



## Capital University of Science and Technology

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No. 55/CUST/Reg/2022

Dated: March 15, 2022

### 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:

- a) communicate to the accused the charges and statement of allegations leveled against him/her, the formal written receipt of which will be given;
- b) 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
- c) 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: -

- a) All hearings shall be closed hearings;
- b) 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;

- c) The Inquiry Committee shall have discretion to limit testimony and questioning of witnesses to those matters it considers relevant to the disposition of the case;
  - d) The Chair of the Inquiry Committee shall have the power to compel a witness to attend, and the complainant(s) and/or respondent(s) may request the Chair's aid in this regard;
  - e) The complainant and the respondent may at any stage of any of the procedures outlined in this policy be represented and/or accompanied by another person of her/his choice from CUST Community.
  - f) The Committee shall have the right to acquire any relevant piece of evidence to further their understanding of the case and the relevant parties, witnesses and administration are required to provide them with this documentation and/or evidence to facilitate the investigation;
  - g) Objective documentation of the proceedings of the Inquiry Committee shall be maintained where high confidentiality of the records and other such material shall be upheld at all times;
  - h) The respondent shall be allowed to cross question the complainant and witnesses unless the committee decides otherwise;
  - i) Where any procedural matter is not dealt with in this policy, the Inquiry Committee may, guided by the principles of fairness, establish any appropriate procedure.
4. The following are designated as "Focal Persons" to offer support and immediate assistance to those who have experienced sexual harassment: -
- i. Dr. Sabahat Haqqani, HoD Psychology Dept.
  - ii. Dr. Abdul Basit Siddiqui, Associate Professor, CS Dept.
5. This supersedes Registrar office notification No. 106/CUST/Reg/2021 dated 19-06-2021.

  
**Malik Arshad Mahmood**  
Registrar

Distribution: -

- All Deans/HoDs
- All Members of the Committee
- Dr. Sabahat Haqqani, HoD, Psy. Dept
- Dr. Abdul Basit Siddiqui, Assoc. Prof. CS Dept.
- All Sectional Heads

Along with photostat copy of  
CUST Harassment Policy

Copy to: -

- P.S to the Vice Chancellor