



FEDERAL OMBUDSMAN
For Protection against Harassment of Women at Workplace
Islamabad

J U D G M E N T

1. Complaint Number: 1(106) / 2015 - FOS (Reg)
2. Date of Institution: 15.01.2015
3. Date of Decision: 06.03.2015
4. Complainant: Nargis Naheed & 11 other females
5. Opponent: Romana Shabbir,
Regional Training Institute Islamabad

Justice (R) Yasmin Abbasey,**Ombudsman:**

1. This joint complaint has been filed by 10 students of Regional Training Institute Islamabad against opponent Romana Shabbir that her attitude as Acting Junior Instructor is very aggressive towards students and she shouts and scold students just like primary students which is affecting their education and they are so mentally depressed that it is not possible for them to prepare for final examination.
2. It is also alleged that opponent has put a constant pressure on them by filing suits against them with no sufficient ground.
3. Opponent in her reply has denied all allegations made therein.
4. Irrespective of allegation made by complainants and denial made by opponent, record shows that present complaint is a continuing act of litigation pending in between parties at different levels and also in between opponent and management of Regional Training Institute Islamabad. Apparently matter in issue in between parties is not that of behavior of opponent with students, but the execution of appointment letter issued in favor of opponent on 21.01.2008 as warden of Institution and her posting as Acting Junior Instructor in institution and posting of one another teacher of institution as Warden. Therefore as has been observed in the connected matter No. 1(101)/2014-FOS that the question to determine terms of services of opponent and her job description in institution which has cropped up

differences in between management and opponent, just after 4 months of her appointment can only be resolved either by the organization itself or by the proper forum having jurisdiction in the matter. How far it is affecting education of students has also to be looked into by the management by replacing instructor so that education of trainees will not affect. Even otherwise best course for students is to approach their own management for redress of their grievances because this forum cannot interfere in the administrative working of any institution.

5. In view of above complaint is hereby disposed off accordingly.

YASMIN ABBASEY
Ombudsman