

Inquiry Report
On
Workplace Harassment by UCPO and TCO
UC: Mandi Kas,
Tehsil Bara, District Khyber
Inquiry Report by:
CHIP Training & Consulting Pvt. Ltd.
Submitted to:
WHO-PO

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1. Background:

A complaint from AS Mr. Asghar regarding workplace harassment by UCPO Mr. Ahmad Khan, TCO Dawood, and Acting TCO Gul Nazir has been received on 11th Sep, 2024.

(Attached as Annex A).

1.1 Allegation.

The complaint alleges that AS Mr. Asghar was physically assaulted by UCPO Mastak Mr. Ahmad Khan and by PEOPLE organization staff members TCO Mr. Dawood and acting TCO Mr. Gul Nazeer, which resulted in bruises to Mr. Asghar. Additionally, they displayed rude behavior and verbally abused him, which have caused significant mental stress.

2. Methodology:

In order to probe the matter, CTC conducted Investigation of the matter in the field on 23rd, Oct 2024. Individual meetings with the following staff members were conducted.

- UCPO Mr. Muhammad Farooq and UCOO Mr. Imran Khan
(Written statements attached as Annex-B)
- AS Mr. Asghar
(Written statements attached as Annex-C)
- UCPO Mr. Ahmad khan
(Written statement attached as Annex-D)
- TCO Mr. Dawood, and Acting TCO Mr. Gul Nazir
(Written statement attached as Annex- E)

3. Key findings:

Allegation against UCPO Mr.Ahmad, TCO Dawood, and Acting OIC Gul Nazir	Staff statements (UCOO , UCPO)	Investigation Committee Remarks	Evidence
UCPO Mr.Ahmad, TCO Mr. Dawood, and Acting TCO Mr. Gul Nazir are involved in Physical Assault against Mr. Asghar.	The staff have agreed to incident to complainant statement that indeed all three alleged perpetrators were involved in physical assault against Mr. Asghar.	According to the statements of the staff members Mr. Asghar Khan was physically assaulted by the named individuals, resulting in visible bruises.	Statements of the staff in (Annexure-B) Statements of the staff in (Annexure-C)
UCPO Mr.Ahmad, TCO Mr. Dawood, and Acting TCO Mr. Gul Nazir exhibited rude behavior and verbally abused Mr. Asghar.	The staff have acknowledged the complainant statement that indeed all three had exhibited rude behavior and were verbally abusive towards Mr. Asghar	According to the statements of the staff members the behavior of the alleged staff members was deemed unprofessional, with verbal abuse and harassment causing undue mental stress to Mr. Asghar Khan.	Statements of the staff in (Annexure-B) Statements of the staff in (Annexure-C)

4. Conclusion:

As per the statements of UCPO Mr.Ahmad, TCO Mr. Dawood, and Acting TCO Mr. Gul Nazir denied having beaten AS Mr. Asghar ([Refer to annex D and E](#)). However, Mr. Asghar, along with the first and second supervisors, UCOO Mr. Imran Khan and UCPO Mr. Muhammad Farooq, stated that the complainant was indeed beaten by the senior staff, as observed ([Annex B and C](#)). Additionally, Dr. Wajeeha also witnessed and documented in the medical report that the complainant had been physically assaulted, resulting in small bruises on the body ([Refer to Annex C](#)).

Upon further verification from TDOSO Mr. Fazal Rabi, he stated that UCPO Mr. Ahmad was expected to be available at his Union Council during the active campaign days, as he is the lead of the Union Council. He did not inform his immediate supervisor, TDOSO Mr. Fazal Rabi about the meeting called by the Assistant Commissioner regarding the handling of refusals.

5. Recommendations:

- It is evident that UCPO Mr. Ahmad Khan engaged in physical assault at the workplace. Therefore, it is recommended that a Final Warning shall be issued to Mr. Ahmad Khan as per "Polio Third Party Personnel Service Rules (PTPPSR), Annex 7-B: Disciplinary Action in Case of Performance, Table - 1: Disciplinary/ Accountability Framework, Sub Clause 10- Physical Fight (within community or program)."
- The actions against TCO Mr. Dawood, and acting TCO Mr. Gul Nazir shall be initiated by the PEOPLE organization as per the SOP's of the organization.