



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

**J U D G M E N T**

1. Complaint Number: 1(149) / 2015-FOS (Reg)
2. Date of Institution: 13.05.2015
3. Date of Decision: 25.06.2015
4. Complainant: Mst. Parveen Akhtar, Aaya,  
Islamabad Model School No. 2,  
G-8/2 Islamabad
5. Opponent: Tanver Khokhar,  
Chowkidar  
Care of Director (Admn)  
Federal Directorate of Education,  
G-8/2 Islamabad

**Justice (R) Yasmin Abbasey,**

**Ombudsman:**

**Complaint No. 1(149)/ 2015-FOS.**

1. Complainant Parveen Akhtar, Aaya in Islamabad Model School No. 2, Sector G-8/2 Islamabad has filed this complaint against Chowkidar Tanver Khokhar who was previously working in this school. According to complainant, on 12.05.2015 when she was performing her duty at about 12:00 noon, opponent came in his school and directly went to clerk room and sit there. When he was asked to sit outside room, he started abusing her and had also physically beaten her. Opponent also threatened to abduct her and outreached her modesty at public place. According to complainant, Headmistress of school and parents of students has saved her from ex-Chowkidar Tanver Khokhar.
2. Opponent in his defense had denied all allegations. On contrary it is stated that when as per previous instruction of Principal he was sitting in clerk room, complainant came there and started abusing her. After some time she left room. According to him, under impression that complainant will complain against him to Principal, he tried to go to office of Principal, but as there were some guests, therefore he sit on chair. In the meanwhile complainant also came there from kitchen and started beating with sleepers. He was trying to save himself and tried to go out of room. Principal of school also came there. Complainant also beat him in presence of Principal with her sleeper. In defense he has also twice slapped complainant. Thereafter Younus Gardener had taken him out from room. Blood was oozing from his hand.
3. It is alleged that in a pre-planned scheme in between Chowkidar Tasawur Abbas and complainant, he has been trapped, because Chowkidar Tasawur Abbas and complainant with a plan had called with him in school, where this incident occurred. It is alleged that both these persons

are behind him, because opponent had refused offer of marriage with complainant. He had also refused to pay Rs. 20,000/- demanded by complainant. He is an eye witness of Tasawur Abbas and complainant illicit relations. Opponent has also leveled allegations against Principal of school that she is deliberately avoiding illegal activities of Chowkidar Tasawur Abbas who is supported by Inspector Niazi Education Head office Monitoring Cell.

4. Both parties were asked that if they want to produce any further verbal evidence, they may file their statement in writing with exchange of copies to each other.
5. Although statements were filed by both parties, but thereafter opponent did not turn up to cross examine complainant or to submit himself for cross examination, therefore on 03.06.2015 complainant was discharged for purpose of cross examination and opponent's side of evidence was closed.
6. After perusal of record, I found that serious nature of allegations has been leveled by both parties against character of each other. Two applications of Principal of Islamabad Model School No. 2 G-8/2, Islamabad has also placed on record addressed to Director Admn against behavior of opponent in school. What result came out of that is not on record, but there is no denial of opponent that because of complaint, he was transferred from Islamabad Model School and at present is serving in Director Admn-II. According to complainant, after incident of 12.05.2015 she has gone for medical treatment in Pakistan Institute of Medical Sciences Islamabad. Photocopy of medical report has been placed on record which shows nature of injuries received by complainant which somehow corporate with statement of complainant made on 22.05.2015. On basis of this medical report FIR was also lodged on 14.05.2015 under FIR No. 319. Although opponent has also filed statement of 2,3 witnesses

to support his version, but neither he nor his witnesses appeared before this Court to testify themselves through cross examination, therefore their sole statement in the circumstances of case cannot be believed, because from documents placed on record at Page 21 & 22 behavior of opponent with school administration is also appearing on record, wherein he has leveled allegation against Principal of school of her undue favor of Chowkidar Tasawur Abbas.

7. Though from documents placed on record, I found that behavior of opponent with administration of school was not of disciplinary nature. He has also admitted that he slapped complainant twice. Beside complainant's allegation, opponent's own statement has been incorporated by Younus Gardener and by Principal of this school where incident took place and from medical report produced by complainant.
8. According to opponent, as matter relating to same incident is also pending before Additional District and Session Judge, therefore same incident cannot be tried before two forums and has request for dismissal of this complaint. To support his statement he has filed order of Additional District and Session Judge West Islamabad dated 22.05.2015.
9. Perusal of this order shows that it was passed in a pre-arrest bail application moved by opponent in case registered under FIR no. 319/2015 by complainant at PS Margalla Islamabad. Grant of pre-arrest bail on basis of bailable offences against opponent has no nexus with harassment issue alleged by complainant before this forum.
10. Irrespective of all evidences placed on record, I think it proper in interest of justice that department Directorate (Administration) Federal Directorate of Education Islamabad should after constituting inquiry committee under section-3 of Protection against Harassment of Women at Workplace Act 2010 investigate in the matter with possible evidence available on their record, or otherwise and report within period of 30 days of receiving of this

order, to this office of FOS positively. In the meanwhile Directorate Administration should make proper arrangements that both parties in matter should not have any interaction for official purpose.

11. Complaint disposed off accordingly.
12. Announced in open court.

**JUSTICE (R) YASMIN ABBASEY**  
**Federal Ombudsman**