

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

**MUHAMMAD ANEES**

*....Appellant*

**Vs**

**DR. WAQAR-UD-DIN & OTHERS**

*.... Respondents*

**Appeal No. FOH-HQR/0000544/18**

**Department:** Pakistan Health Research Council Islamabad

**Date of Decision:** 20-09-2019

**Facts:**

- Sumera Abid (Complainant) is a Research officer in Pakistan Health Research Council (PHRC) Islamabad, filed a complaint of harassment. She alleged that she has been harassed by receiving whatsapp messages by Muhammad Anees (Accused) working as LDC in PHRC.
- The matter sent to the inquiry committee which was constituted as per law, imposed major penalty i.e. removal of the Appellant (Muhammad Anees) from his service.
- Appellant filed appeal against the findings and recommendations of the inquiry committee before this forum.
- Notices were served, parties appeared, report of inquiry committee was submitted. Equal opportunity was given to both parties.

**Held:**

- The order of the inquiry committee is upheld and instant appeal is hereby dismissed accordingly.