

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

SUMERA YOUSAF

....Complainant

Vs

MUHAMMAD TABASSUM

.... Accused

Complaint No. FOH-HQR/0000082/19

Department: Ministry of Foreign Affairs, Islamabad.

Date of Decision: 03-11-2020

Facts:

- Ms. Sumera Yousaf working as a Junior Auditor for the Chief Accounts Officer Ministry of Foreign Affairs (MOFA), Islamabad. In her complaint she alleged that her personal photos were stolen from her Laptop and made public via the computer system of MOFA, Islamabad.
- Her allegation was levelled towards Muhammad Tabassum accused. The Complainant had provided Laptop to him for remove some defect. After bringing the matter to the attention of seniors of her organization. No prompt action was taken therefore, she filed her complaint before FOSPAH.
- MOFA in the meantime constituted a committee and after investigation held that the accused Muhammad Tabassum was guilty. He was awarded a punishment only imposed a minor penalty of withholding two increments vide office order dated 05.04.2019. Both Complainant & accused filed appeals against the said order. The Complainant felt that the punishment was nominal / inappropriate and should be enhanced to safeguard the women in the workplace.
- The accused appealed on grounds that the order was against both law and facts. And based on malafide ulterior and should be set aside.

Held:

After arguments it was held that the accused was in fact guilty and the punishment should be enhanced to a reduction to a lower post with the meaning of sub section 4 (ii) (a) imposed as a major penalty along with 2 lacs fine to be paid as compensation to Complainant/Appellant. The accused should be placed elsewhere so as to make the Complainant feel safe at work. The appeal filed by the accused Muhammad Tabassum was dismissed.