

**BEFORE HONORABLE MS. KASHMALA TARIQ, FEDERAL  
OMBUDSMAN FOR PROTECTION AGAINST HARASSMENT OF  
WOMEN AT THE WORKPLACE, ISLAMABAD**

**ALINA HASHIR**

*....Appellant*

Vs

**BANK ALFALAH**

*.... Respondent*

**Department: Bank Alfalah**

**Appeal No. 1(464)/2018-FOS (Reg)**

**Date of Decision: 30-01-2019**

**Facts:**

- The Appellant **Ms. Alina Hashir** was fired by **Aamir Zaidi** as Officer Sales & Personal loan on 11-06-2017. The Appellant alleged that the accused **Aamir Zaidi's** behaviour has been sexually demeaning towards her since the beginning of her employment creating an intimidating and hostile work environment. The Appellant wrote an email to the management on 12-07-2017 regarding her concerns including demeaning remarks, constant staring and shouting on the phone. After the formal complaint through email the Appellant stopped going to work dated 12-07-2017. Upon her complaint, a formal inquiry committee was formed. In Jan 2018 the respondents offered the appellant to join another department of the bank but she refused. The appellant received a show cause notice on 12-07-2018, following which she gave her resignation. Appellant die not join office for over the span of 8 months.

**Held:**

- Perusal of the record shows that the inquiry committee followed the provision under the Act of 2010 albeit with an amount of delay right to cross examination was given to the parties and as the imposition of penalties of stoppage of bonus and issuance of letter of reprimand has not been challenged by the accused person in appellate jurisdiction, hence the allegations levelled by the Appellant stand established proved. However the Appellant refused to join her office stating ransoms i.e. anxiety and panic attacks. The instant appeal is partially rejected to the extent of reinstatement. Respondent No. 1 is directed to implement the decision of inquiry committee. Appeal is disposed off accordingly.