**Inquiry Report**

**On**

**Immoral Activities by**

**UCOO-KPK-Peshawar-Mattani-Mashogagar**

**Inquiry Report by:**

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

**Submitted to: WHO-PO**

**Contents**

1. [Background 3](#_bookmark0)
	1. [Allegations 3](#_bookmark0)
2. [Methodology 3](#_bookmark1)
3. [Key findings 4](#_bookmark2)
4. [Conclusion 5](#_bookmark3)
5. [Recommendations 5](#_bookmark4)

# Background:

A complaint was received on 11th September 2023 whereby it was alleged that

UCOO Adnan is involved in unethical and immoral activities and has illicit relation

With his subordinates in exchange for money and also passes derogatory marks and

have unethical conversations with staff during meetings. It was further alleged that

there is a strong grouping within the UC.

Approval from PTL was received on 29th September 2023 **[the complaint and PTL**

**Approval is attached as Annex-A & B]**

The complainants leveled the following allegation against him:

## Allegation.

##

## The allegations against Adnan UCOO include engaging in physical and sexual relations with CHW Shazia in exchange for money as well as AS Amina Hayat whereas; the complainant has claimed that AS Amina Hayat and UCOO Adnan were both seen inside the BHU premises with each other by alternate staff CHW Mehreen in an unethical way Adnan UCOO is accused of illicit relations with CHW Salma executed in UCOO Adnan’s car at the HRMP Site which has been witnessed by members of the local community.

## Adnan UCOO is also accused of inappropriate comments and discussions about personal and intimate matters with AS Hajra, CHW Asiya and CHW Iqra infront of CHWs and AS.

## UCOO Adnan has been accused of picking up CHW Mehreen on his bike from the field and promising Alternate staff (temporary) CHW Mehreen a regular job in the polio program.

# Methodology:

In order to probe the matter, the CTC team conducted a fact-finding investigation of the matter on 19th Oct as well as a re-investigation on 8th Nov 2023. Individual meetings with all of the field staff members were conducted in the BHU to acquire their statements.

In UC, SOP’s sessions were conducted and staff were informed about the policy and also the reporting process. They were also encouraged to bring forth any issue they wanted to report to CTC teams. The details of the statements of the Staff are attached as following Annexures.

* **Annex-C:** CHW Asia statement
* **Annex-D:** CHW Sumayya statement
* **Annex-E:** AS Shabana statement
* **Annex-F:** AS Naveeda statement
* **Annex-G**: AS Sajid statement
* **Annex-H**: CHW Mehreen statement
* **Anne**x-I: UCCO Izhar statement
* **Annex-J:** CHW Basit statement
* **Annex-L:** CHW Sumayya statement
* **Annex-M:** AS Naveeda statement
* **Annex-N:** UCOO Adnan statement
* **Annex-O:** UCPO Basit statement
* **Annex-P:** CHW Shabana
* **Annex-**Q: CHW Shazia

