

To:
The Honorable Chairperson,
Faculty Grievance Committee,
Rawalpindi Women University

Dated: 13th June 2025

Through Proper Channel

Subject: Workplace Harassment Complaint

Respected Sir/Madam,

On June 13, 2025, I Muhammad Shozab Askari, Lecturer and Focal Person, Department of Pakistan Studies, visited the university's admin building for an official task. While passing near the Exam Office, I stopped by to greet the staff and inquire about their well-being. During this visit, Madam Sumaira, Additional Controller Examination, spoke to me in a harsh tone and said:

"It's good that you came. I need to speak with you, but everything will be discussed in the Vice Chancellor's office. It would be better for you not to leave the university premises until you are called by the VC Office—you may be summoned at any time."

I politely asked Madam Sumaira what the issue was, so I could try to resolve it, but she responded, *"The Vice Chancellor will inform you. Please wait for the call from the VC office."*

I explained to her that my father is unwell and has come from our hometown Khushab for a medical checkup at Quaid-e-Azam Hospital. Doctors have scheduled his visit for 12:30 PM today. She replied coldly, *"That is your personal problem. Don't tell me about it."*

Her indifferent and insensitive response was extremely hurtful. In a situation where someone humbly seeks clarification in front of others on humanitarian grounds, such a rude, unprofessional, and disrespectful attitude not only harms one's dignity but is deeply upsetting and humiliating.

Later, I approached Mr. Shahzaib (Exam Section) to ask about the issue, but Madam Sumaira—who was still present—interrupted and told me not to ask anyone, adding *"No one will tell you anything. Please leave."*

Background Context:

About two years ago, I was appointed the focal person for the Pakistan Studies Department. During the Fall 2023 semester, interviews were conducted for visiting faculty. I was part of the interview panel. On the day of interviews, Madam Sumaira

came with a female candidate and requested that I ensure her hiring as visiting faculty. I respectfully stated that if the candidate met the university's eligibility criteria, she would certainly be considered. Later, Miss Fauzia from the Exam Section also conveyed the same request on behalf of Madam Sumaira, and I gave the same response.

The truth is that the candidate did not meet the required qualifications for a visiting faculty position and, therefore, was not selected.

Since then, over the past two years, I have faced repeated discriminatory behavior from Madam Sumaira. Despite always greeting her politely, she did not even respond to my greetings for a whole year following that incident. I assumed that any misunderstanding would eventually fade, but after this morning's incident around 11 AM, I feel compelled to bring this matter formally to your attention.

I request that my complaint be officially recorded and that the issue be reviewed on humanitarian and professional grounds. You may verify my account by speaking with the witnesses present in the Exam Section at the time.

My Contributions:

Alongside being the Focal Person for the Department of Pakistan Studies, I also serve as the Focal Person for the University's Literature and Debating Society. I have successfully organized numerous events, including "Rising Pakistan" and commemorations of important national days.

I have always responded to any departmental concerns promptly and responsibly. This can be verified from all departments, including the Exam Section. Despite this, the inhumane treatment I received from Madam Sumaira today was beyond my understanding.

Therefore, I humbly request that this written complaint be considered as a workplace harassment issue, investigated accordingly, and justice be provided.

Sincerely,

Muhammad Shozab Askari

Lecturer & Focal Person,

Department of Pakistan Studies,

Rawalpindi Women University

Copy forwarded for information and necessary action:

1. Vice Chancellor