**Inquiry Report**

**On**

**Workplace Harassment of UCPO – UC 13-D**

**Inquiry Report by:**

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

**Submitted to:**

**WHO PO-BLN**

**Date: Jan 31st, 2022**

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# **Background:**

On Jan 7th, 2022 a complaint *(Annexed-1*) was shared by DECO-Quetta against UCPO Mr. Najeebullah (*hereinafter refer as accused*) of UC 13-D Quetta on account of workplace harassment in his assigned UC. In addition the complainant also mentioned that other UC supervisors i.e. UCDO Mr. Israr and TDO Mr. Shahid are involved in the said misconduct.

CTC office has been directed by the competent authority (*WHO-PTL*) to investigate the matter jointly with CBV team and share the report accordingly. *(Annexed-2)*

# **Methodology:**

In order to dig out the real scenario, CTC team (PTPP conducted individual meetings with UC FLWs along with accused staff members and acquired the written statements of the following staff members were recorded.

* AS Ms. Mahjabeen (*attached as Annex-3*)
* CHW Ms Ghazal (*attached as Annex-4*)
* CHW Ms Farida & Ms. Waseema (*attached as Annex-5*)
* AS Mr. Farhad (*attached as Annex-6*)
* AS Mr. Faisal (*attached as Annex-7*)
* AS Ms. Naila (*attached as Annex-8*)
* ALSM Ms. Razia (*attached as Annex-9*)
* CHW Ms. Zarina (*attached as Annex-10*)
* UCCO MR. Habib Tabaan (*attached as Annex-11*)
* UCPO Mr. Najeecullah (*attached as Annex-12*)
* Audio recording of UCPO Mr. Najeebullah & Ms. Zarina (*attached as Annex-13*)
* UCDO Mr. Israr (attached as Annex-14)
* TDO Mr. Shahid (attached as Annex-15)

# **Key findings:**

Following were the key findings of the inquiry.

