**Inquiry Report**

**On**

**Account of Sexual Harrasment**

**By**

**UCOO Mr. Shujaat Ali Khan-**

**Sindh-Kemari-Baldia-Nai Abadi - 4**

**Inquiry Report by:**

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

**Submitted to: WHO-PO**

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# Introduction

 An official complaint dated November 14, 2023, was received against UCOO Shujaat Ali Khan CNIC # 4240117064935, alleging incidents of sexual harassment toward colleagues and the use of abusive language towards female coworkers within the workplace Moreover, He has been making calls to team members after work hours, asking for personal time, and offering assurances of promotions to various positions. **[Complaint is attached as Annex-A]**

# Methodology

• The CTC team conducted in-person meeting with AS Nazia Munir regarding allegations againts UCOO Shujaat.

• CTC also held face to face meeting with AS Misbah Fahad for further investigation about the accusation on Shujaat.

• CTC also did an onsite interview with CHW Erum Kamran for additional inquiries into the charges against him.

• CTC team also conducted in person meeting with UCOO Shujaat Ali about allegation against on him.

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

* **Annex-B:** AS Nazia Munir’s Statement
* **Annex-C:** AS Misbah Fahad’s Statement
* **Annex-D:** CHW Erum Kamran’s Statement
* **Annex-E:** UCOO Shujaat Ali Khan

# Findings

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

* 1. As per the statement of AS Nazia Munir, UCOO Shujaat has significant behavioral issues. He used abusive language towards female team members. He harassed his female workers mentally, physically, and emotionally. He made calls to his workers beyond duty hours and requesting personal time with the promise of promotion to senior level positions. His behavior towards females is inappropriate, and his character is questionable. **[Attached as Annex-B]**
	2. According to the AS Misbah Fahad, UCOO Shujaat's behavior towards the workers was really awful and abusive. In morning briefings, he had threatened female workers, saying things like, "Did you get my point, or do I need to make it clearer using my own methods?" Moreover, he had a bad intention toward my supervisor Nazia Munir. He has repeatedly approached me, suggesting that I bring her to his residence for reasons that raise significant apprehension. He had coerced her to meet with him privately by promising promotion and even called her after duty hours. **[Attached as Annex-C]**
	3. As per Erum CHW statement, UCOO Shujaat has annoyed and teased her multiple times. He had blocked her path and asked her to take care of him. Since he lived close by her house, so he had called her and asking for different favors or things. **[Attached as Annex-D]**
	4. Shujaat firmly denies the sexual harassment allegations against him and is surprised by the reports of harassment and threats aimed at him. He mentioned a lot of irrelevant things in his statement, evading the main issue. According to him, he maintains integrity at the workplace and points out UC4 Naiabadi already has a history of many harassment and victimization cases. **[Attached as Annex-E]**

# Conclusion

1. A show cause letter was issued to Shujaat on immoral activities on July-2023.
2. CTC team investigated and found him guilty based on various victim observations and evidence.

# Recommendation

The CTC management recommended Mr. Shujaat Ali Khan's immediate termination following SOPs due to the evidence of sexual harassment.