

**Inquiry Report**

**On**

**Work Place Harassment by UCPO**

**UC: Hassan Garhi 1, Tehsil City, District Peshawar**

**Inquiry Report by:**

**CHIP Training & Consulting Pvt. Ltd**

**Submitted to:**

**WHO-PO**

## Contents

<b>1. Background:</b> .....	<b>3</b>
<b>1.1 Allegations</b> .....	<b>3</b>
<b>2. Methodology</b> .....	<b>3</b>
<b>3. Key findings</b> .....	<b>3</b>
<b>4. Conclusion:</b> .....	<b>4</b>
<b>5. Recommendations</b> .....	<b>5</b>

## 1. Background:

A repeated complaint was received against UCPO Mr. Nadeem Khan concerning workplace harassment in UC Hassan Garhi 1 on September 4, 2024. (*Attached as Annex A*).

### 1.1 Allegation.

The complaint received against UCPO Mr. Nadeem involves the same allegations that were previously addressed by the CTC Team on August 19, 2022, and September 9, 2022. The complaint alleges that UCPO Mr. Nadeem Khan has been pressuring staff, exploiting personal relationships with certain individuals, and blackmailing others by threatening termination if they do not comply with his demands. Additionally, it is alleged that he has been using staff guest rooms for personal purposes and insisting that staff provide their guest rooms for meetings with his friends.

#### Methodology:

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

- UCOO Ms. Nosheen Afzal, AS Ms. Minhas, CHW Ms. Amna, CHW Ms. Mehnaz, CHW Ms. Alveena, CHW Ms. Rabia AS Ms. Salma, CHW Ms. Sumaira, CHW Ms. Kiran, AS Ms. Farkhanda, CHW Ms. Aneela, AS Ms. Meher Un Nisa, CHW Ms. Ayesha, AS Ms. Bushra, AS Ms. Maria (*Written statements attached as Annex-B, Annex-C WhatsApp statuses, Annex D-Alleged Ms. Asma & UCPO Mr. Nadeem pictures & Annex E- Video*).
- AS Ms. Asma Gull, AS Ms. Hina, CHW Ms. Sadia, CHW Ms. Afsana Bibi, CHW Ms. Salma, CHW Ms. Khadija (*Written statement attached as Annex-F*)
- UCPO Mr. Nadeem Khan (*Written statements attached as Annex-G*)

## 2. Key findings:

Allegations against UCPO Mr. Nadeem Khan	UC Staff statements (CHWs, AS , UCOO)	Investigation Committee Remarks	Evidence
UCPO Nadeem is involved in sexual relationship with certain CHW's.	The staff have stated that UCPO Nadeem has been involved in immoral activity but could not provide any evidence to support their allegations.	According to the majority of the staff members UCPO Nadeem had illicit relationship with several females within program. However no new evidence was provided to support these accusations.	Refer to (Annexures - B,C,D,E)
UCPO Nadeem involved in exploitation towards staff members	The staff have mentioned that on several occasions UCPO Mr. Nadeem has made demand such as asking for clothes, shoes etc, asking staff to lend him their guest room for certain hours to entertain his friends.	According to the majority of the staff members UCPO Nadeem had abused his authority. However previously same allegations were on UCPO Nadeem were addressed but no new conclusive evidence found related to allegations.	Statements of the staff in (Annexure-B, F, G).

### 3. Conclusion:

- According to the findings, when the staff at UC Hassan Garhi 1 learned that Mr. Nadeem had been reassigned again to UC Hassan Garhi 1, they experienced fear and mental distress due to prior events in the UC. In response, they approached

the ERU to share their concerns with the district team and reiterated a previous complaint that had already been addressed ([see Annex B](#)). The staff indicated that, due to past pressures, they were unable to discuss the issues at that time. However, feeling more confident now, they spoke up about how Mr. Nadeem had mistreated them, instilling fear and exploiting his supervisory authority by soliciting gifts and requesting access to staff guest rooms. During the investigation, the staff shared WhatsApp statuses with the investigation team, indicating that these messages were intended to intimidate them. ([See Annex B and C](#)).

- During the investigation, it was alleged that UCPO Mr. Nadeem had an inappropriate relationship with AS Ms. Asma Gull, as well as with several other female staff members in the program. The staff further indicated that Ms. Asma and Mr. Nadeem remain in contact, as reported by some individuals regarding the alleged illicit relationship ([See Annex D](#)). However, both Ms. Asma and Mr. Nadeem denied any connection and stated that they have not been in contact since Mr. Nadeem's reassignment from UC Hassan Garhi 1 ([Annex-F and G](#)).

Upon further investigation, UCPO Mr. Nadeem stated that this issue had been previously discussed and that all concerns were taken into consideration, resulting in the case being closed. He also mentioned that the complaint was lodged by staff members who, in retaliation for his reporting their poor performance, made false allegations against him. In response to inquiries about the pick-and-drop service provided to him, Mr. Nadeem asserted that this pertains to his personal life and questioned how it constituted a violation of any rules or regulations ([see Annex G](#))

### **Recommendations:**

- Since the same case was previously reported on August 11, 2022, an investigation was conducted by the CTC team. Based on the inquiry, a final warning was recommended due to unprofessional conduct, along with a transfer to another UC, as he has held his position for the last 11 years and has significant influence over other staff members.
- When the Program Team began reshuffling the Phase 1 implementation, Mr. Nadeem was initially slated to be transferred to Hassan Garhi 1. However, in light of this complaint, the district team decided to transfer Mr. Nadeem to Khalsa 2 instead.
- Furthermore, when the complaint was lodged again, the CTC team investigated, but no evidence surfaced on which any action could be recommended.