



**UNIVERSITY OF BALTISTAN, SKARDU**  
**The Harassment Committee**

**Focal Persons (Two Members)**

| S.No. | University                     | Name                       | Designation | Mobile Number | Email                    | Remarks / Status of member  |
|-------|--------------------------------|----------------------------|-------------|---------------|--------------------------|---|
| 1     | University of Baltistan Skardu | Mr. Waseem Ullah Jan Malik | Registrar   | 03488029448   | registrar@uobs.edu.pk    | The HEI shall designate at least two members of the HEI administration (the "Focal Persons"), at least one of whom shall be a woman, to offer support and immediate assistance to those who have experienced sexual harassment. |
| 2     | Do                             | Ms. Nazia Ashraf           | Lecturer    | 03315460212   | nazia.ashraf@uobs.edu.pk |   |

**Inquiry Committee (Three Members)**

|   |                                |                     |                            |             |                          |   |
|---|--------------------------------|---------------------|----------------------------|-------------|--------------------------|---|
| 1 | University of Baltistan Skardu | Dr. Ishtiaq Hussain | Controller of Examinations | 03125060656 | controller@uobs.edu.pk   | The HEI shall also constitute an Inquiry Committee to investigate and adjudicate any allegations of prohibited conduct (the "Inquiry Committee") in accordance with the provisions of Section 7. Those who have experienced sexual harassment may also contact members of the Inquiry Committee for support and advice. |
| 2 | Do                             | Dr. Salar Ali       | HoD Environmental Sciences | 03452769557 | salar.ali@uobs.edu.pk    |   |
| 3 | Do                             | Ms. Naila Batool    | Lecturer                   | 03365460073 | naila.batool@uobs.edu.pk |   |

**Appellate Body (Three Members)**

|   |                                |                       |               |             |                             |  |
|---|--------------------------------|-----------------------|---------------|-------------|-----------------------------|--|
| 1 | University of Baltistan Skardu | Prof. Dr. Abdul Matin | Professor     | 03130555090 | abdul.matin@uobs.edu.pk     | There shall be a three-member appellate body (the "Appellate Body") appointed by the VC that shall include at least one senior member of the HEI administration (at the level of dean or equivalent) and at least one of the members of which shall be a woman. No member of the Inquiry Committee shall concurrently be a member of the Appellate Body. In case the complaint had been made against one of the members of the committee, that member shall be replaced by another (impartial member) for that case. |
| 2 | Do                             | Dr. Alamdar Hussain   | HoD Chemistry | 03129242735 | alamdar.hussain@uobs.edu.pk |  |
| 3 | Do                             | Ms. Noreen Maryam     | Lecturer      | 03408916385 | noreen.maryam@uobs.edu.pk   |  |

## **Roles and Responsibilities of Harassment Committee**

The Harassment committee will be responsible for following: -

1. **Focal Persons:** - As soon as a complaint or report is received by designated resources or any member of the HEI administration, depending on the nature and seriousness of the offence, the Focal Persons shall take appropriate steps to provide interim measures that may be requested by the affected persons or as otherwise may be deemed appropriate.
2. **Inquiry Committee Members:** - The Inquiry Committee shall be responsible for the investigation and adjudication of any complaint received in connection with the violation of this policy.
3. **Appellate Body:** - The Appellate Body will act as against the decision of the Inquiry Committee. The Appellate Body may be considered the appeal and any other relevant material or modify the decision within 30 days in respect of which such appeal is made, and shall communicate the decision to both the parties, the VC and the Inquiry Committee.