



**FEDERAL OMBUDSMAN
For Protection against Harassment of Women at Workplace
Islamabad**

J U D G M E N T

1. Complaint Number: 1(160) / 2015-FOS (Reg)
2. Date of Institution: 10.06.2015
3. Date of Decision: 01.09.2015
4. Complainant: Mst. Kalsoom Begum,
Computer Assistant,
National Agriculture Research Centre,
(NARC), Islamabad
5. Opponent: Farman Khan, UDC,
National Agriculture Research Centre,
(NARC), Islamabad

Justice (R) Yasmin Abbasey,

Ombudsman:

Complaint No. 1(160)/ 2015-FOS.

1. Complainant Kalsoom Begum, Computer Assistant, National Agriculture Research Centre (NARC) has lodged a complaint in the Federal Ombudsman Secretariat (FOS) on 10-06-2015 against Farman Khan, UDC from the same department. She has stated in her application dated 09-06-2015 that on 16-04-2015 around 2:00 pm she was working on the computer in the office of Dr. Shafiq Zahid, Project Director. She picked up the telephone call as the Project Director was not in his office. When Project Director came back she handed over the telephone to him saying that Younis is on the phone and wants to talk to him. When Project Director attended the call it was not Younis but rather opponent Farman Khan was on line asking for time to come to the office for signing of some documents. The Project Director told Kalsoom Begum that Farman Khan was on line and not Younis; at this she was furious and showed her serious concern. She called him back and spoke to Farman Khan in Pushto. When the Project

Director saw Kalsoom Begum in a furious attitude he asked her to leave the office. She returned at about 2:00 pm to complete her given task on the computer. At that time Farman Khan, opponent entered the office of the Project Director for signatures on the security cards. On entering the room of the Project Director, opponent started talking to complainant in Urdu and then in Pushto which the Project Director could not understand. During the course of their conversation both were very rude and harsh to each other and tried to grab each other. Project Director ordered Farman Khan to leave the room but he did not and in the mean while Sultan Khan, LDC came into his room from the front office and asked both of them to stop. But opponent closed the door and told him not to interfere. During this fight, opponent tried to become physical and snatched her "Dopatta" and safety pins of her dopatta were unlocked and complainant threw glass towards him in anger but he escaped. She also threw some other objects lying on the table but these could not reach him. Project Director tried to cool them down. In the meanwhile, Sultan Khan, LDC again entered and pushed the opponent

out of the room. After few moments as stated by the Project Director, that both the opponent and the complainant entered into physical scuffle in the corridor. The Project Director again interceded; the opponent had slapped the complainant on her face and she was pushed to the wall. The Project Director pushed the opponent back to the stairs and instructed him to leave the office premises because Kalsoom Begum warned that her brothers are coming to sort him out. The entire episode took place in front of Dr. Shafiq Zahid, Project Director. It was a normal practice for the opponent to tease her as he had some ulterior motives. He had made certain obnoxious gestures as well.

2. This episode was reiterated by the Project Director to the DG NARC on telephone and Kalsoom Begum lodged a complaint through proper channel to the harassment committee. Accordingly harassment committee was constituted to probe into the matter. Warning letter was issued to the opponent on 27-05-2015 for breach of office discipline and creating panic at duty place. Show cause notice was issued to opponent on

12-06-2015. Kalsoom Begum was transferred as per office orders issued by the inquiry committee on 27-05-2015 from IHSPT department to DSI department. She gave her joining on 11-06-2015. In retaliation complainant on 28-05-2015 sent a resignation letter stating that she was slapped by the opponent and no action has been taken instead she had been punished and transferred from one department to another.

3. From the recommendations of the inquiry report it transpires that both compromised and assured the committee to take their cases back which they complied.
4. To conclude, on the face of it and through cross examination and statements submitted by Dr. Shafiq Zahid, Project Director and statement also recorded in the court clearly states, that the opponent not only used harsh and abusive language but also pulled complainant's dopatta from her head which was tied on her head with safety pins. Not only that she was slapped by opponent in the corridor in the presence of the Project Director and other employees. As stated by the Project Director in writing and also stated in the court, that

they also entered into physical scuffle. This act on the part of the opponent is not only a big question mark but it is a blatant act of harsh behavior with the women at workplace. Under these circumstances a women cannot deliver when a person like opponent Farman Khan, UDC (who is in a lower grade) starts misbehaving with the lady computer assistant. Against the backdrop of this episode it is here by directed that opponent Farman Khan, UDC be forthwith demoted to LDC (BPS-07) and a letter of warning be issued by the department to opponent to apologize the complainant in writing and opponent be transferred to a department which is far off located from the complainant's office. A report in this regard be submitted to FOS within a period of 15 days. Parties be informed accordingly.

JUSTICE (R) YASMIN ABBASEY
Federal Ombudsman