

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

***ALIA MOHABAT***

***....Complainant***

***Vs***

***IFTIKHAR AHMED & OTHERS***

***.... Accused***

**Complaint No.      FOH-HQR/0000158/19**

***Department:          NATIONAL SAVINGS, ISLAMABAD***

**Facts:**

- Appellants filed an appeal against the decision of the inquiry committee. The inquiry committee had imposed major penalties of removal from service, demotion, compulsory retirement and termination from service were imposed on accused No. 1, 2 & 3.
- Appellants being aggrieved of the findings and penalties imposed, approached FOSPAH.

**Held:**

- The Complainant was unable to produce evidence or any witness as to the alleged event of sexual harassment. Inquiry committee were found biased and conflict of interest against the alleged accused persons.
- Findings of inquiry committee were turned down by this forum and accused persons were reinstated back to their services and appeal was allowed.