

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

FAKHRA KASHIF

....COMPLAINANTS

VERSUS

DR. MEHMOOD ASHRAF

.... ACCUSED

Department: Federal Urdu University, Islamabad

Complaint Nos. Complaint No.FOH-HQR/0000545/18
Complaint No.FOH-HQR/0000547/18
Complaint No.FOH-HQR/0000546/18

Date of Decision: 15-10-2019

Brief:

- This case concerned complaint of sexual harassment submitted by three (03) Complainants namely Ms. Fakhra Kahsif, Assistant Professor, Dr. Saba Bashir, Assistant Professor and Ms. Fazia Akhtar, Assistant Professor against Dr. Mehmood Ashraf, Head of Department, Computer Science Department on different dates.
- Mainly all three complaints alleged that accused was insistent on calling them to his office alone under the presence of work all three also alleged that accused would to physically get closer to them.
- Further when they did not follow such orders, they stated facing retaliation by the accused.
- Moreover accused replied that the three complaints had misrepresented the facts and denied the allegations of meetings & calling to meet him alone.
- He further stated complainants do not perform their work well and became hostile when accused imposed strict measures to monitor them.

Held:

- This forum made findings that no harassment as per section 2(h) of Act 2010 has been established in all three cases. Whereas, in relation to Dr. Saba Bashir Complainant No.1 she was alleged to threaten the accused witness was proved and minor penalty of censure under section 4(4) (i) (a) of Act 2010 was imposed on her.