

Inquiry Report

On

Work Place Harassment by UCOO

UC: Hayatabad 2, Tehsil City, District Peshawar

Inquiry Report by:

CHIP Training & Consulting Pvt. Ltd

Submitted to:

WHO-PO

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1. Background:

A complaint against UCOO Mr. Hussain Hayat regarding his unfair assessment of her performance during the Appraisal Activity, and work place harassment on 10th October, 2024. (*Attached as Annex A*).

1.1 Allegation.

The complaint alleges that UCOO Mr. Hussain conducted an unfair assessment of her performance during the appraisal activity, which resulted in a warning. Additionally, it claims that he made certain approaches with negative intentions, suggesting that she should be picked up and dropped off. Furthermore, she alleges that he continues to report her without valid reasons, placing her under significant mental duress.

2. Methodology:

In order to probe the matter, CTC conducted Investigation of the matter in the field on 25th Oct, 2024. Individual meetings with the following staff members were conducted.

- UCOO. Mr. Ali imran UCOO Ms. Muska Afzal, CHW Ms. Sehrish, CHW Ms. Saba Gul, CHW Ms. Ayesha, CHW Fozia, CHW Ms. Seema Gul AS Ms. Israr Maryam, CHW Ms. Najma Shahid, CHW Ms. Madiha Gul, AS Ms. Zeba Noor, CHW Ms. Neelam, CHW Ms. Asia Mumtaz, CHW Ms. Nimra, AS Ms. Jamila Khatoon, AS Ms. Taj Mehal, AS Ms. Asad Ullah, CHW Ms. Rohila, CHW Ms. Nadia , CHW Ms. Seema Bukhari

(Written statements attached as Annex-C).

- CHW Ms. Sobia Ghulam (*Written statement attached as Annex-D*)
- UCPO Mr. Umar Farooq (*Written statements attached as Annex-E*)
- UCOO Mr. Hussain Hayat (*Written statements attached as Annex-F*)
- AS Ms. Nusrat (*Written statements attached as Annex-G*)

3. Key findings:

Allegations against UCOO Mr. Hussain	UC Staff statements (CHWs, AS , UCOO)	Investigation Committee Remarks	Evidence
UCOO Hussain conducted unfair assessment of her performance during the Appraisal Activity (July-September-24)	The staff have observed that CHW Sobia reports late to the BHU. Her AS has also confirmed her late arrivals and late responses to messages about data sharing.	According to the majority of the staff members CHW Sobia arrived late to work station some days due to domestic reasons which she also admits.	Refer to (Annexures – C & D,G)
Workplace Harassment	The staff have witnessed no such activity, nor has any incident occurred indicating his involvement in harassment.	The staff reported that UCOO Mr. Hussain is performing his duties in accordance with the TOR's. The staff working under or alongside him expressed satisfaction with his work. They mentioned having a good and professional relationship with him.	Statements of the staff in (Annexure-C).
Shuffling Request not entertained	The staff reported that UCOO has entertained all requests reported to him through proper channel.	According to the staff member UCPO Mr. Umar has several times asked the staff regarding shuffling. UCOO Hussain asked all the staff through WhatsApp message that if anyone wants shuffling due to valid reason report to him so that he can add the details and share with district team for approval but CHW Sobia did not requested for any shuffling. After CHW Ms. Sobia received warning on the basis of Performance evaluation feedback she requested for shuffling, but till that time file was already shared with the district team.	Statements of the staff in (Annexure-E, F & G).

4. Conclusion:

- According to the findings, it was revealed by AS Ms. Nusrat retracted back from her statements which were shared by MS. Sobia when she lodged her complaint (recording). Furthermore it was indeed AS Ms. Nusrat who informed UCOO Mr. Hussain Hayat and UCPO Mr. Umar that CHW Ms. Sobia is arriving late to the work station and has been responding to data-related queries late as well. Even though Ms. Sobia also acknowledged that she was arriving late to work (Annex-D). Since Performance Appraisal was conducted at that time so any issues arising in that period of time were coupled in Staff Assessment and as a result Ms. Sobia received warning (Annex-F).
- During the investigation, it was noted that UCPO Mr. Hussain was fulfilling his responsibilities in accordance with his TOR's. When staff who work with or under him were asked about the allegations, they expressed satisfaction with his conduct, highlighting a positive and professional relationship with him and denying any claims of harassment. Furthermore, when CHW Ms. Sobia was questioned about his behavior, she did not mention any behavioral issues in her written statement (Annex-D).
- Upon further investigation staff mentioned that there is no issue regarding shuffling if the staff requests for shuffling due to any issue (mobility or health) their requests are entertained. CHW Ms. Sobia requested for shuffling when list were already shared with district team. UCPO and UCOO have asked the staff several times that if anyone wants to shuffle it will be forwarded to the district team but no response was shared from any staff member.

5. Recommendations:

- UCOO Mr. Hussain is cleared of the allegations reported against him, as these claims were found to be baseless.
- CHW Sobia complaint was not only false but also misleading where she not only targeted her supervisors and setting them on spot where she recorded them and then used that, a basis of her complaint.
- However since Mr. Hussain reputation was tarnished by such accusations therefore, Ms. Sobia should be issued explanation letter followed by warning **"as per the Polio Third Party Personnel Service Rules (PTPPSR), Annex- 6: Acts to be treated as Misconduct/ Sub Clause: K- Frequent repetition of any act or omission like orders, improper behavior or misleading statement, careless or wasteful."**