

Inquiry Report

On

**Involvement in Grouping, Harassment and Miss Use of Authority by
UCPO Muhammad Tahir- UC Hazar Khwani 2**

**Inquiry Report by:
CHIP Training & Consulting Pvt. Ltd.**

**Submitted to:
WHO-PO**

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1. Background:

The Program Team shared a complaint regarding Involvement in grouping, Harassment and miss use of authority by UCPO Mr. Muhammad Tahir (UC Hazar Khwani 2).

(Complaint No FOH-ONL/0000010/2023/157 Dated 12th January 2023, To FEDERAL OMBUDSMAN SECRETARIAT FOR PROTECTION AGAINST HARASSMENT OF WOMEN AT WORKPLACE is attached as Annex A).

1.1 Allegation.

- According to the complaint UCPO Mr. Muhammad Tahir was involved in grouping and pressurizing female coworkers.
- UCPO Mr. Muhammad Tahir was engaged to AS Ms. Sumbal of AIC No 3 and was having an illicit relationship with her.
- Mr. Muhammad Tahir was involved in miss use of authority and intimidated his subordinates.

2. Methodology:

In order to probe the matter, CTC jointly along with PEOPLE team conducted fact finding investigation of the matter on 25th January 2023.

Individual meetings with the following staff members were conducted.

- AS Ms. Kainat, CHW Ms. Iffat, AS Ms. Haseena, AS Ms. Kainat Bibi, ALSM Mr. Salman Ahmed, AS Ms. Maryam Aziz, AS Ms. Irum Bilal, UCDO Ms. Sidra Qamar, CHW Ms. Qureshi, UCO Mr. Mushahid Ullah, CHW Ms. Yasmeen, CHW Ms. Uzra Ali, UCDO Mr. Junaid Jamshed and CHW Ms. Raheela.

(Written statements attached as Annex-B)

- UCPO Mr. Muhammad Tahir is under Suspension, he was asked to appear in person at CTC Office and record his statement before the Fact Finding Committee

(Written statement attached as Annex-C)

3. Key findings:

Allegations against Mr. Muhammad Tahir (UCPO)	Defense of the allegations by Mr. Muhammad Tahir (UCPO)	CTC Remarks	Evidence
UCPO Muhammad Tahir was involved in grouping and pressurizing female Coworkers	I was doing my professional work with full honesty and dedication.	According to the majority of the staff members Mr. Muhammad Tahir was doing his job in a professional manner.	Statements of the staff in (Annexure-B)

UCPO Muhammad Tahir was engaged to AS Ms. Sumbal and was having illicit relationship with her	AS Ms. Sumbal left the job and I got engaged to her which is legally and socially acceptable relationship.	No evidence of illicit relationship was found between Mr. Muhammad Tahir and Ex AS Miss Sumbal during the Investigation	Statement of Mr. Muhammad Tahir (Annexure-C)
UCPO Muhammad Tahir was involved in miss use of authority and intimidated his subordinates.	It is related to a series of fake complaints launched in retaliation against me by ex UCDO Mr. Zahid Ali for his personal grudge against me and ex AS Ms. Sumbal to whom I got engaged.	It was observed that the complaint was fabricated and no evidence of miss use of authority and intimidation was found.	(Annexure-B) and (Annexure-C)

4. Conclusion:

The Fact Finding Committee observed that UCPO Mr. Muhammad Tahir was doing his job as per the SOP's and the staff working under him was satisfied from his working. This complaint was registered with "FEDERAL OMBUDSMAN SECRETARIAT FOR PROTECTION AGAINST HARASSMENT OF WOMEN AT WORKPLACE" with a fake Name, CNIC and Mobile No. The record shows that no employee with the Name of Aqsa, CNIC: 17301-9234543-0 and Mobile No: 0345-6575421 exists in records.

It was detected that CHW Ms. Raheela was in contact with ex UCDO Mr. Zahid Ali and also influencing AS Ms. Kainat (her Supervisor who was unhappy with her transfer) against Mr. Muhammad Tahir-UCPO. It was that observed that although the complaint was registered with fake credentials but a link of Mr. Zahid Ali ex UCDO, CHW Ms. Raheela and AS Ms. Kainat was established with the complaint. The words and nature of statements documented by CHW Ms. Raheela and AS Ms. Kainat were very similar to the complaint.

During the Investigation the Resignation Letter of ex UCDO Mr. Zahid Ali was discovered and the writing pattern of the complaint and the resignation was found to be very familiar. ([Resignation Letter attached as Annex-D](#)). It was also noted that while referring to ex AS Ms. Sumbal, all the names of the persons at different instances were mentioned in the complaint but referring to her affair with ex UC Officer the name was not mentioned. This ex UC Officer was Mr. Zahid Ali (ex UCDO) but no proof was found of her affair with Mr. Zahid Ali (ex UCDO).

Hence it is concluded that the fake complaint was registered by ex UCDO Mr. Zahid Ali as he was having a personal vendetta against ex AS Ms. Sumbal and UCPO Mr. Muhammad Tahir. Mr. Zahid Ali (ex UCDO) used CHW Ms. Raheela for gathering information and CHW Ms. Raheela influenced AS Ms. Kainat for bearing witness to a fake complaint. A troika of gathering information, influencing and registering the complaint was established during the investigation.

5. Recommendations:

- UCPO Mr. Muhammad Tahir shall be set free of all the allegations leveled against him and his suspension orders shall be withdrawn with immediate effect
- Ex UCDO Mr. Zahid Ali shall be blacklisted for hiring in the same programme in future as he willfully tried to sabotage the programme activities based on his personal grudge against Ex AS Ms. Sumbal and UCPO Mr. Muhammad Tahir.
- CHW Ms. Raheela shall be terminated from the programme as she collaborated with Mr. Zahid Ali (ex UCDO) in registering a fake complaint.
- AS Ms. Kainat shall be given a Final Warning for bearing witness to a fake complaint which was serious in nature.