

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

ASMA JAVED

....Complainant

Vs

MANAGEMENT OF SHAHEEN AIR INTERNATIONAL AND SEAMS

.... Accused

Complaint No. 1(400)/2017-FOS

**Department: Shaheen Air International and Shahin Engineering and Aircraft
Maintenance Services (SEAMS)**

Facts:

- Complainant was appointed as trainee engineer (Aerospace) on 2013 on contract for the period of 5 years. The Complainant filed a complaint against other male staff for smoking in a small container and stated that she is allergic to smoke. As inquiry was conducted by SEAMS by which the Complainant was dissatisfied and was forced to withdraw her complaint. In 2017, the Complainant made a payment of Rs. 85000/- and applied for leave for module exam in Dubai. Her leave was denied and only Rs. 16000/- were reimbursed. The Complainant was threatened and was made to resign forcefully.

Held:

- This forum disagrees inquiry report submitted by SEAMS as it is not in line with Protection against Harassment of Women at Workplace Act, 2010. Secondly, it states that the Complainant did not prove that she is allergic whereas, smoking of office is itself illegal.