**Inquiry Report**

## On

 **Workplace Harassment by UCPO – UC Nai Abadi**

**Inquiry Report by:**

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

**Submitted to:**

##  WHO-PO

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# Background:

 On July 10, 2023 a complaint was received from Arif Mumtaz against Shujaat Ali Khan (UCOO Sindh-Kemari-Baldia-UC-4 Nai Abadi) and Kausar Banu (AS Sindh-Kemari-Baldia-UC-4 Nai Abadi) on an account of immoral activities.

## Allegations:

Following were the key allegations:

* UCOO Shujaat is engaged in immoral activities with one of his subordinates, AS Ms. Kousar Bano that have negatively impacted the UC environment.
* AS Kausar Bano shared the screenshots of her explicit photographs and inappropriate conversation with UCOO Shujaat in official WhatsApp group which highlighting an inappropriate relationship between both of them.

# Methodology:

In order to probe the investigation, the matter CTC teams conducted a fact-finding investigation of the matter on 13th and 14th July 2023. Individual meetings with the field staff members were conducted in the CTC office to acquire their statements.

 The details of the statements of the Staff are attached as following Annexures.

* **Annex-A**: Complaint
* **Annex-B**: Mr. Shujaat (UCOO)
* **Annex-C:** Ms. Kausar (AS)
* **Annex-D:** Ms. Misbah Kanwal (AS)
* **Annex-E:** Ms. Sana (AS)
* **Annex-F:** Ms. Sumaira (AS)

# Key findings:

The key findings of the Investigation Committee are mentioned as below.

* According to complainant UCOO Shujaat was engaged in an illegitimate relationship with Ms. Kousar Bano. Some screenshots of their conversation on whatsapp were shown as evidence.

**(Annex-A)**

* According to the statement of UCOO Mr. Shujaat, he stated that all the allegations are baseless and fake. Moreover, he stated that AS Sana, AS Misbah, Ex UCPO Musfira complaints against him in retaliation because he filed complaint against them regarding their conducts.

**(Annex-B)**

* According to the statement of AS Kausar, she alleged that AS Misbah might be involved because Sir Shujaat complaint against her nonserious and casual attitude. Although, she has accepted that pictures were taken by her and the screenshots of an inappropriate pictures. She denied the allegation of being engaged in the relationship with UCOO Shujaat and involved in immoral activities. She also denied that the explicit pictures and inappropriate conversation screenshot was shared by her in official whatsapp group.

**(Annex-C)**

* As per Misbah Kanwal statement, she denied having any involvement in this matter. Additionally, she shared previous conversation screenshot between AS Kausar and herself as evidence, which exhibited that the account of AS Kausar was hacked by her male cousin**.** He was using her account and acquiring knowledge about her.

 (**Annex-D)**

* According to the statement of AS Sana and AS Sumaira, they stated that they don’t know about any immoral activities between AS Kausar and UCOO Shujaat and it was highlighted when the screenshots of their inappropriate conversation and pictures were shared in the official whatsapp group from the mobile number of AS Kausar.

####  (Annex-E and Annex-F)

Upon close inspection it was found that Kausar’s alleged cousin (Adnan) had access to Kausar’s Facebook account and also to her WhatsApp messages as well. Moreover, the formation of typing has found to be same in screenshots as well as the evidence shared (whatsapp chat) by Misbah, which seems that all chats belongs to Mr. Adnan who is Ms. Kausar’s cousin.

# Conclusion:

Based on the findings of the investigation it has been concluded that there was neither any substantial evidence nor any statement found against the allegation of immoral activities between UCOO Shujaat and AS Kausar except the shared fake screenshots.

# Recommendations:

Referring to the complaint against the immoral activities between UCOO Shujaat and AS Kausar it has been recommended that UCOO Shujaat and AS Kousar were found not guilty and shall be set free of the allegations leveled against him.