# Key findings:

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

* CHW Ms. Asia, in her statement, asserts that UCOO Adnan has been passing derogatory remarks at female staff, including herself in which he asked her about personal and intimate matters in her marriage. She goes on to mention that there is a perception of favoritism towards CHW-Ayesha by UCOO-Adnan and that CHW-Shazia maintains a friendship with him **[attached as Annex-C]**
* CHW-Sumayya mentioned in her statement that CHW-Shazia is frequently in contact with UCOO-Adnan and is allowed to take half-day leaves. Additionally, she mentions that derogatory remarks have been made by UCOO-Adnan towards female staff; particularly the incident involving CHW Asiya but that was happened a year ago. Furthermore, CHW-Sumayya mentions that CHW-Amina Hayat has close friendship with UCOO-Adnan **[attached as Annex-D]**
* Ms. Shabana's statement indicates her perception that UCOO-Adnan favors CHW-Shazia and CHW-Summaya. She further highlights that, as CHWs, their primary contact should be with their AS (Area Supervisor), but they appear to maintain continuous communication with UCOO-Adnan, even in her presence. Ms. Shabana's statement provides additional insights into the dynamics within the UC. She mentions that CHW-Shazia frequently takes half leaves during duty hours, a practice that staff has questioned. However, they may feel uncomfortable addressing this issue directly with UCOO-Adnan. Additionally, Ms. Shabana stated that UCOO-Adnan has a friendly relationship with CHW-Amina Hayat, which involves continuous contact and friendly conversations **[attached as Annex-E]**
* AS Ms. Naveeda's in her statement confirms that UCOO-Adnan has passed derogatory remarks on female staff, particularly the incident involving CHW-Asiya. She also mentions that UCOO-Adnan asked her for a picture of her face, which she declined. Moreover, Ms. Naveeda lodged a complaint against UCOO-Adnan with the PE Team one year ago, and she perceives that he displays biased behavior toward her due to that complaint. Additionally, she notes that her CHW-Salma contacts directly with UCOO-Adnan for leave requests without her knowledge. Ms. Naveeda's statement suggests that the female staff is aware of the issues but may be reluctant to acknowledge or address them due to concerns about becoming involved in workplace conflicts or issues **[attached as Annex-F]**
* AS Mr. Sajid's statement reveals various issues related to UCOO-Adnan's conduct. He mentions that UCOO-Adnan orders male staff to do his personal chores, such as procuring milk and vegetables. Additionally, Mr. Sajid confirms that UCOO-Adnan passes derogatory remarks about female staff in the presence of male colleagues. Furthermore, he notes that UCOO-Adnan exhibits favoritism, often preferring to work at sites where Ex-CHW Ms. Naveeda is present **[attached as Annex-G]**
* CHW Mehreen in her statement mentioned that she has never witnessed CHW Amina Hayat involvement with UCOO Adnan nor has he picked her up from the field **[attached as Annex-H]**
* UCOO Izhar in his statement mentioned that he has not observed any such issues in the UC whereas, mentioning one recent verbal complaint from AS Naveeda regarding a comment made by Mr. Adnan to Ms. Naveeda regarding her appearance at the contract signing activity in July, 2023. Upon which Mr. Izhar solved it with Mr. Adnan and after that Mr. Adnan has been following his professional boundaries **[attached as Annex-I]**
* Mr. Basit, as a recent addition to the UC, notes that he has observed instances of favoritism exhibited by Mr. Adnan. Although Mr. Adnan's long tenure in the UC has led to a respectful and lenient approach by the UCPO, a recent incident involving the approval of leave for CHW-Salma without the knowledge of her AS-Naveeda prompted Mr. Basit to support staff members who may not be favored by Mr. Adnan **[attached as Annex-J]**
* Mr. Adnan, in his defense statement, denied all the allegations leveled against him. Mr. Adnan mentioned that he has maintained a professional demeanor towards all female staff members and has not made derogatory remarks. He further mentioned that sometimes the AS is not accessible so he approved their leaves. He also denies requesting staff members to perform personal chores for him. Additionally, he requests to be shuffled, noting that there has been grouping among UC staff due to previous inquiries. His request for a shuffle implied a desire for a fresh start and a resolution to the ongoing issues within the UC **[attached as Annex-K]**
* Ms. Shazia in her statement mentioned that she has always followed the proper channel for leave approvals and denied the accusations of her involvement with Mr. Adnan in unprofessional way. Furthermore, highlighted the supportive supervision of Mr. Adnan regarding any programmatic issues **[attached as Annex-L]**

# Conclusion:

* 1. It has been proved that the UCOO Adnan is giving undue favors to two CHWs. These CHWs often bypassed the supervisory line and directly approached Adnan for leave approval. The statements have confirmed that these CHWs have often been allowed short leaves by Adnan without AS involvement. The unfair treatment to two CHWs Amina and Shazia is known to every staff member who demoralized their efforts and dedication.
	2. Based on the findings of the investigation, there is no substantial evidence proving the illicit allegations made by the anonymous complainant against the UCOO However, UCOO Mr. Adnan has been found guilty of passing personal and derogatory remarks but after the involvement of UCOO Izhar he is now following professional boundaries.
	3. The Attendance register was also checked in the first inquiry for the leaves record and only one day leave of CHW Shazia was marked while the UC staff had confirmed frequent half leaves availed by the said CHW proving that UCOO Adnan does not document such leaves while in the second inquiry, the UC staff had adopted documented the half leaves for record.

# Recommendations:

 The investigation team has found no evidence supporting allegations of UCOO Adnan's involvement in sexual and illicit relationships with subordinates. However, concerns related to team coordination and communication channels have been identified. It is recommended that the UC staff organize an improvement meeting, ensuring the presence of all members. The minutes of the meeting should be documented and shared with the CTC for record-keeping.