on the findings, it has been concluded that UCPO has strong hold on the staff and they are reluctant to report anything against him. He is involved in taking advantage of the helplessness of the women and harassing them even though he knows they are doing the job to support their families and have no other source of support.

# **Recommendations:**

It is recommended to terminate him on account of Professional Misconduct (work place harassment).