

Investigation Final Report

On

Complaint against UCPO Mr. Javed Ali regarding allegations

**Misuse of Authority and work place Harassment in UC Qadir Abad Quetta
Baluchistan.**

Inquiry Report by:

CHIP Training & Consulting Pvt. Ltd.

Submitted

WHO-PO.

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1. Background:

Mr. Javed worked as UCPO with CTC since 1st Feb 2019 and Ms. Gulfam has worked as CHW in Baluchistan-Quetta, AC Saryab, UC Qadri Abad from 19th October, 2022 until 29th August, 2023. Her contract was terminated on 29th August, 2023 due to unprofessional behavior, miscommunication with fellow staff and consistent underperformance. Following her contract's conclusion, Ex-CHW Ms. Gulfam filed a harassment complaint against Mr. Javed Ali. An investigation was conducted by PEOC found UCPO Mr. Javed Ali guilty of the accusations, and the case was forwarded to IOS. As an interim measure, UCPO Mr. Javed Ali was suspended from field duties effective 4th July, 2024. Despite the suspension, it is noteworthy that Mr. Javed Ali's performance appraisal during his tenure was satisfactory, with no prior disciplinary actions against him.

1.1 Allegations against Mr. Javed Ali

Sexual Harassment: Multiple staff members, including CHWs and Area Supervisors (ASs), accused UCPO Mr. Javed of inappropriate behavior, including making unwanted advances, asking for personal favors and making suggestive comments.

Abuse of Authority: Allegations included manipulating staff assignments, threatening terminations, and fostering a toxic work environment.

Unethical Behavior: Misuse of authority to exploit staff members and prioritize personal interests over professional merit.

2. Investigation Process

The investigation involved collecting testimonies from all involved parties, including:

- **Annex A:** Letter from PEOC.
- **Annex B:** Complaint Ex-CHW Ms. Gulfam and her Stance
- **Annex C:** Defense of the allegations by UCPO Mr. Javid
- **Annex D:** Statement of UCOO Mr. Hidayatullah
- **Annex E:** Statement of AS Mr. Asif
- **Annex F:** Statement of AS Ms. Zeenat
- **Annex G:** Statement CHW MS. Nayab
- **Annex H:** Statement of AS Ms. Palwasha
- **Annex I:** Statement of AS Ms. Hira
- **Annex J:** Statement of CHW Ms. Rashida
- **Annex K:** Statement of TDOSO Mr. Taj Muahmmad
- **Annex L:** Evidences

3. Key findings:

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

UCPO Mr. Javed Ali's Response to the Allegations

On October 15, 2024, UCPO Mr. Javed Ali was summoned to the CTC office to address allegations made by Ex-CHW Ms. Gulfam. Regarding her claim that he rejected her leave application due to personal issues at home, UCPO Mr. Javed clarified that the decision was made by the UCOO without his involvement. Ex-CHW Ms. Gulfam also accused him of requesting her photograph through AS Ms. Hira, which he denied, suggesting that AS Ms. Hira's statement be reviewed for confirmation. He highlighted ongoing disagreements between Ms. Gulfam and AS Ms. Hira, which led to complications at the Team Support Center and misleading statements from AS Ms. Hira about the alleged picture request.

UCPO Mr. Javed argued that the evidence provided by Ex-CHW Ms. Gulfam was fabricated, noting that the screenshots she presented were old and irrelevant, including one from 2018 containing only a prayer for her mother. He requested forensic analysis of both their phones to verify his claims. Emphasizing his 14 years of unblemished service in the polio program, UCPO Mr. Javed stated that his relationship with Ex-CHW Ms. Gulfam was strictly professional. He pointed out that her performance had declined after rejoining the program, with repeated reports from her supervisor about her unreachability and work issues.

Regarding the sharing of Ex-CHW Ms. Gulfam's contact number with an unknown person, UCPO Mr. Javed denied any involvement and stated that the IO, Dr. Razzaq, identified Ex-AS Ms. Sakina as responsible. He explained that due to ongoing performance issues, the UCOO Mr. Hidayatullah directed AS Mr. Asif and AS Ms. Hira to visit Ms. Gulfam's home, where she reportedly acted inappropriately toward AS Ms. Hira, leading to a formal complaint. UCPO Mr. Javed maintained that the allegations were baseless and fabricated, expressing hope for a fair resolution through proper investigation.

