

BEFORE OMBUDSPERSON PUNJAB LAHORE

Complaint No. WOP/11-438/2021

Titled

Female PST

Vs.

Headmaster

DECISION

The instant complaint of harassment was lodged by Primary School Teacher of Government Primary School against Headmaster under the Protection Against Harassment of Women at the Workplace Act, 2010 with the allegations that the respondent is foul character person who demands female teachers to indulged in objectionable gossips with him, captures pictures of female teachers and forwards those to his friends due to which teachers are worried. She further alleged that many a times he conveyed her message to meet him in solitude through students, when she denied, he developed grudge against her and started teasing her. He even marked her absent

and got her suspended marking her absent while no allegation was could be established against her during an inquiry.

Thereupon, show-cause notice was issued to the respondent who submitted his written reply therein contending that the complainant has leveled false, concocted and baseless allegations against him so as to tease and harass him as she has already been doing with all Headmasters. He contended that the complainant was in habit of using mobile phone unnecessarily, playing with her children, not marking her attendance, making propagandas and tempering official record, disobeying official orders, coming late and violating discipline. He stated that the complainant has just maligned his reputation leveling false allegations.

Statements of the parties were recorded on oath and they were also put to the crucial test of cross-examination.

In support of her allegations, the complainant has presented statement three witnesses. First witness stated that the respondent has used unethical wording against complainant, he has hurled him abuses on refraining him from all that. Further, stated the respondent managed two applications lodged against him by two female villagers and

unjustly got him suspended. Second witness stated that once teachers were present in Assembly and the complainant was busy in cleaning class room. Complainant called him in presence of a teacher and told him that respondent called her in his room while teachers were in assembly and he was alone in his office room. He further stated that she sent a child to respondent that she intended to come then but he replied that she does not need to come. He stated that the respondent captured pictures of staff especially female teachers.

Respondent considered his reply as his statement on oath. During cross-examination he denied that he raised his shirt when she came out of washroom. He denied that he held his male organ and stared at her with bad intension. He denied that he taunted about her pregnancy. He denied that he captured her videos: added that rather she insulted parents of the students for not training their children.

In support of his version he presented Affidavits of School Council Committee, staff and three female teachers namely. The School Council Committee and staff stated that the respondent has always been performing his duties efficiently. Further, stated that the allegations leveled against

respondent are false and baseless. Female teachers of the said school states that the respondent has never harassed them nor stared at them. He always treated them affectionately and they feel safe under his headship.

Upshot of the above is that through the instant complaint the complainant firstly alleged that respondent Headmaster harasses female teachers, captures their pictures and demands them to meet him in solitude. Secondly, she alleged that the respondent also harassed and teased her, demanded her to meet him in solitude and got her suspended unjustly. In support of her allegations she present written statement of three witnesses who supported complainant's allegations. A witness confirmed that the respondent used unethical wording against complainant, when he refrain him, he hurled him abuses. Another witness supported complainant's stance stating that once she told that the respondent called her in his room when they were in assembly: because he was alone in the room, she did not go, later on, in his presence complainant sent a child to respondent that she intends to come know but he replied that she does not need to come. He further

confirmed that the respondent captures pictures of staff especially female teachers.

In oppose, respondent has presented affidavits of the School Council Committee, other staff whose statements were found to be stereotype but they could not support respondent's version specifically to the extent of complainant. Looking from the other angle, the School Council Committee do not remain present at school all time, hence its evidence in itself is unreliable. Three female teachers who also submitted affidavits in support of respondent could not negate complainant's allegations as they mere stated that the respondent has never harassed them, hence their statements were found to be irrelevant.

After considering case file at length, version of the parties and examination of evidence presented by them, I am of the considered view that the allegations of harassment leveled by the complainant against Headmaster stand established. Hence finding him guilty of harassment by way of his sexually demeaning attitude as defined in section 2(h) of the Act, 2010, I award him major penalty of **"Removal from Service"** as per section 4(4)(ii)(c) of the Protection Against Harassment of



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Women at the Workplace Act, 2010. The concerned Competent Authority shall impose penalty awarded to Headmaster within 30 days of receipt of this order under report to this forum.

Complaint stands disposed of accordingly.

(MS. NABILA KHAN)
OMBUDSPERSON PUNJAB

Announced: 23.01.2023



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