

Investigation Final Report
On
Harassment, Unprofessional behavior of
Mr. Mehmood
Area Supervisor in UC Samungli-13-D Quetta-Baluchistan
Inquiry Report by:
CHIP Training & Consulting Pvt. Ltd.
Submitted to:
WHO-PO.

Contents

1. Background:.....	3
1.1 Allegations.....	3
2. Investigation Process.....	4
3. Key findings.....	4
4. Conclusion:.....	6
5. Recommendations	7

1. Background:

Ms. Rukhsana Khan, CHW (Code: 1178), has filed a formal complaint against AS Mr. Mehmood, detailing harassment and unprofessional behavior that began in June 2023 when she joined the polio program as a CHW. Mr. Mehmood initially obtained her contact details through a mutual acquaintance. After she started working, he began calling her, offering to shuffle her to a different area and asking about other teams. Mistaking him for a supervisor, Ms. Rukhsana Khan initially responded to his messages, but when Mr. Mehmood began making inappropriate requests for friendship and used offensive language then she refused and blocked him. Despite this, he continued to contact her from different numbers, issuing threats about informing her family and using his influence to get her removed from the job. In June 2024, Ms. Rukhsana Khan learned that Mr. Mehmood had contacted her relatives, revealing her employment in the polio program, which caused distress. On 26th June, 2024, she came to the CTC office to officially file her complaint, providing written documentation and evidence of these incidents.

1.1 Allegations

Allegations against Mr. Mehmood (Area Supervisor)

- **Persistent Unwanted Contact:** After Ms. Rukhsana blocked him due to the harassment, Mr. Mehmood continued to reach out using different numbers.
- **Threats and Family Interference:** Mr. Mehmood allegedly threatened to reveal her employment in the polio program to family members unaware of her position. This created distress within her family.
- **Recent Incident (October 25th, 2024):** Ms. Rukhsana received a message from a new number, which she eventually confirmed was Mr. Mehmood.
- **Evidence Provided:** Ms. Rukhsana has submitted her written statement along with evidence, including WhatsApp messages, to substantiate her claims of harassment and intimidation by Mr. Mehmood.

2. Investigation Process

The investigation involved collecting testimonies from all involved parties, including:

- **Annex A:** Complaint by CHW Ms. Rukhsana
- **Annex B:** Defense of the allegations by AS Mr. Mehmood
- **Annex C:** Statement of TDOSO Mr. Taj Muhammad
- **Annex D:** Statement of UCOO Mr. Ibrar Ahmed
- **Annex E:** Statement of AS Mr. Farhad Bin Malik
- **Annex F:** Statement of AS Mr. Abdul Hanan
- **Annex G:** Statement of AS Ms. Iqra

- **Annex H:** Statement of AS Ms. Naila
- **Annex I:** Statement of AS Ms. Rizwana
- **Annex J:** Statement of AS Ms. Saeeda
- **Annex K:** Statement of AS Ms. Wadia
- **Annex L:** Statement of AS Ms. Waseema
- **Annex M:** Statement of TDOSO Mr. Shahid Raza
- **Annex N:** Evidences

3. Key findings:

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

Mr. Mehmood (AS, Code: 2153A):

Mr. Mehmood, Area Supervisor of Samungli (code 2153A), was summoned by the CTC office on October 9th, 2024, due to allegations by CHW Ms. Rukhsana. He explains that their connection began when CHW Ms. Rukhsana's uncle requested help securing her a CHW position, after which they communicated frequently. Over time, CHW Ms. Rukhsana's behavior toward him changed, and she eventually blocked his contact, despite previously sharing personal messages and borrowing 10,000 rupees from him. Later, Ms. Rukhsana reportedly bypassed Mr. Mehmood to work directly with UCOO Mr. Ibrar, who provided her strong support. When Mr. Mehmood attempted to contact her from another number to ask why she blocked him, their interaction was relayed to Mr. Ibrar, who issued a warning to Mr. Mehmood. He acknowledges sending messages to Ms. Rukhsana in September 2023 but questions why the matter is resurfacing a year later, as he no longer has records after changing phones three times. Mr. Mehmood also suggests potential bias, noting that some UC 13 D staff appear aligned with Mr. Ibrar.

