

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

***KHAWAR RASHEED***

***....Appellant***

***Vs***

***MINISTRY OF INDUSTRIES & PRODUCTIONS, ISLAMABAD***

***.... Respondent***

**Appeal No.**                **FOH-HQR/0000512/18**

**Department:**        **Ministry of Industries & Productions, Islamabad**

**Date of Decision:**   **05-11-2018**

**Facts:**

- Appellant Khawar Rasheed, Stenotypist BPS-14, Ministry of Industries and Productions filed an appeal against the order dated 15-08-2018.
- Appellant working as stenotypist complained to Deputy Secretary Admin that Appellant forwarded her number to dispatch rider and made him sent her vulgar messages and also spread rumours of relationship between Complainant and himself at work.
- On 09-05-2018 inquiry was initiated and DR confessed and accepted all the facts. After which an inquiry committee was constituted in the Ministry of Industries & Productions and the Appellant was awarded major penalty "removal from service" on 15-08-2018.
- Arguments were heard but the report of the inquiry committee had loopholes i.e. the Complainant and DR did not provide any record of messages or calls and Complainant deactivated her sim and DR deleted his record. Furthermore opportunity of cross examination between parties and witnesses as required in the Act 2010.
- For the abovementioned reasons this office disagrees with the findings of the inquiry committee.

**Held:**

- The impugned order dated 15-08-2018 is hereby set aside. Major penalty of stoppage of one month salary under section 4(i)(c) is imposed on Appellant and DR.