

FORMAN CHRISTIAN COLLEGE

(A Chartered University)
Ferozepur Road, Lahore 54600 Pakistan.



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May 08, 2024

Office of the Registrar

NOTIFICATION

Subject: **Sexual Harassment Inquiry Committee (SHIC)**

1. In pursuance to the Higher Education Commission (HEC) Policy on Protection Against Sexual Harassment in Higher Education Institutions (HEIs) dated July 1, 2020 and subsequent its approval by the Board of Governors (BOGs) Forman Christian College (A Chartered University), Lahore in its meeting dated November 21, 2020, the Rector is pleased to constitute new members for the "Sexual Harassment Inquiry Committees" as under;

a. For Faculty and Students

- (1) Dr Sarah Shahed Chair/Member
Professor University Department of Psychology
- (2) Dr Anam Muzamil Member
Assistant Professor University Mass Communication Department and Head of Academic Advising Centre
- (3) Mr. Atif Saroia Member (with effect from June 1, 2024)
Assistant Professor College Commerce Department

b. For Staff, Vendors, Contractors, and Visitors

- (1) Dr Fatima Syeda Chair/Member
Professor and Chairperson University English Department
- (2) Ms. Eram George Member (with effect from July 1, 2024)
Associate Professor HOD Intermediate English Department
- (3) Mr. Cassian Rozario Member
Deputy Registrar

2. **Term of Reference (TORs) of Sexual Harassment Inquiry Committees.** The TORs of Sexual Harassment Inquiry Committee will be as under;

- a. The Inquiry committee shall be responsible for the investigation and adjudication of any complaint received in accordance with the HEC Policy on Protection Against Sexual Harassment in HEIs dated July 1, 2020, prepared in light of the provisions of the Protection Against Harassment of Women at the Workplace Act 2010.

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- b. The Inquiry committee shall maintain order during hearing, answer procedural questions, grant and deny adjournments, maintain proper documentations of the proceedings and report recommendations of the committee to the Rector.
 - c. The inquiry committee shall complete the inquiry and recommend its final decision within a period of 30 days.
 - d. The inquiry Committee shall maintain the confidentiality.
 - e. Dr Aneel Samuel will continue till May 31, 2024 and Ms. Sameen McAuley will continue till June 30, 2024 after which new members will take their position as members of the said committee.
3. The tenure of members of the committee will be for a term of two years with effect from May 08, 2024.
 4. The notification is issued with the approval of the Competent Authority.



Brig (R) Dr. Nayer Fardows
Registrar