Statement of UCOO Hidayatullah

UCOO Mr. Hidayatullah, of UC Qadirabad, observed that UCPO Mr. Javed Ali's presence caused divisions within the team, impacting their focus on work. During a campaign, Ex-CHW Ms. Gulfam reported that her contact number had been shared, though it was later determined someone from the UC staff, not AS Ms. Sakeena, was responsible. Efforts by IO Dr. Abdul Razzaq to resolve the issue failed due to a lack of cooperation influenced by UCPO Mr. Javed's misleading statements. Further conflicts arose when Ms. Hira accused Ex-CHW Ms. Gulfam of misbehavior. Upon investigation, UCOO Mr. Hidayatullah suspected that UCPO Mr. Javed sought to remove Ms. Gulfam. Following pressure from IO Dr. Abdul Razzaq, Mr. Hidayatullah was compelled to submit a report against the incident, which led to her dismissal for alleged "unsatisfactory performance." Despite her strong work record, no one at the CTC office addressed her grievances.

Additionally, CHW Ms. Zeenat reported inappropriate behavior by Mr. Javed, who allegedly made advances during field activities. Mr. Hidayatullah submitted her testimony and evidence provided by Ms. Gulfam to the CTC office, highlighting a pattern of unprofessional conduct by Mr. Javed.

Statement from AS Asif

Mr. Asif, the Area Supervisor, reported that Mr. Javed Ali abused his authority by dictating staff selections and assignments, often prioritizing personal interests. Ex- CHW Ms. Gulfam, after being marked absent and warned, was terminated. UCPO Mr. Javed allegedly messaged her, stating her termination could have been avoided if she had complied with his requests, despite weaker CHW's remaining employed. CHW Ms. Meena and her sister, was also harassed, including inappropriate advances and manipulative suggestions to befriend her uncle. AS Ms. Safia shared Ex-CHW Ms. Gulfam's contact number with an unknown person, and AS Ms. Hira supported UCPO Mr. Javed by advising Ex-CHW Ms. Gulfam to send him pictures, which eventually led to her removal from the field. Other victims included AS Ms. Zarlashta and her sister, both of whom resigned after facing harassment, and AS Ms. Hameeda, who was continually bothered during fieldwork.

Numerous complaints were made by Ms. Gulfam, Ms. Meena, and AS Ms. Hira, highlighting a pattern of harassment, unethical behavior, and a toxic work environment under Mr. Javed's supervision.

Statement of AS Ms. Zeenat:

CHW Ms. Zeenat stated that her UC Lead, Mr. Javed, had behaved in a highly disrespectful and inappropriate manner toward her, displaying unprofessional and unwelcome intentions. She further noted that Mr. Javed had even asked her to fulfill his physical desires. Additionally, AS Mr. Asif had been involved in this misconduct.

Statement CHW MS. Nayab

CHW Ms. Nayab from UC Qadariabad stated that on November 11, she was called to the CTC office regarding Mr. Javed's case. She was questioned about Mr. Javed's behavior within the UC and whether he had ever harassed anyone. There was a reported incident involving Ms. Gulfam and Ms. Hira, where an argument occurred at the kit station over a photo. Allegedly, Ms. Hira told Ms. Gulfam, "Since you are beautiful, you should give your photo," along with similar remarks. Several women in the UC also shared that Mr. Javed had made inappropriate comments towards them.

