

Investigation Final Report
On
Workplace Harassment and Unprofessional behavior
Of
Mr. Tauheed Ali
TDOSO in Kemari town Kemari-Karachi
Inquiry Report by:
CHIP Training & Consulting Pvt. Ltd
Submitted to:
WHO-PO

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1. Background:

An anonymous complaint has been received against Mr. Tauheed Ali, TDOSO Kemari District, Karachi, Sindh. It has been alleged that Mr. Tauheed Ali, has been associated with polio program for quite some time and has a history of controversies, including multiple allegations of harassment. Despite these allegations, he remains part of the program, reportedly due to his connections with BMGF lead Mr. Altaf Bosan.

1.1 Allegation:

Allegations regarding abuse of authority and sexual harassment has been levelled against Mr. Tauheed Ali. It was alleged that Mr. Tauheed has misused his position in UC-2, Sultanabad in collaboration with UCOO Ms. Aliya Kanwal by coercing polio workers to visit the second floor of the Sikandarabad team support center, where Mr. Tauheed has reportedly placed a bed. Mr. Tauheed is accused of sexually harassing these workers, many of whom feel powerless to resist due to fear of termination. The workers who refuse his advances reportedly face fabricated charges, such as fake marking or administrative issues, leading to unjust termination.

2. Investigation Process

In order to probe the complaint CTC promptly acted to verify the details provided in the complaint including placement of bed in Team Support Centre which was found to be untrue. Following it a thorough Investigation was conducted in the field from the UC Staff and the alleged staff were summoned to CTC Office, presented with the charge sheet against them and the inquiry proceeded. The investigation involved collecting testimonies from all involved parties, including: TDOSO Mr. Tauheed Ali, UCOO Ms. Aliya, AS Ms. Rashida Bangash, AS Ms. Rehana, AS Ms. Amna, AS Ms. Bakhtawar, CHW Ms. Rahat, CHW Ms. Shazia, CHW Ms. Romaisa, CHW Ms. Shamrana, CHW Ms. Shamim Abid and CHW Ms. Soumiya which are documented in the form of annexures.

- **Annex A:** Complaint against Mr. Tauheed Ali
- **Annex B:** Physical Verification of the TSC Sikandarabad
- **Annex-C:** Defense of the allegations by TDOSO Mr. Tauheed Ali
- **Annex D:** Evidence in the form of Emails shared by Mr. Tauheed Ali
- **Annex E:** Statement of UCOO Ms. Aliya
- **Annex F:** Statements of UC Staff

3. Key findings:

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

- **Statement of TDOSO Mr. Tauheed Ali**

Mr. Tauheed Ali, TDOSO, addressed allegations made against him on November 25th, 2024, which he claims are entirely false and baseless. Mr. Tauheed Ali mentioned that he has consistently faced challenges from the government officials and partner NGO (CommNet) representatives. When they failed to adhere to the SOP's, they shifted the focus to his character, accusing him of immoral activities. These claims initially surfaced verbally and later through anonymous emails sent to PEOC and DEOC. Furthermore he mentioned that when he held his team accountable for unofficial practices, there were instances of retaliatory accusations. He also identified the individuals who might have falsely accused him in his response. His detailed response to the allegations is reproduced as following.

1. Sexual Harassment:

I have been serving in Keamari Town since June 2022, and no formal complaint of sexual harassment has ever been lodged against me. These accusations only surfaced after the suspension and termination of certain individuals for their own misconduct. These allegations are baseless and fabricated.

2. Abuse of Authority:

As per my Terms of Reference (TORs), I have no direct authority over suspensions, terminations, or disciplinary actions without the approval of the DEOC. As a TDOSO, I am responsible for providing data and observations, not for enforcing actions.

3. Terminations:

No staff member under CTC's contract can be terminated based on my input alone. Terminations are subject to investigations by the Immunization Officer and require proper documentation and evidence before being communicated to CTC. This is a baseless accusation, as all actions are taken following protocol.

4. Connections with Senior Officials:

I have been serving as a town-level officer under different HR entities since April 2017, including Sidat Hyder Morshed Associates and CHIP Training & Consulting. If I had such connections, I would have been promoted long ago. Regarding Dr. Altaf Bosan, I only interacted with him during official visits to UC 02 Sultanabad to discuss ongoing campaign progress. These interactions were purely professional and limited to two or three occasions.