Mr. Taj Muhammad TDOSO

The case of Ms. Rukhsana, CHW of UC 13D, was discussed by the HR team. Ms. Rukhsana had not discussed the case with me, nor with the UC staff, as it was a harassment case. However, as far as Mr. Mehmood's character is concerned, he had not worked directly under my supervision but I have heard about Mr. Mehmood's involvement in similar activities in other UCs. Once, I found him in the 13-B area, where he was sitting with Mr. Hanan, the Area Supervisor of 13D. I verbally warned him to avoid visiting other UCs. Additionally, when I was inspecting the Sadar UCs in Chota Gwadar UC, Mr. Mehmood used to visit frequently, but I did not observe any inappropriate activity there, nor did any staff member report anything to me. I would like to inform that he might have been involved in the activities in UC 13D, as the CHW has shared all the evidence with CTC staff. I would suggest that CTC take action against him as per the policy.

Mr. Ibrar Ahmed (UCOO, UC 13D):

Mr. Ibrar Ahmed confirmed that Ms. Rukhsana reported receiving inappropriate messages from Mr. Mehmood and raised concerns regarding his borrowing and gambling behaviors. Followed up with CTC, which confirmed the case escalation but did not receive further updates. Both UC00 Mr. Ibrar Ahmed and TD050 Mr. Shahid Raza were informed of the harassment and money lending issues, with Mr. Ibrar confirming the complaint's escalation but noting a lack of updates, which suggests possible follow-up gaps in management's handling of the situation.

Mr. Farhad bin Malik (AS):

Mr. Farhad bin Malik was called to the CTC office regarding an allegation raised by his former team member, Ms. Rukhsana (1178), against Mr. Mehmood. At an earlier instance, the team had asked him how to handle inappropriate messages or calls. Mr. Farhad advised them that they could report directly to the CTC office if anything of that sort occurred. This guidance was provided in the presence of all team members, including Ms. Ayesha, Ms. Naila, and other supervisors. Later, during a training session conducted by Mr. Ibrar, the team inquired about the CTC office's follow-up on such reports. They informed Mr. Ibrar that Mr. Mehmood had been sending them messages and calls that made them uncomfortable. Upon reviewing the screenshots provided as evidence, Mr. Ibrar advised them to report to the CTC office and assured them he would follow up with the office himself. Additionally, Mr. Farhad had informed Mr. Taj that Mr. Mehmood had previously worked in the same UC.

Mr. Abdul Hanan (AS, Code: 2303):

Mr. Abdul Hanan (code 2303), an Area Supervisor in UC 13 D, was called by the CTC office on October 8, 2024, to address allegations against fellow Area Supervisor Mr. Mehmood. Both joined in 2018, and Mr. Mehmood worked in UC 13 D for three years before moving to UC Samungli. Known for his dedication and punctuality, Mr. Mehmood managed his area well but quickly formed close ties with people. Recently, he has been accused of intimidating Mr. Manan's team by threatening to inform their families about their work in polio. Additionally, Mr. Manan notes that Mr. Mehmood has been struggling with depression, has shown increased misbehavior, and has not repaid a loan of 20,000 rupees given to him seven months ago.

Ms. Iqra (AS, Code: 2153):

Ms. Iqra, Code 2153, from UC Samungli, provided a statement after being called to the CTC to discuss concerns about AS Mr. Mehmood. She was informed of a harassment complaint against him but clarified that she has not experienced any inappropriate behavior from him. Ms. Iqra emphasized that Mr. Mehmood has always been supportive and helpful in her interactions.

Ms. Naila (AS, UC 13D):

Ms. Naila, Area Supervisor (AS) UC 13D, was asked about any prior relationship between CHW Ms. Rukhsana and Mr. Mehmood. Ms. Naila confirms that Mr. Mehmood had initially shared Ms. Rukhsana's CV with her, recommending her for a CHW position, which Ms. Naila forwarded to her UCOO. After an interview, Ms. Rukhsana was appointed as CHW under AS Mr. Farhad. On her first day, Ms. Naila introduced Ms. Rukhsana to Mr. Farhad and clearly explained procedures, but Ms. Rukhsana later claimed she was unaware of her AS, which Ms. Naila states is untrue. Ms. Naila further mentions that Ms. Rukhsana maintained contact with Mr. Mehmood for two months after starting the job but eventually blocked him. After this, Mr. Mehmood contacted Ms. Naila, inquiring if Ms. Rukhsana had changed her number, which indicated a communication cut-off. Ms. Naila also observed that Ms. Rukhsana often arrived late and left early, leading to suspicions about her dual employment, although Ms. Naila couldn't confirm this. Recently, Ms. Rukhsana shared her location at 10:00 AM, though the team was already in the field by 8:30 AM. Ms. Naila mentions that Ms. Rukhsana frequently missed a particular house for months, which had been reported by other team members. Despite receiving warnings, Ms. Rukhsana continued with this oversight. Ms. Naila also recalls an instance where Ms. Rukhsana went to Punjab for ten days without proper leave documentation, while other team members were held accountable for attendance issues. Regarding allegations of blackmail by Mr. Mehmood, Ms. Naila has not seen any evidence or received any complaints directly from Ms. Rukhsana.

