

Inquiry Report

On

Immoral Activities by AS and CHW

**UC: Azakhel, Tehsil Saddar
District Peshawar,**

Inquiry Report by:

CHIP Training & Consulting Pvt. Ltd.

Submitted to:

WHO-PO

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1. Background:

A complaint regarding Involvement in immoral activities by AS Mr. Sajjad along with AS Ms. Sidra and her sister CHW Ms. Nazish (UC:Azakhel) has been received on 28th April 2024. *(Attached as Annex A).*

1.1 Allegation.

According to the complaint, AS Mr. Sajjad along with AS Ms. Sidra and her sister CHW Ms. Nazish were involved in inappropriate relationships. They lead astray new female staff, which is negatively affecting the polio program.

2. Methodology:

In order to probe the matter, CTC conducted Investigation of the matter in the field on 14th, May 2024. Individual meetings with the following staff members were conducted.

- UCSP Mr. Abdullah Gul, UCOO Mr. Hameed ur Rehman, UPEC Chairman Dr. Shah Jehan, CHW Ms. Zebi, CHW Ms. Sumaira, AS Ms. Shahana, ChW Sidra, and CHW Ms. Farhana. *(Written statements attached as Annex-B)*
- AS Mr. Sajjad, AS Ms. Sidra and CHW Ms. Nazish *(Written statement attached as Annex-C)*

3. Key findings:

Allegations against AS Mr. Sajjad, AS Ms. Sidra and CHW Ms. Nazish	UC Staff statements (CHWs, AS, UPEC, UCOO and UCSP)	Investigation Committee Remarks	Evidence
AS Mr. Sajjad, AS Ms. Sidra and CHW Ms. Nazish are involved in inappropriate relationships.	The staff have witnessed no such activity, nor has any incident occurred indicating their involvement in immoral activities.	According to the majority of the staff members AS Mr. Sajjad, AS Ms. Sidra and CHW Ms. Nazish are doing their job in a professional manner and no such activity has been observed at all expect AS Mr. Sajjad, AS Ms. Sidra along with their workers sitting separately in small room.	Statements of the staff in (Annexure-B)

<p>AS Mr. Sajjad, AS Ms. Sidra and CHW Ms. Nazish lead astray new female staff.</p>	<p>The staff reported that they are dedicated and highly professional in their work ethics, they are not involved in any unethical activities.</p>	<p>According to the majority of the staff members AS Mr. Sajjad, AS Ms. Sidra and CHW Ms. Nazish are doing their job in a professional manner and no such activity has taken place.</p>	<p>Statements of the staff in (Annexure-B)</p>
<p>AS Mr. Sajjad ,AS Ms. Sidra and CHW Ms. Nazish are negatively impacting the polio program</p>	<p>On the contrary, AS Mr. Sajjad, AS Ms. Sidra, and CHW Ms. Nazish complete all their tasks, and no issues have arisen based on their performance.</p>	<p>According to the statement of AS Mr. Sajjad, the complaint was lodged to destroy the image of the polio campaign, and a local cleric Mr. Yahaya, who have lodged the complaint, his house has been in refusal several times which UCSP Mr. Abdullah Gul endorsed in his statement. Additionally Ms. Sidra and Ms. Nazish stated that they only focus on work related matters and shared data when required.</p>	<p>Statements of the defendants (Annexure-C)</p> <p>Audio Recording between AS Mr. Sajjad and Local Cleric Mr. Yahya (Annexure-D)</p>

4. Conclusion:

- It has been observed during the investigation that AS Mr. Sajjad, AS Ms. Sidra, and her sister CHW Ms. Nazish were performing their duties according to the SOPs. The staff working under or alongside them were satisfied with their work. It was mentioned that AS Ms. Sidra and AS Mr. Sajjad workers would sit separately in small room in order to complete the tasks but recently UPEC Chairman Dr. Shah Jehan has revoked access to that room and all male and female workers now sit in separate rooms.
- It was noted that Mr. Sajjad was already aware of a complaint filed against him and knew the individuals who lodged it, namely CD Nurse Mr. Shahzar and a local cleric Mr. Yahya Shah.
- AS Mr. Sajjad mentioned that on 13th, May 2024, he received a phone call from Religious Scholar Mr. Yahya Shah, which he recorded. During the call, Mr. Yahya threatened AS Mr. Sajjad, alleging his involvement with the Taliban and also mentioned the involvement of polio workers in inappropriate sexual relationships. He asserted that these polio workers

were engaged in spreading immoral activities and criticized the polio program as being detrimental. CD Nurse Mr. Shahzar had some family grudges with AS Mr. Sajjad, i.e AS Mr. Sajjad's cousin allegedly shot down Mr. Shahzar's cousin.

- It is pertinent to mention that the community members who lodged the complaint against AS Mr. Sajjad, AS Ms. Sidra and her sister CHW Ms. Nazish did not participate in the investigation proceedings nor did they, authenticate the allegations made in the complaint. Dr. Shah Jehan informed CTC that the local cleric Mr. Yahya Shah and CD Nurse Mr. Shahzar both did not provide any evidence to substantiate the allegations, rendering them baseless and detrimental to the program.

5. Recommendations:

- AS Mr. Sajjad along with AS Ms. Sidra and her sister CHW Ms. Nazish are set free of all allegations against them since these allegations were baseless.
- It is recommended that AS Mr. Sajjad, along with AS Ms. Sidra and CHW Ms. Nazish, shall be shuffled as per the SOP's for improvement in the program.