**Inquiry Report**

**On**

**Involvement in Immoral Activities**

**UC: University Town, Tehsil City**

**District Peshawar,**

**Inquiry Report by:**

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

**Submitted to:**

**WHO-PO**

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1. **Introduction**

A complaint was received against Fahad Zaman working as UCPO at KPK-Peshawar-City-University Town dated 31st August 2023. According to the complainant, an inquiry was conducted against alleged offender in June 2023 by CTC regarding serious allegations of sexual harassment and abuse. It was alleged that the staff members who gave statements against the alleged offender had to face backlash and retaliation by the alleged offender and TDO Imtiaz. It was further alleged that TDO Imtiaz visited the concerned UC and coerce the female staff to retreat from their statements made against the alleged offender. It was further reported in the complaint that staff members were threatened with their jobs in case they refuse to accede to their demands. (Complaint is attached as Annex-1)

**2. Background:**

On June 3rd, 2023 two separate complaints were received from Nazo and Saima Khair both working as CHWs at KPK-Peshawar-City-University Town against alleged offender on account of workplace harassment. In addition, the complainant also mentioned Farah Ambreen (UCOO) as an accomplice and supporting the alleged offender in his wrongdoings. The previous vendor Peoples joined hands with CTC and conducted a fact-finding investigation on the subject matter on 9th and 15th June 2023. Individual meetings with the field staff members were conducted in the People’s office to acquire their statements. Though the female workers testified against the alleged offender, no direct evidence was available on record to incriminate alleged offender with the commission of the involvement in sexual abuse and exploitation. The findings partially arrived at the conclusion that alleged offender’s attitude towards the female staff is highly inappropriate and falls under the ambit of Abusive Attitude. Therefore, a warning letter coupled with a counseling session was recommended to the alleged offender.

1. **Methodology**

Following methods were adopted during the course of investigation.

1. Staff members were examined by direct interrogation.
2. SOP session was conducted to raise their awareness on the PSEA policy and the remedies female staff members have against any harassment or reprisal.
3. Face to face meeting with the alleged offender.
4. Feedback from resigned staff who worked under the supervision of alleged offender.
5. The supervisor of alleged offender TDO Imtiaz was also issued show cause and a personal hearing.
6. **Investigation**

The investigation team visited UC on 12th October 2023 at 12 noon. A detailed conversation was conducted with different staff members. It was mentioned by all the staff members during face-to-face meetings that they have felt a drastic change in the behavior of alleged offender after the previous investigation and issuance of warning letter.

The staff members who had filed the complaint against alleged offender were also inquired whereby they have stated that alleged offender’s behavior has notably been improved after first inquiry. According to them, alleged offender has taken the initiatives to solve issues within the UC internally and has apologized to all his subordinates for his past misbehavior.

One staff member Sajida working as CHW stated that alleged offender displays aggressive behavior with her whenever her husband accompanies her in the field. However, she has not faced any harassment in past years of her job. Another staff member Nazo working as CHW stated that the alleged offender follow her when she lefts the field however, she only expressed her suspicion and share no reason or evidence in this regard.

Regarding the behavior of TDO Imtiaz, all staff members showed complete satisfaction over his attitude towards them. They also praise the support and guidance provided by TDO Imtiaz to them at the field level.

One-on-one session was conducted with the alleged offender on dated 16th Oct 2023. He was inquired about his conduct at the field and attitude with his subordinate staff. The alleged offender denied all the allegations leveled against him. The alleged offender quoted that these allegations are baseless and perhaps driven by another staff member Robina who is working as UCOO in the same UC as he reported her while they were working together in previous UC. He categorically denied engaging in any form of favoritism within the staff. According to him, following the first inquiry, he initiated an activity where an anonymous complainant can submit any concerns or feedback to him which he and UCOO may review for corrective measures.

1. **Findings**

Based on the investigation, following are key findings:

* 1. The allegations levelled in the complaint stands disapproved. The complainant neither showed up nor share any evidences to support his allegations. The involvement of TDO Imtiaz in threatening the female staff is also not established. Therefore, both the TDO and alleged offender are exonerated from the charges and are proved as not involved in sexual exploitation and abuse (SEA).
  2. It has further been noted that the alleged offender has shown significant improvement in his conduct towards subordinates. The staff have shown satisfaction over the conduct of the alleged offender.
  3. It has also been observed that there is grouping and lobbying within the UC. The issues are emanating from the UC as a result of personal rifts and bias against one another. This grouping is not only affecting the staff members’ motivation and performance standards but also may potentially compromise the program’s objectives within the UC.

1. **Recommendations**
   1. The allegations are though not proved and the alleged offender has shown improvement in his conduct as well however, there exist strong lobbying and grouping. Therefore, in the best interest of program, it is recommended to keep UCPO Fahad Zaman under observation and shuffle the alleged offender to another UC whenever any UCPO position is vacant. It is also recommended that the suspension of the alleged offender may also be withdrawn.