

**Inquiry Report**

**On**

**Involvement in Favoritism and Unprofessional Attitude by UCPO  
Mr. Farhan Samiullah- UC Wazir Bagh**

**Inquiry Report by:  
CHIP Training & Consulting Pvt. Ltd.**

**Submitted to:  
WHO-PO**

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## 1. Background:

A complaint was received from Ms. Dania Sohail (UCDO-Wazir Bagh) on 17<sup>th</sup> April, 2023 regarding involvement in favoritism and Unprofessional Attitude by UCPO Mr. Farhan Samiullah (UC Wazir Bagh). ([Attached as Annex-A](#))

### 1.1 Allegation.

- According to the complaint, UCPO-Mr. Farhan Samiullah favors AS- Ms. Kousar and creates hurdles for UCDO- Ms. Dania Sohail. AS- Ms. Kousar is also leading a group including UCPO and some CHW's as well and disturbing the overall environment of UC-Wazir Bagh.
- AS- Ms. Kousar misbehaved several times with UCDO Ms. Dania Sohail.
- The behavior of AS- Ms. Kousar is not professional towards her CHW's and she insults her team members in front of other staff.

## 2. Methodology:

In order to probe the matter, PEOPLE jointly with CTC team conducted a fact-finding investigation of the matter on 20<sup>th</sup> April 2023. Individual meetings with random staff members were conducted in order to find the root cause and the individuals involved.

The Written statement of the Staff is ([Attached as Annex-B](#)) while the Defense of the Allegations by UCPO-Mr. Farhan Samiullah and AS- Ms. Kausar is ([Attached as Annex-C](#)).

## 3. Key findings:

Allegations against the Staff (Attached as Annex-B)	Defense of the allegations by the Staff (Attached as Annex-C).	CTC Remarks Statements of the staff (Attached as Annex-B & Annex-C)
UCPO Mr. Farhan Samiullah favors AS- Ms. Kousar and creates hurdles for UCDO- Ms. Dania Sohail.	I came to know that some staff have grievances over my management style and I will be performing more professionally in future.	During the interviews with random staff members, it was observed that UCPO Mr. Farhan Samiullah favors AS- Ms. Kousar and protects her in different situations, creating chaos in the minds of other staff members. According to the staff members it was brought to our knowledge that UCPO once said to UCDO- Ms. Dania Sohail that she cannot manage her team. UCCO and other staff members were also present at that time.

<p>AS- Ms. Kousar misbehaved several times with UCDO- Ms. Dania Sohail.</p>	<p>According to AS- Ms. Kousar she was trying to call UCDO Ms. Dania Sohail but because of some technical issues, the call was not connected. She also denied that she had misbehaved with UCDO- Ms. Dania Sohail.</p>	<p>UCDO- Ms. Dania Sohail visited AS- Ms. Kousar's team when they were performing duties in their area but a CHW was not on her duty while AS- Ms. Kousar was working in place of that CHW but AS- Ms. Kousar did not inform UCDO Ms. Dania about it. When UCDO- Ms. Dania asked her about it she misbehaved with UCDO- Ms. Dania in front of community members and later in the BHU as well.</p> <p>One more instance was that when there was a session at school with predefined time but AS- Ms. Kousar was late and upon arrival misbehaved with UCDO- Ms. Dania Sohail.</p>
<p>The behavior of AS- Ms. Kousar is not professional towards her CHWs. She insults her team members in front of other staff.</p>	<p>She clearly denied the allegation and said that her behavior is very professional with her team members.</p>	<p>During interrogation, her CHW- Ms. Rozina stated that their AS- Ms. Kousar is highly unprofessional to her and misbehaves (shouts &amp; screams) only with her on several occasions. She has friends in the group who are supported by her.</p>

#### 4. Conclusion:

- The Fact Finding Committee after a detailed investigation & interviews of the UC staff, observed that the AS- Ms. Kousar has unprofessional attitude and misusing her authority on several occasions along with the support of UCPO- Mr. Farhan Samiullah.
- The UCPO- Mr. Farhan Samiullah is also supporting AS- Ms. Kousar by his nonprofessional attitude and also bypassing the UCDO- Ms. Dania Sohail as well.

#### 5. Recommendations:

- Explanation followed by a Warning Letter and shuffling to adjacent UC is recommended for AS- Ms. Kousar.
- Verbal Warning and a Counselling Session along with transfer out if possible to another UC is recommended for UCPO- Mr. Farhan Samiullah.