



REGISTRAR

# LIAQUAT UNIVERSITY

OF MEDICAL & HEALTH SCIENCES JAMSHORO, SINDH - PAKISTAN

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"SAY NO TO CORRUPTION"

DOC # LUMHS/ESTT/E-1/-31867/76  
ISSUE DATED: 19-09-2025/48

## ORDER

In supersession of this University order No.LUMHS/ESTT/(E-1)/-31867/76, dated 05-09-2022, the Vice-Chancellor has been pleased to re-constitute a committee for "Protection against Harassment of Women at the Work Place Act 2010", consisting of following faculty members/officers, LUMHS, Jamshoro to examine and dispose-off the complaint(s) as and when received with the liaison of Girls Resource Centre /Escort, University of Sindh Jamshoro in accordance with the Protection against Harassment of Women at the Work Place act 2010;

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|--|------------------|
| 1. Prof. Feorze Ali Kalhoro<br>Dean, Faculty of Dentistry,<br>LUMHS, Jamshoro  | Chairman         |
| 2. Prof. Samreen Memon<br>Dean Faculty of Basic Medical Sciences<br>LUMHS, Jamshoro  | Member           |
| 3. Dr. Sana Mirza<br>Chairperson,<br>Department of Oral Pathology,<br>LUMHS, Jamshoro  | Member           |
| 4. Dr. Nudrat Zeba Shaikh,<br>Associate Professor of Community Medicine,<br>Bilawal Medical College for Boys,<br>LUMHS, Jamshoro | Member           |
| 5. Dr. Sajjan Khan Halepoto<br>Director Student Affairs,<br>LUMHS, Jamshoro  | Member/Secretary |

## TORs:

- (1) The Inquiry Committee, within three days of receipt of a written complaint, shall communicate to the accused the charges and statement of allegations leveled against him, the formal written receipt of which will be given;
- (2) Require the accused within seven days from the day the charge is communicated to him to submit a written defense and on his failure to do so without reasonable cause, the Committee shall proceed ex-parte;
- (3) Enquire into the charge and may examine such oral or documentary evidence in support of the charge or in defense of the accused as the Committee may consider necessary and each party shall be entitled to cross-examine the witnesses against him.
- (4) Subject to the provisions of this Act and any rules made thereunder the Inquiry Committee shall have power to regulate its own procedure for conducting inquiry and for the fixing place and time of its sitting.
- (5) The following provisions inter alia shall be followed by the Committee in relation to inquiry:
  - (a) The statements and other evidence acquired in the inquiry process shall be considered as confidential;
  - (b) An officer in an organization, if considered necessary, may be nominated to provide advice and assistance to each party;
  - (c) Both parties, the complainant and the accused, shall have the right to be represented or accompanied by a Collective Bargaining Agent representative, a friend or a colleague;
  - (d) Adverse action shall not be taken against the complainant or the witnesses;
  - (e) The inquiry Committee shall ensure that the employer or accused shall in no case create any hostile environment for the complainant so as to pressurize her from freely pursuing her complaint;
  - (f) The Inquiry Committee shall give its findings in writing by recording reasons thereof.



*Mr. Mustafiz*  
*27/09/25*