**Inquiry Report**

**On**

**Workplace Harassment and Abuse of Authority of UCPO Nothia Jadeed–**

**Mr. Qazi Baber Kamal**

**Inquiry Report by:**

**CHIP Training & Consulting Pvt. Ltd.**

**Submitted to:**

**WHO PO-KP**

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# **Background:**

The program team reported two complaints received from Area Supervisors against UCPO Qazi Babar Kamal on account of workplace harassment and Abuse of Authority. According to written complaints the following workplace harassment and Abuse of Authority reported by Area Supervisors Ms. Nadra Naz **(Attached as Annex- A)** and Ms. Sana Maryam ***(Attached as Annex-B)***

1. UCPO Babar Kamal had reported Ms. Nadra Naz to ERU on baseless grounds due to which she got suspended from services and later on she resumed her duty as the allegations were not proved against her
2. UCPO Babar Kamal insulted Ms. Nadra Naz in front of all staff and levelled allegations against her character due to which her marital life being disturbed
3. As per AS Ms. Nadra Naz stated that UCPO made immoral demands from her like kiss me or invite me to your home when you husband is not at home.
4. AS Ms. Nadra Naz made photocopies of Four Ei Books as per instructions of UCPO Babar However, when she demanded for reimbursement of amount 1000 PKR, he denied from the payment and abuse her in front of all UC staff
5. As per Ms. Sana Maryam complaint, UCPO Babar Kamal sent text messages to her for friendship, asked her for kiss during field activity and when she denied after that he started abusing her in front of all staff.
6. As per Sana Maryam, UCPO Babar Kamal snatched her bag when she was withdrawing her salary from ATM and he took 5000 Rupees. And now he is not paying back her money.

# **Methodology:**

In order to probe the matter, CTC and CBV team visited UC Nothia Jadeed. Individual meetings were carried out with UCPO Mr. Qazi Babar Kamal, UCCO Mr. Abdul Ahad, UCDO Mr. Mufariq, AS Nadra Naz, UCDO Ms. Riffat and AS Sana Maryam also with some of the other staff members of the UC.

A session on workplace harassment is also conducted with all UC staff in order to motivate and encourage staff to speak up if they are being harassed by their supervisors.

Their written statements were recorded. Moreover, the previous disciplinary track record of UCPO was also checked.

# **Key findings:**

Following are the key findings of the inquiry.

* During the inquiry, AS Nadra Naz and Sana Maryam failed to provide substantial proof/evidence in favor of allegations leveled against UCPO Qazi Babar Kamal.
* UCPO reported to inquiry teams about the complaint reported by local community/Local government bodies of UC Nothia Jadeed against Ms. Nadra Naz that she is involved in immoral activities **(Complaint is attached as Annex C).** The complaint has been investigated by ERU and found to be fake.
* In addition, the inquiry team has found some evidence against Ms. Sana Maryam where she is showing her private body parts to another male colleague that was shared by UCPO after his suspension.
* UCPO reported UCDO Ms. Riffat for lack of Knowledge, misuse of Authority, Habitual in Short Leave after investigation the allegations were found baseless. **(Inquiry report is attached annex D)**. Additionally, he reported Ms. Nadra Naz on account of fake finger marking but was also found baseless after investigation.
* One staff denied to the investigation team that UCPO has taken money from Sana Maryam but after the investigation team call, the staff suddenly called Sana Maryam to ask about her whereabouts on which Sana Maryam took her on speaker and asked her that you were with me when UCPO forcefully took 5000 from me, in response, she agreed to this and said yes UCPO has taken money from you and haven’t he returned it to you yet? The investigation team witnessed it. Many other females said that UCPO ask for money but we haven’t received any evidence from them

# **Conclusion:**

* During the course of the investigation, it has been found that the UCPO Mr. Qazi Babar Kamal provided false information to the investigation committee regarding one of the complainants and tried to mislead the investigation team. Moreover, on further verification of his statement regarding different complaints reported by him, it was found from the concerned authorities that all the three complaints were not authentic and were found baseless. Additionally, Fake reporting with a mala fide intention resulting in an environment of threat and fear for workers. It indicates that he has integrity issues with respect to reporting. and that falls under the red line of “fake reporting” which is serious misconduct and CTC has a zero-tolerance policy for fake reporting.
* Based on the facts and findings during the investigation, the area Supervisors have failed to provide any tangible evidence that proves UCPO Mr. Qazi Babar Kamal's involvement in harassment.

# **Recommendations:**

Keeping in view the key findings, UCPO is recommended for non-extension of employment contract on account of fake reporting.

**Thanks.**