Ms. Rizwana (AS, Code: 2151):

Ms. Rizwana, Area Supervisor (Code: 2151) from UC Samungli, was called to provide her observations concerning allegations against AS Mr. Mehmood. She stated that, during her interactions, she observed AS Mr. Mehmood joking frequently but did not witness any inappropriate behavior or misconduct. Although another Area Supervisor mentioned rumors of a relationship between AS Mr. Mehmood and CHW Asia, Ms. Rizwana advised CHW Ms. Asia to only trust what she could personally confirm. Based on her own observations, Ms. Rizwana did not find any improper conduct on AS Mr. Mehmood's part.

Ms. Saeeda (AS, Code: 2150B):

AS Ms. Saeeda, Code 2150B, from UC Samungli, provided a statement during her visit to the CTC office regarding AS Mr. Mehmood. She reported that discussions revealed he sends messages to other AS and CHW Ms. Amina. It was noted that Mr. Mehmood had taken loans from other AS, which he returned with difficulty. Additionally, he has been accused for asking for loans to other AS and CHWs through messages.

Ms. Wadia (AS, UC Samungli):

States Mr. Mehmood has not exhibited any inappropriate behavior toward her and has been consistently supportive.

Ms. Wasima (AS, Code: 2300A):

Confirms Mr. Mehmood borrowed money but repaid it in installments after repeated reminders. Has no knowledge of harassment allegations but confirms the loan repayment issue.

Mr. Shahid Raza (TDOSO):

Mr. Shahid Raza, TDOSO, addressed the recent harassment allegations against AS Mr. Mehmood, clarifying that he had no prior knowledge of the incident, as it had occurred in UC 13D, which was not Mr. Mehmood's assigned area. Mr. Shahid Raza stated that AS Mr. Mehmood had been working under his supervision in UC Samungli, and to date, no complaints or issues related to harassment had been reported against him in that area.

4. Conclusion

The statements present a mixed view of Mr. Mehmood's behavior. While some staff describe him as supportive, others have raised concerns about intimidation, unprofessional behavior, and frequent loan requests. The investigation reveals that Ms. Rukhsana Khan has filed formal harassment allegations against Mr. Mehmood, claiming he made unsolicited advances, issued threats involving her family and job security and continued to contact her through multiple phone numbers despite being blocked. Other staff members have noted issues with Mr. Mehmood's professionalism, specifically around repeated money borrowing with delayed repayments. Mr. Abdul Manan, Ms. Saeeda, and Ms. Wasima confirm this behavior, while Mr. Farhad bin Malik and Mr. Abdul Manan report unprofessional conduct, including intimidation and inappropriate communication from Mr. Mehmood. Opinions among colleagues are mixed, with some, like Ms. Iqra, Ms. Rizwana, and Ms. Wadia, describing him as supportive and professional. However, Ms. Naila acknowledged observing early interactions between Ms. Rukhsana and Mr. Mehmood without any direct evidence of misconduct. Ms. Rukhsana provided substantial claims of harassment, supported by messages and family contact incidents. Mr. Mehmood's acknowledgment of frequent messages, attempts to reconnect after being blocked, and borrowing patterns reflect questionable professionalism.

Given the recurrent reports of harassment, loan issues, and Ms. Rukhsana formal evidence, it is recommended that to proceed with further disciplinary Actions.

5. Recommendations:

It is recommended that **Mr. Mehmood's contract be terminated** due to persistent harassment allegations, and unprofessional conduct that have compromised workplace morale and violated policies. **As per PTPSR/ Annex - 8: Degrees of Harassment/Degrees of Harassment/Grievances/SEVERE/-Sexually suggestive written comments including message sent through SMS/-Termination with immediate effect, without an experience certificate.**