

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

AYESHA SUBHANI

....Complainant

Vs

JUNAID ARSHAD

.... Accused

Complaint No. 1(465)/2018-FOS

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

Facts:

- The Complainant (Lecturer at University) and the opponent (former police officer) are divorced. The claimant proved with evidence that the opponent starting harassing her through social medium profiles, where she provided screenshots of the illicit chats that were sent to the claimant's students pretending to be her. He also sent a defamatory letter (FIR No. 348/17) to PS the complainant workplace. The record reveals that the opponent harassed his ex-wife habitually. The fake profiles have also been verified by the FIA NR 3C being operated by the opponent and also is a proclaimed offender for not joining the court hearings against him.

Held:

- This forum has complete and lawful jurisdiction to deal with the matter, as it arose at public/workplace. Moreover, the title of the Act of 2010 is self explanatory as it is harassment at workplace and not in workplace, hence it is not important that both parties be working at the same organization.
- The opponent has been found guilty of harassing his ex-wife at workplace defaming her reputation, baseless sexual allegation and hindering her job at her workplace. Opponent is therefore dismissed from service under Section 4 (ii) (d) and (e) of the Act of 2010, along with the fine of Rs.1,000,000/- out of which Rs. 500,000/- is payable as compensation to the Complainant.

