

# OFFICE OF THE OMBUDSMAN

## Islamabad

### FORM OF ORDER SHEET

Complaint No. 1 (489)/2018-FOS (Reg)

Serial No. of Order of Proceedings	Date of order of Proceedings	order of other proceedings with signature of federal ombudsman
1	2	3
	04-01-2019	<p>Complaint No. <u>1 (489)/2018-FOS (Reg)</u></p> <p>Brief facts of the case are that the complainant earlier filled a Complaint No. 1 (206) /2015- FOS against the management of NADRA for harassment, physical torture and illegalities committed by way of initiating false and baseless inquiry against her, though denied by the said parties, however, same was disposed off with a clear order dated 12-11-2015, directing the authorities to provide all documents of record applied by the complainant along with a direction of fair trial with an opportunity to complainant to cross examine the witness produced against her further directed inquiry committee to conclude the inquiry proceedings within a period of one month, thereafter, the authorized officer of NADRA Inquiry Committee closed the said inquiry finding the allegations false and baseless vide letter dated 7-12-2015, which ultimately proves the stance of petitioner. The same matter was also equally taken up by the Honourable Lahore High Court, Rawalpindi Bench, Rawalpindi and was disposed off in the shape of fruitful results for the petitioner.</p> <p>It is also perused from the record that the complainant again feeling repetition of the same series of revenge/retaliation ending in the mode of harassment submitted Complaint No. 1</p>

		<p>(304)/2016- FOS regarding harassment by way of rejecting lawful right of promotion, simultaneously, resisted by the further followed by rejoinder and a separate Complaint No. 1(324)/2017- FOS regarding personal harassment. victimization and ill treatment of NADRA officers which finalized by the ombudsman in purview of the report placed on file by NADRA indicating that on the basis of intentional implication into various inquiries, a clear result of harassment and ill treatment was proved, ultimately, withdrawn as disposed off with such observation. In furtherance, the record also reflected that two witnesses namely Nasir and Khurram tendered their affidavits, cross examined by the opponent and can easily be inferred that their length of services short but favoured for out of turn promotions even also when no promotion board was constituted. Record further revealed that the petitioner was transferred from Karachi to Islamabad in purview of the letters dated 4-03-2008 and 31-03-2008 as a promotion case being best performer and also on 12-05-2010 her promotion was approved by the then Chairman NADRA Ali Arshad Hakeem but not obeyed by the HR staff and is therefore another example of harassment and ill treatment.</p> <p>The complainant again knocked the door of this forum for execution/implementation of the commitments made by authorities but resilled there from, however, being the best performer with excellent ACRs and continuous recommendations from the date of employment till CPB 2018. It was further observed that her colleagues and juniors have already been promoted in the CBP 2015 announced in 2016, further compensated in form of higher salaries, damages and allowances etc. Also new inductions in higher ranks are directly appointed with lesser qualifications, hence she is being victimized and discriminated unlawfully against her vested right thus prove retaliation in one way or the other way amounts to harassment and gender based discrimination within the purpose of the Protection Against Harassment of Women at the Work</p>
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