***Date: Jan, 23rd 2022***

**Inquiry Report**

**On**

**Workplace Harassment of UCPO – UC Ward-8**

**Inquiry Report by:**

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

**Submitted to:**

**UNICEF**

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# **Background:**

On Dec 23rd, 2022 a complaint was shared by CHW-A against UCPO Mr. Abdullah Rodhi of UC Ward-8 Quetta on account of workplace harassment in his assigned UC (Annex –A)

In addition, the complainant also mentioned AS Yasmeen Ali as an accomplice in this case.

**Allegations:**

* + UCPO Mr. Abdullah Rodhi called CHW(A) to the house of AS Yasmeen deceptively by informing her that he called everyone to the house to conduct their appraisal Activity on 23 Dec 2023.
  + When she claimed that there is no one in the house, they (UCPO and AS) informed her that she came early and rest of the staff are on their way.
  + Mr. Abdullah Rodhi misbehaved with CHW(A) and harassed her in the basement of AS Yasmeen’s House. He inappropriately touched her and asked to have a physical relationship.
  + She requested him to let go of her this time and she will surely come next time to fulfill his desire.

# **Methodology:**

In order to probe the case, the focal person of the PTPP and CBV project had meetings with an accused staff member to acquire the written statements.

# **Key findings:**

Following were the key findings of the inquiry.

* + Staff (B) stated that she feels insecure and uncomfortable with the behavior of Mr. Abdullah Rodhi. He checks her purse and also enquires that is she on her period or not. He shouts and threatens other staff by stating that he can terminate them and also check her purse which is very inappropriate. (Annex – B)
  + According to staff (C) and staff (D), Mr. Abdullah Rodhi comments on their physique and physical appearance. He treats them inappropriately and tries to sit close to them which is highly not acceptable. He tells everyone that their livelihood is in his hands. (Annex – C and Annex - D)
  + Staff (E) stated that UCPO Mr. Abdullah Rodhi called her deceitfully for the breakfast at AS Yasmeen’s Kit station by saying that we have to work on some important fieldwork. (UCDO Sadaf was the eyewitness). Besides, he always says, I am his favorite. She also informed me that he calls her after duty hours. She also claimed in her written statement that there is a basement in Yasmeen’s house. (Annex – E).
  + Staff (F), said that UCPO called to inform her that he had asked CHW-A (Complainant) to meet him for the test. Staff (F) provide a screenshot of call logs and call recording is evidence (Annex – F)
  + AS Yasmeen gave statement in which she tried to hide her new house they use for the kit station by informing the investigation committee that there is no basement in her house. Whereas, the rest of the field staff cleared that she has another house too. (Annex – G)
  + Staff (E) further clarified that AS Yasmeen Kit station is not safe for work. She was there when a cousin of Ms. Yasmeen entered and threaten the CHW to marry him otherwise the consequence will be worse for her. In response, As Yasmeen mentioned to look at our ALSM she is pretty then the man denied that she is my sister I want that girl. (Annex-H). ALSM endorsed the Statement of Staff(E). (Annex-I)
  + UCPO Mr. Abdullah Rodhi denied all the allegations and mentioned that there is a group of CHWs involved in immoral activities, and he correspondingly stated that he submitted a report to his TDO (Annex –J). TDO Mr. Israr Malik was inquired by the CTC team and he answered that he did not receive any verbal or written complaint from UCPO Mr. Abdullah Rodhi. (Annex-K)
  + CHW-A (Complainant) provided 02 call recordings where Mr. Abdullah indirectly talked about the incident (meeting at Yasmeen’s house) and asked her are you happy. In the next call, he again talked to her that she didn’t perform on the test (Test is the code word for meeting) so she has to come on Saturday again. (Annex –L, Annex-M)

# **Conclusion:**

* Based on the findings of the investigation, it has become evident that the accused UCPO is involved in workplace harassment. There are substantial evidences that clearly shows how he tries to use his authority and make a relationship with the female colleague to fulfill his desire.
* Based on statements of several staff members, it is concluded that he has violated the workplace code of conduct by behaving inappropriately with female staff and threatening to terminate them.
* The accused UCPO and AS are close friends and are mutually involved in professional misconduct in the UC.
* UCPO tried to mislead the investigation committee by informing them that Many CHWs are involved in immoral activities and the same has been informed to TDO. However, TDO denied his statement and notified that he didn’t receive any complaint from UCPO.

# **Recommendations:**

It is recommended to terminate UCPO Mr. Abdullah Rodhi on account of professional misconduct (**Sexual Exploitation, Abuse, and Harassment (SEAH)**).

Additionally, it is recommended to terminate the contract of AS Ms.Yasmeen on the account of accompanying UCPO in immoral activity & professional misconduct.