



# Capital University of Science and Technology

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## Notification CUST Harassment Committee

In pursuance of the approval accorded by the Board of Governors in its meeting held on 30-12-2021, regarding CUST Harassment Policy, the Competent Authority has been pleased to constitute the following Harassment Committee: -

- |      |  |        |
|------|--|--------|
| i.   | Dr. Imtiaz A. Taj,<br>Dean FoE                   | Chair  |
| ii.  | Dr. Nadia Shamshad Malik,<br>Assistant Professor | Member |
| iii. | Malik Arshad Mahmood,<br>Registrar               | Member |

2. The Committee shall investigate and adjudicate any allegations of prohibited conduct in accordance with Section-7 of said Policy. After initiating the investigation and not later than three days of the receipt of a written complaint, the Inquiry Committee shall:

- communicate to the accused the charges and statement of allegations leveled against him/her, the formal written receipt of which will be given;
- require the accused within seven days from the day the charge is communicated to him/her to submit a written defense and on his/her failure to do so without reasonable cause, the Committee shall proceed ex-parte; and
- enquire into the charge and may acquire and examine such oral or documentary evidence in support of the charge or in defense of the accused as the Committee may consider necessary (including by summoning potential witnesses) and each party shall be entitled to cross-examine the witnesses against him/her.

3. The following rules shall be applicable to the hearings conducted by the Inquiry Committee: -

- All hearings shall be closed hearings;
- The Inquiry Committee will hear statements from the complainant(s) and respondent(s), the witnesses if any (as required) and study any other documents and/or evidence as presented by the relevant parties or collected in the process of conducting inquiry;