- **Statement of UCOO Ms. Aliya Kanwal**

During the Investigation on November 25th, 2024, Ms. Aliya Kanwal stated that the allegation are baseless. She mentioned that she has completed 10 years working in the same position and this incident occurred due to internal work space rivalry or due to hatred for each other's position. She enlisted some of the names including Mr. Sarzameen, Mr. Zulqarnain, CBO Mr. Ahmed Zaib and CM Mr. Umair whom those she doubt to be a part of this incident because the day they joined the program, the environment became tense. She also mentioned the names of workers including Ms. Imrana, Ms. Somiya, Ms. Samiya and Ms. Naushaba. She mentioned that Mr. Sarzameen and Mr. Ahmed Zaib made her frightened since she has been working in Sultanabad. She said that when I used to pass-by my near market, they have been roaming there and I feel unsafe, as they used to laugh with high voices making unsafe gestures. She further stated that Mr. Ahmed Zaib attitude is also very unprofessional. She mentioned that she is doing her job professionally as per the SOP's and when any mistake of the workers is identified then they get personal. She concluded by saying that the issues be resolved so that she can focus on work as she is also held accountable by the superiors as well.

- **Statement of AS Ms. Rashida Bangash**

Ms. Rashida Bangash on November 21st, 2024 wrote on her written statement that she has no concerns regarding the UC, as the environment is generally good, and the complaints being forwarded to higher officials are misleading. She further mentioned that Mr. Tauheed consistently focuses on work and does not engage in personal discussions/meetings or unprofessional behavior. Furthermore, she mentioned that anyone passing negative remarks about their superiors should be issued a formal warning to ensure they remain focused on their responsibilities. She said that we all work diligently to earn our livelihoods, and it is important that we refrain from making unfounded or inappropriate comments about others.

- **Statement of CHW Rehana**

In her written statement, she expressed her gratitude to everyone for being given the opportunity and the confidence. However, she highlighted that it is very challenging for workers to remain in this UC. She mentioned that individuals with access to the UC level often intimidate those at the lower levels. Additionally, she stated that AS Amna threatened her by claiming to have connections with the UC level and said she would report the matter to Mr. Tauheed, resulting in her termination.

- **Statement of AS Amna**

In her written statement, AS Amna expressed concerns about excessive favoritism within the UC. She noted that if any worker offers feedback or suggests a different approach, they are targeted by those at the UC level. She recommended that the UC level staff should undergo training sessions to improve their behavior, particularly in their interactions with AS and CHWs, emphasizing that personal grudges should not influence professional relationships. Additionally, she mentioned that one of her CHWs, Saamia, who is the sister of a UC level staff member, receives special treatment from the UC supervisors and that her behavior towards Amna has been inappropriate.

- **Statement of AS Bakhtawar**

She wrote that she is very comfortable and satisfied working here and have no issues with the UC level.

- **Statement of CHW Rahat**

She wrote that she has no issues with her team. She said that we are here to work and are committed to giving our best through our efforts.

- **Statement of CHW Shazia**

She stated that our UC is excellent, and that the AS, Mr. Tauheed, and Mr. Azeem are all very good.

- **Statement of CHW Romaisa**

In her written statement on November 21st, 2024, she stated that she is fully satisfied with her UC and team, and has no complaints about them. She expressed that she feels comfortable working with them.

- **Statement of CHW Shamrana**

In her written statement on November 21st, 2024, she stated that I have no issues with my work. We are all focused on our tasks, and aside from that, there have been no concerns.

- **Statement of CHW Shamim Abid**

In her written statement on November 21st, 2024, she stated that she has no issues with her work.

- **Statement of CHW Somiya**

In her statement on November 26th, 2024, she mentioned that Ms. Aliya and Mr. Tauheed had not treated her well and exhibited poor behavior towards our team. She stated that, due to Mr. Tauheed, her area of responsibility was increased, and when

she questioned him about it, he suggested she may resign if she didn't want to work. She also mentioned that whenever they raised concerns about their seniors, they were met with very unprofessional behavior.

4. Conclusion:

Following a thorough investigation into the allegations of workplace harassment the investigation found no substantial evidence to support the harassment claims against the CHW workers. Interviews with the involved parties, including the Front Line Workers did not confirm the allegations. Additionally a review of documentation and relevant records yielded no supporting evidence. It is recommended that the concerned individual be reassigned to a different town or district. Furthermore, the allegations against them should be set aside, allowing them to continue working without any hindrance. While the harassment allegations against the CHW's were determined to be unfounded, it is essential for the organization to take proactive measures to maintain a positive work environment and prevent similar issues in the future. Ongoing monitoring and open communication will be crucial in fostering a healthy and productive workplace culture.

5. Recommendations:

Based on the investigation committee's findings, the committee recommends the following:

The alleged staff is cleared of all the allegations and to address the personal conflicts of the staff which has contributed to the situation, counseling sessions should be organized for all involved staff.

The aim is to ensure that everyone feels respected and valued in their roles. By prioritizing the creation of a positive work environment, we can enhance the overall atmosphere and foster better collaboration among staff in Kemari Town, Karachi.