

**Investigation Report**  
**On**  
**Harassment & Unprofessional Behavior (UCOO).**

**UC Kharotabad-1 District Quetta-Baluchistan**

**Submitted By;**

**Date of Submission;**

**17<sup>th</sup> April, 2024**

## **1. Introduction**

A worker Lizza working as CHW at Balochistan-Quetta-Chilton Town-Kharotabad 1 lodged a complaint against UCOO Ajab Khan regarding his unprofessional conduct towards her. According to the stance of the complainant, the complainant and UCOO Ajab used to interact with each other via WhatsApp. The complainant admitted that she was responding to the messages of the UCOO as she felt compelled to do so owing to her poor economic conditions and job security. The complainant had previously withdrew her complaint against UCOO Ajab Khan, citing family pressure and an apology from UCOO Ajab Khan. According to the complainant, her family advised her to retract the complaint to protect their honor and reputation within the community. Lizza stresses that her decision to withdraw the complaint was influenced by external factors and does not mean that it was bereft of merit.

## **2. Methodology:**

CTC conducted a comprehensive inquiry involving in UC Kharotabad-1. The investigation focused on interviewing the staff members including the complainant, Ms. Fareeda and Area Supervisors Ms. Ambreen, UCOO Mr. Ajab Khan and UCPO Ms. Parveen along other relevant staff, to gather evidence regarding the alleged Harassment & Unprofessional Behavior (UCOO).

- Annex A: Complaint by CHW- Ms. Lizza.
- Annex B: Defense of the allegations by UCOO-Mr. Ajab Khan.
- Annex C: Statement of CHW-Fareeda.
- Annex D: Statement of AS- Ms. Ambreen.
- Annex E: Statement of UCPO Ms. Parveen.
- Annex F: Statement of Evidence.

## **3. Investigation Findings:**

CTC conducted a personal meeting with Lizza to understand her grievance specially as to why she felt that she has been sexually harassed by UCOO. According to her statement, she was initially engaged with UCOO Ajab Khan on WhatsApp as friends due to concern for her job security as she hails from a financially poor background. She expressed that she was coerced to respond to UCOO Ajab's messages, fearing potential repercussions if she refused to stay as friends. Lizza emphasized that her interactions with UCOO Ajab were solely due to the pressure she felt and not because of any personal or professional relationship with him

CTC also contacted the Area Supervisor of Lizza, who stated that no performance issues were being reported in Lizza's area which raises serious doubts on the veracity of her (Lizza) reports. The AS stated that he was concerned that there had been no refusals or reports of sick children in Lizza's area, despite her being responsible for covering over 300 children. Consequently, the AS asked HHM Madiha to monitor her area. Madiha reported

that there are issues in Lizza's area and she is colluding with ALSM Aleem, who is giving undue favors to her. The AS cited several instances where Aleem was present with Lizza. Additionally, she mentioned that Aleem often gives gifts to Lizza as well. When inquired about the friendship of Lizza and UCOO, she stated that she has never seen them together.

UCPO was also questioned, and she stated that she does not know about messages between Lizza and UCOO Ajab. However, she mentioned that Lizza conceals refusals from her area and she has acted with her ALSM's and UCOO's complicity. Furthermore, she noted that if UCOO was messaging Lizza without her consent, she must have reported it to her AS or UCPO.

CHW Fareeda, one of Lizza's co-workers, stated that she has never seen UCOO Ajab with Lizza, but has seen her with ALSM Aleem on many occasions. Additionally, she mentioned that Lizza engages in data fudging in her area, as no refusals have ever been reported. She puts refused children as shifted children to conceal refusals.

Though, the UCOO has refused to accept any allegations leveled against him however he did not denied the text messages. According to him, whenever he report any worker, he faced such allegations which are levelled by the workers in connivance with the ALSM. The UCOO stated that he was shuffling Lizza due to her performance issues in her area and that's why Lizza has filed a complaint against him. The UCOO showed lack of knowledge regarding the involvement of Lizza in red line issues. Even otherwise, the relationship was not of a consensual nature as Lizza who is a female subordinate worker couldn't have the courage to refuse to interact with her supervisor knowing that the same would lead to serious implications.

#### **4. Conclusion:**

After reviewing the statements and message screenshots, it has become evident that UCOO Ajab and CHW Lizza were friends and used to message each other even during late hours. The friendship was not under any coercion or duress and was with the free will of Lizza. However, it was discovered that on one occasion, UCOO asked Lizza for a kiss, which constitutes sexual misconduct. According to statements from other staff, it is also evident that Lizza is involved with ALSM and they both conceal refusals from her area by engaging in data fudging. Despite reports of data manipulation by UCPO and other staff, Ajab never reported such issues of Lizza, indicating favoritism towards her due to their ongoing friendship.

It has also been transpired that the conduct of Lizza is not professional as she was willing to continue with the friendship until she was reported for the performance gaps. It is also evident that she is now engaged with the ALSM and managed to escape from any disciplinary actions for her data fudging due to collusion with the ALSM. The UCOO has reported Lizza for performance issues and concealed her red line issues which is itself gross misconduct. Apparently, the UCOO was seeking sexual favors from Lizza and when he was not succeeded in his illegal designs, he had opted to report Lizza to settle his personal score. The involvement of Lizza with the ALSM also suggest that she was getting

job benefits from UCOO and was not perturbed by his messages. The actions of UCOO and Lizza falls under the ambit of quid pro quo sexual harassment which is mark for zero tolerance. The UCOO has violated the SOPs related to PSEA and committed professional misconduct by attempting to engage in a personal relationship and solicit sexual favors from a subordinate female worker.

**5. Recommendations:**

- a. The UCOO is recommended for Termination for involving in a personal relationship with his subordinate staff and seeking sexual Harassment. Annex - 8: Degrees of Harassment (-Sexually suggestive written comments including message sent through SMS. - Sexual advances of any sort).
- b. It is recommended that a Show Cause against Lizza to take her stance against allegations of data fudging and involvement in immoral activities. Annex-7 B-1 Disciplinary Action in case of Performance (Data fudging. Immediate Suspension from services with Show cause followed by termination letter, without experience certificate.

**Detail of Investigation Committee member CTC:**

- Mr.Saqib Mumtaz                      Manager Legal -HO
- Mr.Ahsan Qazi                         Project Officer-Disciplinary Matters-Balochistan
- Ms.Hina                                    Project Officer-Disciplinary Matter HO
- Ms.Reema                                 Project Associate-Disciplinary Matter -Balochistan