**Inquiry Report**

**On**

**Immoral Activities by UCOO & AS**

**UC: Urmar Bala, Tehsil Saddar, District Peshawar**

**Inquiry Report by:**

**CHIP Training & Consulting Pvt. Ltd**

**Submitted to:**

**WHO-PO**

**Contents**

1. [Background: 3](#_TOC_250004)
   1. Allegations 3
2. [Methodology 3](#_TOC_250003)
3. [Key findings 3](#_TOC_250002)
4. [Conclusion: 4](#_TOC_250001)
5. [Recommendations](#_TOC_250000) 5

# Background:

An anonymous complaint against UCOO Ms. Fozia and AS Noor Said regarding their involvement in immoral activities has been received on 16th October, 2024 through PMDU. *(Attached as Annex A).*

## Allegation.

## The complaint alleges UCOO Ms. Fozia of having an inappropriate relationship with her subordinate, AS Mr. Noor Said. It alleges they misuse their authority by granting leave to staff until noon and staying alone at Baghbanan BHU until 4:00 PM, leading to negative perceptions in the community. Additionally, it is alleged that AS Mr. Noor Said frequently accompanies UCOO Ms. Fozia to other areas, takes clusters on her behalf, and pressures and threatens other staff members.

# Methodology:

In order to probe the matter, CTC conducted Investigation of the matter in the field on 18th Nov, 2024. Individual meetings with the following staff members were conducted.

* UCPO Mr. Fayaz, UCOO Mr. Idress, CHW Ms. Shazia Islam, CHW Ms. Tanzeela, AS Ms. Gul Rukh, AS Ms. Wajida, AS Mr. Muhammad Tariq, AS Mr. Jamil, AS Mr. Arab, CHW Mr. Zikeria *(Written statements attached as Annex-B*)
* UCOO Ms. Fozia

(*Written statement attached as Annex-C*)

* AS Mr. Noor Said

*(Written statements attached as Annex-D)*

* AS Ms. Asma (Wife of AS Noor Said)

*(Written statements attached as Annex-E)*

* CHW Zahiya

*(Written statements attached as Annex-F, voice recording G, H)*

* AS Tanzeela, AS Kainat, CHW Shazma and CHW Mehreen

(*Written statement attached as Annex-I*).

# Key findings:

|  |  |  |  |
| --- | --- | --- | --- |
| **Allegations against UCPO Mr. Sohail** | **UC Staff statements (CHWs, AS , UCOO)** | **Investigation Committee Remarks** | **Evidence** |
| UCOO Fozia in relationship with AS Noor Said. | The staff have stated that staff have been involved in immoral activity. | According to the majority of staff members, UCOO and AS Noor Said have an illicit relationship, which has affected the married life of AS Noor Said, leading to him physically abusing his wife, AS Ms. Asma. Additionally, it was observed that UCOO and AS Noor Said attempted to manipulate the investigation by providing a falsified complaint and interfering with the ongoing inquiry by presenting staff members who spoke in their favor. | Refer to (Annexures – B & F) |

# Conclusion:

During the investigation, it was observed that each staff member, when called for a one-on-one meeting, stated that UCOO Ms. Fozia and AS Mr. Noor Said are allegedly involved in an illicit relationship. They also confirmed that AS Mr. Noor Said's wife, AS Ms. Asma, has been a victim of domestic violence. Staff members consistently expressed the belief that UCOO Ms. Fozia and AS Mr. Noor Said are engaged in an inappropriate relationship. Although the complaint mentioned the availability of video evidence, none was provided but during the investigation everyone claimed that CHW Zahiya is having pictures of both staff. However, UCOO Fozia in her statement denied about the claims against her stating that this is only rumors spread by someone and people are being misguided with this rumors (*Written statement attached as Annex-C*).

