

OFFICE OF THE OMBUDSMAN

Islamabad

FORM OF ORDER SHEET

Complaint No. 1 (450)/2018-FOS (Reg)

Serial No. of Order of Proceedings	Date of order of Proceedings	Order of other proceedings with Signature of Federal Ombudsman
1	2	3
	07-09-2018	<p>Complaint No. <u>1 (450)/2018-FOS (Reg)</u></p> <p>Vide this order, I intend to dispose of the complaint filed by Haseena Anjum, resource person PBC, Islamabad. The brief facts of case are that the Haseena Anjum has made complaint u/s 5 of Protection Against Harassment At Work Place Act 2010 before the Director General PBC Head Quarter, Islamabad.</p> <p>Following which, a complaint was also filed with Federal Ombudsman for protection against harassment of women at workplace dated 05.04.2018. After going through complaint it transpired that before approaching this Forum, a complaint has also been filed and pending within the departmental inquiry committee as per record during pendency of first complaint. I do not want to dwell into the merits of the case and give opinion as it might prejudice either party, but factual position is that during the pendency of first complaint before Director General PBC, Islamabad second complaint was preferred before this forum which cannot be maintainable, Section 8 of the Act of 2010 for Protection against harassment of women at workplace clearly specifies that any employee shall have option to prefer complaint either to ombudsman or to the inquiry committee. In view of the above any employee/complainant cannot be allowed to approach both the forum simultaneously. However, If the employee/complainant has any reservation with the proceedings of inquiry committee constituted within organization proper course for party is to challenge the same before the Federal Ombudsman through Appeal and not otherwise.</p>

Now the inquiry has been completed and the accused Mr. Muhammad Tahir, Driver NBH, Islamabad was found guilty for creating misconduct and consequently major penalty of “**Dismissal from service**” has been imposed by the vide order **No.A-II/5(2)/2018** dated 30.07.2018. The copy of the said inquiry order has been communicated to the complainant

It is pertinent to point out here that any aggrieved party can prefer an Appeal before the Ombudsman if advised so within 30 days of the said order.

Hence the case is disposed off accordingly.

OMBUDSMAN