

**Inquiry Report**

**On**

**Sexual Harassment by UCPO Mr. Muhammad Nadeem**

**UC Lala Kalay Peshawar**

**Inquiry Report by:**

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

**Submitted to:**

**WHO-PO**

## Contents

<u>1. Background:</u>	3
<u>1.1 Allegations</u>	3
<u>2. Methodology:</u>	3
<u>3. Key findings:</u>	4
<u>4. Conclusion:</u>	5
<u>5. Recommendations:</u>	Error! Bookmark not defined.

## 1. Background:

On October 12th 2022 the Program Team called up a joint meeting of CTC & PE teams regarding the problematic situation at UC Lala Kalay and oriented the 2 vendors regarding the problems. The Program team mentioned that a CHW Ms. Zaib un Nisa forwarded multiple complaints via email (Attached as Annex F) but later on it was found out by the Program Team that all those emails were fake and were not forwarded by CHW Ms. Zeb un Nisa. In order to probe the matter the Program Team invited the CHW Ms. Zeb un Nisa to ERU, where the CHW Ms. Zaib un Nisa quoted that Ex. TTM Mr. Hassam was harassing her at the UC Lala Kalay and she reported it to the UCPO Mr. Muhammad Nadeem, but he never supported her in this regard.

The Program team also forwarded voice message of UCPO Mr. Nadeem, which was floated in an official group consisting of TTMs, UCPO & the UCDO, where the UCPO Mr. Nadeem was instigating other members in the group to engage into immoral activities with the female colleagues without leaving any witnesses, the voice message was forwarded to the Program Team by CHW Ms. Zeb un Nisa. (Recording Annexed as Annex A)

### *1.1 Allegations:*

The accusations were as stated below;

- The TTM Mr. Hassam called the CHW Ms. Zaib un Nisa to the EPI room in private with bad intentions and tried to touch her.
- The CHW Ms. Zaib un Nisa mentioned that the TTM Mr. Hassam after his contract closure still visits the facility because he is a close friend of the UCPO Mr. Muhammad Nadeem and raises slogans regarding her.
- The CHW also mentioned that she receives multiple anonymous threat calls those are backed by the TTM Mr. Hassam and also receives threats while she is on the field and her brother also receives anonymous calls regarding her affiliations with different people just to Tarnish her image,
- Further she stated that because of the contract closure of TTM Mr. Hassam ,who is a friend of the UCPO, the UCPO Mr. Nadeem believes that the TTM's contract was terminated because of her and that's why UCPO Mr. Nadeem visits her area multiple times whereas the other CHW's area is only visited once in a blue moon & even if no issues are prevailing still the UCPO Mr. Nadeem criticizes her work.
- The CHW Ms. Zaib further mentioned that after the contract closure of the TTM Hassam, her brother receives different calls regarding the affiliations of the CHW Ms. Zaib with different people just to Tarnish her image,

## 2. Methodology:

In order to probe the subject matter, the CTC & PE teams jointly visited UC Lala Kalay-Peshawar on 19<sup>th</sup> October 2022. Individual meetings were carried out with multiple staff members and some of them provided their written statements.

- CHW Ms. Zaib un Nisa (Written statement as Annex B)
- AS Ms. Nabila (Written statement as Annex C)
- UCPO Mr. Muhammad Nadeem (Written statement as Annex D)
- AS Ms. Rehana (Written statement as Annex E)

Additionally, the disciplinary track record of UCPO was also checked which stated that the UCPO Mr. Muhammad Nadeem was previously served with a Warning letter and a Counseling session conducted by his supervisor for his unprofessional attitude in the month of August,2022.

### 3. Key findings:

Following are the key findings of the inquiry.

- CHW Ms. Zaib un Nisa mentioned in her written statement that whatever allegations she has raised all are based on facts. Furthermore, she mentioned that due to the prevailing situation she is emotionally unstable after the TTM Mr. Hassam asked her to come to the EPI room, though she went into the room with her AS Ms. Nabila still when she came out the girls standing there were laughing at her and inquired about what happened inside the room in a wicked manner. Furthermore, she conveyed the issue to UCDO through AS, following which a group of people are harassing her by calling her brother and misguiding him by raising fake allegations against the CHW Ms. Zaib un Nisa. She further stated that she was negatively affiliated with Dr. Naveed and Dr. Saif. In her written statement she further stated that the TTM still visits her area and raises slogans against her. She also requested that she is not lying about any matter and further requested for help from the concerned authorities.
- AS Ms. Nabila mentioned in her written statement that TTM Hassam called the CHW Ms. Zaib un Nisa into the EPI room where the AS Ms. Nabila escorted her there as instructed by the UCDO Mr. Kamran Khattak that no girl should individually visit a male colleagues room. They went into the EPI room, the TTM Mr. Hassam asked for the clusters and nothing else. Later on the CHW Ms. Zaib un Nisa told her that the other female staff standing outside the EPI room used foul language regarding her visit to TTM Mr. Hassam into the EPI room. The AS Ms. Nabila also mentioned that she neither found any negativity in CHW Ms. Zaib un Nisa nor in TTM Hassam. The only issue regarding TTM Hassam was that he was jolly and interacted with everyone in a lighter manner.
- UCPO Mr. Nadeem mentioned in his written statement that the allegations raised by the CHW Ms. Zaib un Nisa were sorted out after the TTM Mr. Hassam's contract was closed due to program needs but after that CHW approached the family members of the TTM Mr. Hassam and raised allegations against him. The UCPO also mentioned that the TTM conduct was good while providing services at the CD. He further assured the inquiry panel that from now onwards he will report each issue to the high authorities and also handle the issues at his level and respect his staff.
- CHW Ms. Rehana mentioned in her written statement that the TTM Mr. Hassam did ask her to call CHW Ms. Zaib un Nisa though she was unaware of the purpose he was asking her to come. Furthermore, she agreed to laugh and tease CHW Ms. Zaib un Nisa at TTM, when she left the EPI room but she had no bad intentions; in fact, it was meant to be a joke that was portrayed as a serious matter. CHW Ms. Rehana mentioned that she is working since 2016 but she has never come across such a lady

who magnifies small issues to such an extent. To conclude the written statement, the CHW Ms. Rehana mentioned that TTM Mr. Hassam belongs to a respectable family and regards everyone with respect.

#### 4. Conclusion:

- Based on the investigation findings it can be concluded that the UCPO Mr. Nadeem was aware of the entire situation but did not handle it as a UC Lead which led to creating a hostile environment in the UC. In addition to this, the UCPO could have restrained the TTM from visiting CD as he was served with contract closure and also knew the issues prevailing between the TTM & CHW but he didn't.
- The audio message of the UCPO acts as conclusive evidence, where the UCPO Mr. Nadeem clearly instructs all the members in that WhatsApp group on how to exploit the female staff and yet leaves no witnesses behind. Furthermore, the UCPO mentioned that CHW Ms. Zeb un Nisa is no Miss Universe then why was everyone running after her and that all boys can explore other females at the CD.
- The written statements of CHW Ms. Rehana and Ms. Nabila confirmed that TTM Hassam did call the CHW Ms. Zeb un Nisa into the EPI room however none of them could confirm the intentions of TTM Mr. Hassam.
- After the contract closure of Mr. Hassam, the issues did sort out but all of the issues started all over when the TTM's behavior was reported to his family by the CHW Ms. Zeb un Nisa.

#### 5. Recommendations:

The UCPO is recommended for Termination on account of Professional Misconduct (instigating male colleagues to sexually exploit female colleagues at the CD.)