* As mentioned in the complaint that UCOO Ms. Fozia and AS Mr. Noor has forced staff to provide written statements. Furthermore the written statement was more like a written complaint written by AS Noor Said in back date of 7 September 2024 claiming that he is victim of such allegation spread by CHW Shazia which has affected his married life. On second page of Complaint acknowledgement of staff who as per Mr. Noor are witnessed of the rumors spread by CHW Shazia. The written statement by AS Noor Said was not reported to the CTC before the PMDU complaint was lodged. Upon verification from UCOO Fozia regarding the complaint lodged by AS Noor Said that why it wasn’t shared by CTC or any higher official, UCOO Fozia responded that since the issue was resolved within the UC there was no need to escalate this matter any further and shared in official capacity. While investigation UCOO Fozia shared her written statement later she provided another written statement (*Written statement attached as Annex-C*).
* The complaint received was verified with the staff AS Tanzeela, AS Kainat, CHW Shazma and CHW Mehreen (Written statement attached as Annex-I), who stated that AS Noor Said had provided a blank page. They were allegedly forced and pressured by UCOO Fozia to sign the blank page, making it appear as though they were witnessing a claim that CHW Shazia was spreading rumors about them. Upon investigation, all staff members confirmed that they did not want to acknowledge the blank page but were pressured by UCOO Fozia to sign it, along with their details, under the threat that failing to do so would have negative consequences for them (Written statements attached as Annex-D). CHW Shazia has accepted in her written statement that she had asked regarding their relationship (Written statements attached as Annex-B).
* As per the written statement of AS Asma, the wife of the alleged AS Noor Said, she acknowledged learning about the relationship between UCOO Fozia and AS Noor Said through others. She stated that she was previously unaware of their alleged illicit relationship and expressed fear that the ongoing investigation might harm her home life *(Written statements attached as Annex-E).*
* CHW Zahiya claimed in her statement that AS Noor Said had shown her pictures of himself and UCOO Fozia sitting in a park. She also provided voice call recordings to the investigators. However, no conclusive evidence confirming their alleged relationship has been found. It was also mentioned by CHW Zahiya that when her family sent proposal for UCOO Fozia for her brother AS Noor Said reached out to CHW Zahiya and confessed that he likes UCOO Fozia and that’s when she came to know about their relationship *(Written statements attached as Annex-F) (Voice call Recording H & I).*
* TDOSO Ms. Amna stated that on 16th October AS Asma reached out to her stating that her husband and UCOO Ms. Fozia were involved in a way causing tension at home. Ms. Amna indirectly questioned Ms. Fozia twice about the situation. She swore and denied that allegations against her are false. On Same day, UCPO Mr. Fayaz called Ms. Amna informing that AS Noor Said frequently sits with female CHWs at Baghbanan BHU, leading to various complaints. Moreover he was absent on 15th October but was marked as present by Ms. Fozia on the online attendance portal but later corrected after the UCPO’s report. On November 11, 2024 a colleague of AS Asma informed TDOSO Ms. Amna via voice message that Asma’s domestic issues had been resolved.
* During ongoing investigation UCOO Fozia tried to impede by sending staff to speak in her favor. Staff was under pressure and stated that in recent shuffling UCOO Fozia sister UCOO Sabreen will be relocated in her place and they will face consequences if they say anything regarding UCOO Fozia. Judging by the course of events it was noticed that UCOO Fozia & AS Noor Said preplanned and staged as if they are victim of the situation.

Recommendations:

* As per the case nature since investigation committee came across not only violation of one Sop but several such as willful concealment of facts, manipulation of investigation, abuse of authority, Dishonesty / Deceitful behavior, Discriminatory workplace harassment and False Representation where both UCOO Ms. Fozia & AS Mr. Noor Said found to be guilty.
* **Polio Third Party Personnel Service Rules (PTPPSR):**
  + Annex – 6: Acts to be treated as Misconduct Clause: N: Willful concealment of misconduct by another staff\_\_\_\_.
  + Annex-7 B: Disciplinary Action in case of Performance: Clause:5 Dishonesty / Deceitful behavior,Clause:6 Abuse of Authority, Clause: 7 Any type of Harassment (Sexual, Discriminatory, workplace etc.), Clause:12 False Representation show Cause followed by termination letter