Statement of AS Ms. Palwasha:

AS Ms. Palwasha, working in UC Qadiriabad, stated that UCPO Mr. Javed was a friend of her husband. EX-CHW Ms. Meena informed her that there was a gathering at the house of Ex-AS Ms. Hameeda, attended by Ex-CHW Ms. Gulfam and UCOO Mr. Haddayat. At this

gathering, they allegedly discussed a plan against UCPO Mr. Javed. AS Ms. Meena also revealed that UCOO Mr. Haddayat had repeatedly called Ex-CHW Ms. Gulfam, asking for updates on UCPO Mr. Javed. According to AS Ms. Meena, fake messages were created and shared between WhatsApp accounts as part of this plan. Ex-CHW Ms. Gulfam reportedly had personal issues at home, with her husband preventing her from attending work. Additionally, Ex-CHW Ms. Ghulfam frequently discussed her personal matters with UCOO Mr. Haddayat. Ms. Meena noted that tensions began between Ms. Hameeda and Mr. Javed when he reassigned her from her role as Area Supervisor. Furthermore, Ms. Meena mentioned that Mr. Javed had been the one to assist Ms. Hameeda and her sister in getting hired in this UC.

Statement of AS Ms. Hira:

AS Ms. Hira clarified the recent allegations against UCPO Mr. Javed, asserting that he had never requested any photograph from Ex-CHW Ms. Gulfam or acted inappropriately with her. When Ex-CHW Ms. Gulfam's phone was unreachable and she was absent from work, AS Ms. Hira's UCOO instructed her to visit Ex-CHW Ms. Gulfam's home to check on her well-being, and she went along with AS Mr. Asif. At that time, Ex-CHW Ms. Gulfam's husband was not present, and AS Ms. Hira mentioned that she was unaware of any incidents involving him.

AS Ms. Hira also confirmed that no screenshots or other evidence had been provided to her regarding these allegations. She emphasized that the accusations were solely Ex-CHW Ms. Gulfam's claims and that, in her seven years of working with UCPO Mr. Javed, she had never witnessed him behaving inappropriately or becoming personally involved with any team member.

Statement of CHW Rashida:

CHW Ms. Rashida, Code 1197A, from UC Qadir Abad, stated that she had heard about the issue in the UC but did not witness anything herself. Mr. Javed, the UCPO, and Mr. Hidayat, the UCOO, had a good attitude towards us.

Statement of TDOSO Mr. Taj Muhammad

TDOSO Mr. Taj Muhammad reported that the case against UCPO Mr. Javed Ali was reviewed by the HR and investigation team at CTC Quetta, with allegations raised by team members and Area Supervisors. While Mr. Javed was not under his direct supervision, Mr. Taj Muhammad learned about claims of unethical activities, including sexual harassment and abuse of authority. However, he stated that he had no evidence to substantiate these allegations. Based on the information, he recommended that Mr. Javed Ali was unsuitable for the polio program.

4. Conclusion

The investigation into UCPO Mr. Javed reveals a consistent pattern of unethical behavior, including sexual harassment, abuse of authority, and misconduct towards female staff members. Several staff members, including CHWs Ms. Gulfam, Ms. Zeenat, and Ms. Meena, reported harassment, unwanted sexual advances, and manipulation. Additionally, Mr. Javed's involvement in staff selection and terminations based on personal interests, rather than professional merit, was highlighted. Despite his defense, testimonies and evidence from colleagues, including AS Mr. Asif, confirmed his misconduct. Statements from several staff members, including Ms. Zeenat and Ms. Gulfam, show a repeated pattern of unprofessional conduct that has hurt team morale and unity. Although UCPO Mr. Javed claims the complaints are due to personal conflicts, the problems caused under his leadership have affected staff effectiveness and well-being.

It has been established that Mr. Javed behavior towards female staff in the workplace was highly unprofessional and falls under the domain of "**Harassment**". Furthermore, he has indulged himself in inappropriate behavior causing division among the team and created hardship for those staff who have refused his friendship offers. The investigation concludes that Mr. Javed's actions are incompatible with the values of the polio program, recommending his removal from the position.

5. Recommendations

Based on the investigation's findings, it is recommended that UCPO Mr. Javed Ali's contract shall be Terminated "as per the Polio Third Party Personnel Service Rules (PTPPSR) Annex - 7-B: Disciplinary Action in Case of Performance, Table 1: Disciplinary/Accountability Framework/Gross Misconduct - Red Line Area: Sub Clause 7: Any type of Harassment (Sexual, Discriminatory, workplace etc.)".