* + AS Ms. Mahjabeen claimed that the accused UCPO is showing favorite towards some staff members, while, pressurize and exhibits rude behavior with hard working staff members. She further mentioned that in previous campaign, one of his favorite TTSP Ms. Kainat’s clusters was taken from CHW’s book. *(Annexed-3)*
  + CHW Ms. Ghazal stated that due to the accused UCPO, she feels insecure in the UC. She further asserted that UC 13D has become a dating point and this has deteriorated the UC’s environment completely. The accused flirts with girls and tries to get frank with her but she always avoided him. Moreover, she further informed that the UCDO Mr. Israr mentioned in her Appraisal Letter that she is a regular student and misbehaves often which is not true. He also sent her appraisal without taking her consent.(*Annex-4*)
  + According to CHWs Ms. Fareeda & Ms. Waseema, the accused UCPO is showing favoritism towards some teams and AS. Furthermore, best performer awards were also given to those staff members, who did not deserve it. *(Annexed-5)*
  + According to AS Farhad, UCDO Israr threatened him by showing pistol in front of AS Faisal, after he refused to give him his personal mobile. He further added that the accused UCPO misbehaved & scolded his team member CHW Ms. Zarina during MR campaign in front of MR team, which was inappropriate. *(Annexed-6)*
  + AS Faisal claimed that the accused UCPO is in relation with TTSP Ms. Kainat and Anna Hameed, Rabia & Bakhtiar are among his favorite staff members. He even visit their houses for the purpose of setting their micro plans and data. He also added that the ‘Best Performer Awards’ have also been awarded to his favorite staff members. (*Annexed-7*)
  + According to AS Ms. Naila, she has been working in the program since last 3 years in the UC and everything was fine, until the accused UCPO’s transfer. He started harassing UC female staff. The accused UCDO calls female staff members to BHU for official work, but when a female staff reaches BHU, UCPO Mr. Najeebullah offers them his friendship. In case a female refuses their friendship request, they retaliate by annoys the female staff and even scold them in front of the UC staff. TTSP Ms. Kainat is a girlfriend of the accused UCPO and he helps her to take fake clusters. They used to sit late night till 8 to 9 pm in BHU. She further mentioned that the best award receivers are weak and poor performer but favoritism was granted to them. Furthermore, she added that: “We AS are being asked to pay Rs. 500/- for the purpose of monthly cleaning and purchase of stuff like sugar but afterwards me, AS Mahjabeen and AS Qiblai was forced to do the cleaning. *(Annexed-8)*
  + ALSM Ms. Razia communicated that the accused UCPO offered her friendship and once in BHU, he tried to hold her hand but she started crying and left the BHU. After her refusal, he started teasing her by visiting her area time & again. She added that she complained to the accused UCDO, who told her that she is lying and talked in favor of the UCPO. For this very reason, she applied for ALSM in COMNet project to avoid interaction with them and got selected. *(Annexed-9)*
  + CHW Ms. Zarina also mentioned in her stance against the accused UCPO that he behaves and interact with UC staff members unprofessionally. *(Annexed-10)*
  + UCCO Mr. Habib Tabaan second that the accused UCPO, offered ALSM Ms. Razia for physical relation during her services as Area Supervisors. He is eye witness to the misbehavior by the accused UCPO with CHW Ms. Zarina during MR campaign. He stated that the accused UCPO provided certain privileges to TTSP Ms. Kainat and observed helping her taking fake clusters by him. He further added that they used to use abusive language with the staff, who are not in their circle and grant immense favor to their favorite staff members. He also asserted that UCDO Mr. Israr threatened Mr. Israr by showing pistol during NID Campaign in December. *(Annexed-11)*
  + The accused UCPO negated all the allegations levied against him in front of investigation committee as well as in his written statement. *(Annexed-12)*
  + In the audio recording *(Annexed-13)* we received with the complaint, in which we can hear UCPO Mr. Najeebullah behaving unprofessionally with CHW Zarina.
* UCDO Mr. Israr documented his written statement, in which he negated all the allegations leveled against him. However, during interrogation process and even in his written statement mentioned that somehow he did mistakes by mismanaging and mishandling the staff. That is, counseling or guiding staff among other staff members. (Annexed-13)
* TDO Mr. Shahid maintained during his interrogation phase that the accused UCDO is not a trustworthy person and he had issues in line with managing his staff members professionally. Whereas, the accused UCPO is observed rude & rigid with his UC staff, which should be professional in nature and should interact with flexible manners. He further maintained that the accused UCPO & UCDO communicated to him that they had been handled/managed some of the UC staff issues on their own discreet, but did not highlight or reported to him. He heard about the accused UCPO & UCDO’s late sitting in BHU, which he found locked by his surprise visits. (Annexed-15).

# **Conclusion:**

* Based on findings of the investigation, it has become evident that the accused UCPO is involved in workplace harassment. Multiple staff members reported that he has proposed friendship offers to them, and upon refusal, retaliated.
* Based on statements of several staff members, it is concluded that he has violated the workplace code of conduct by being in a relationship with a fellow staff member who he also helps in taking fake clusters.
* The audio recording is a concrete proof that the accused UCPO insults the staff and misbehaves with them.
* The accused UCPO and UCDO are close friends and are mutually involved in professional misconduct in the UC.
* He has shown favoritism by awarding awards to selected staff members regardless of their performance, which is a grave misconduct.
* Most of the complainants and TDO Mr. Shahid claimed late sitting in BHU, however, inquiry committee did not find any evidence.

# **Recommendations:**

Keeping in view the conclusion of the case, it is recommended to issue termination letter to UCPO Mr. Najeeb Bugti (*as written statement has already been sought.*) on account of his involvement in workplace harassment, misuse of authority and professional misconduct which as per policy, fall under gross misconduct.

**N.B:** Keeping in view the tribal challenging modalities of the region, female staff members’ names and statements may be kept confidential to avoid future tribal implications in favor of female staff members.