

# FORMAN CHRISTIAN COLLEGE

(A Chartered University)  
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January 16, 2023

## Notification

*Office of the Registrar*

Subject: **Composition of Appellate Committee of Forman Christian College (A Chartered University)**

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 substitute the names in the, "Appellate Committee of Forman Christian College ( A Chartered University)" the following members which shall hear the appeal against the decision of the Sexual Harassment Inquiry Committees. The composition of Appellate Committee is as under;

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|------------------------------|--------|
| (1) Mr. Douglas David        | Chair  |
| (2) Dr. Shahida Dilawar Shah | Member |
| (3) Dr. Faiza Zaheer         | Member |

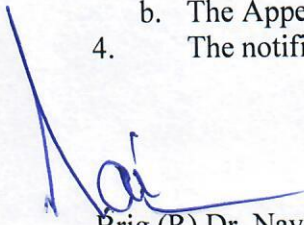
2. The Complainant and the respondent shall have a right to appeal of the decision of the Sexual Harassment Inquiry Committee within the period of 30 days from the date of notification of the decision on the following grounds;

- The alleged conduct does or does not fall within the scope of this policy,
- The Inquiry Committee reached a decision without consideration of material information;
- The imposed penalty is unfair because it is disproportionate or materially different from that imposed for similar misconduct; or
- The adjudication process followed by the inquiry committee was procedurally unfair.

3. **Term of Reference (TORs) of Appellate Committee.** The term of reference of Appellate Committee will be as under;

- The Appellate Committee will receive the appeal of the decision of the Sexual Harassment Inquiry Committee within the period of 30 days from the date of notification of the decision on the grounds given in para 2 above;
- The committee may communicate with the parties, the members of the inquiry committees or other members of the Forman Christian College (A Chartered University) as it deems fit.
- The committee may confirm, set aside, vary or modify the decision within 30 days and shall communicate the decision of the Appellate Committee to both the parties, Rector and the Inquiry Committee.
- The Appellate Committee shall maintain the confidentiality.

4. The notification is issued with the approval of the Competent Authority with immediate effect.

  
Brig (R) Dr. Nayer Fardows  
Registrar