

EMPLOYEES' OLD AGE BENEFITS INSTITUTION
EOBI HEAD OFFICE, KARACHI

HUMAN RESOURE DEPARTMENT

Dated: November 12, 2012

OFFICE ORDER NO. 445 /2012

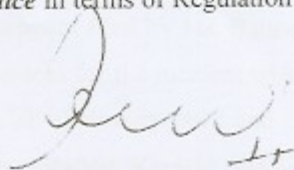
Whereas you, Mr. Mubashar Razi Jaffery, Senior Assistant, B&C- I, Head Office, Karachi (P.No.916825) were facing Inquiry under "the protection against harassment of women at the workplace Act 2010" on the basis of a complaint filed by Ms. Raheela Keyani, then Director (Publicity), B&C- I, Head Office, Karachi for the incident which took place between you and Ms. Keyani in her office on 22nd February 2012 and for which Ms. Keyani lodged an FIR with the Ferozabad Police Station, Karachi, too and for which you were suspended.

2. And whereas, the Inquiry Committee of the Institution constituted vide Office Order No. 88/ 2012 dated 29-02-2012, corrected vide Office Order No. 161/ 2012 dated 12-04-2012 with reference to the protection against harassment of women at the workplace Act 2010 submitted its report on 23-05-2012.

3. And whereas, in the Inquiry Report of the said Inquiry Committee it has been established that you Mr. Mubashar Razi Jaffery, Senior Assistant, displayed attitude creating a hostile, intimidating and offensive work environment which has caused interference with work performances as admitted during the course of this inquiry. Thus the Inquiry Report confirmed commission of misconducts mentioned in disciplinary rules of the Institution as follows: *Breach of discipline, Willful insubordination or disobedience to any lawful order of superior, and Riotous or disorderly behavior with your lady supervisor during working hours in office premises and exhibiting action subversive of discipline.*

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4. Therefore, I, being the Competent Authority, after going through the details of the case, findings in the Inquiry Report having confirmed commission of the misconduct by you and after applying my mind, hereby impose upon you, Mr. Mubashar Razi Jaffery, Senior Assistant, B&C-I, Head Office, Karachi major penalty of *dismissal from service without notice or payment of any compensation in lieu of notice* in terms of Regulation 30(1)(v) of EOBI (Employees' Service) Regulations 1980.



(Zafar Iqbal Gondal)
Chairman



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