



ISLAMIA COLLEGE PESHAWAR

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100
Years
of Glory

No. 219 Meetings

Dated: 18/06/2025

To

All members of the Syndicate
Islamia College Peshawar

Subject:- FINAL MINUTES OF THE 43rd MEETING OF THE SYNDICATE,
ISLAMIA COLLEGE, PESHAWAR

Dear Sir/Madam,

I am directed to send herewith a copy of the final minutes of the 43rd meeting of the Syndicate, Islamia College Peshawar held on 17.05.2025 the Committee Room of Khyber Medical University, Phase 5, Hayatabad, Peshawar.

Thanking you.

Encl: As stated above.


Registrar

Copy to:

1. Deputy Registrar (Meetings)
2. PSO to Vice-Chancellor
3. Office Record


Registrar

MINUTES OF THE 43RD MEETING OF THE SYNDICATE, ISLAMIA COLLEGE PESHAWAR HELD ON 17TH MAY, 2025 AT 01:30PM IN THE COMMITTEE ROOM OF KHYBER MEDICAL UNIVERSITY, PHASE 5, HAYATABAD, PESHAWAR

The 43rd Meeting of the Syndicate, Islamia College Peshawar was held on 17.05.2025 at 01:30 PM in the Committee Room of Khyber Medical University, Phase 5, Hayatabad, Peshawar. The meeting was chaired by Prof. Dr. Zia Ul Haq, Vice-Chancellor, Islamia College Peshawar. The following attended the meeting:

1. **Prof. Dr. Zia Ul Haq**
Vice Chancellor, Islamia College Peshawar
2. **Ms. Justice (Rtd) Irshad Qaiser**
Nominee of the Chief Justice, Peshawar High Court, Peshawar
3. **Prof. Dr. Usman Ghani**
Director, Institute of Management Sciences (IMS), Nominee of the Secretary, Higher Education Commission, Islamabad
4. **Dr. Fareed Ullah Shah**
Director, Higher Education,
Government of Khyber Pakhtunkhwa
5. **Prof. Dr. Izhar Ahmad**
Chairman, Department of Botany, Islamia College Peshawar
6. **Dr. Amjad Ali**
Tenured Associate Professor, Department of Statistics, Islamia College Peshawar
7. **Mr. Azhar Zahoor**
Deputy Secretary (Universities),
Nominee of the Secretary, Higher Education, Archives & Libraries
Department, Government of Khyber Pakhtunkhwa
8. **Mr. Jamal Ud Din**
Additional Secretary (Establishment),
Nominee of the Secretary,
Establishment Department,
Government of Khyber Pakhtunkhwa
9. **Mr. Arshed, Ali**
Additional Secretary, Nominee of the Secretary, Finance Department,
Government of Khyber Pakhtunkhwa
10. **Dr. Fazal-e-Wahid,**
Assistant Professor, Department of Economics,
Islamia College Peshawar
11. **Dr. Naveed Abbas**
Treasurer, Islamia College Peshawar
12. **Dr. Muhammad Waseem**
Lecturer, Department of Computer Science, Islamia College Peshawar.



13. Muhammad Daud Zahid
Registrar, Islamia College Peshawar

The meeting started with recitation of few verses from the Holy Quran. The Vice-Chancellor welcomed and thanked all the members of the Syndicate, especially the external members, for sparing their precious time to attend the meeting on weekend. He apprised that the main agenda of the meeting pertains to the appointment/promotion of faculty members as recommended in the 44th meeting of the Selection Board held on 09.05.2025, as well as promotion of administrative officers as recommended in 45th meeting of the Selection Board held on 14.05.2025. He added that an additional agenda item pertaining to the report of a committee constituted by the Vice-Chancellor regarding harassment will also be placed on the table after the main agenda is concluded first. If the Syndicate deems appropriate, the same may also be considered to facilitate the employees concerned.

Afterwards, the Registrar presented the agenda items of the meeting one by one:

RECOMMENDATIONS OF THE 44TH MEETING OF THE SELECTION BOARD HELD ON 09.05.2025

The Syndicate considered the minutes of the Board and approved the same. Further the following items were decided as under:

Item #	Post	Recommendation of the Selection Board	Decision of the Syndicate
01	Promotion of Dr. Hamayun Khan to Professor (Tenured), Department of Chemistry.	Based on the DTRC and TRP evaluation reports, Dr. Hamayun Khan is hereby recommended by the Selection Board for promotion to tenured Professor of Chemistry.	Approved
02	Promotion of Dr. Khalid Khan to Professor (Tenured), Department of Chemistry.	Based on the DTRC and TRP evaluation reports, Dr. Khalid Khan is hereby recommended by the Selection Board for appointment as tenured Professor of Chemistry."	Approved
03	Appointment of Professor of Chemistry (BPS-21/TTS).	Dr. Shabir Ahmad	Approved
04	Appointment of Associate Professor of Chemistry (BPS-20/TTS).	1. Dr. Mohammad Yousaf 2. Dr. Syed Shah Hassan 3. Dr. Syed Muhammad Salman 4. Dr. Asad Ullah	Approved



05	Promotion of Dr. Muhammad Adil Khan to Professor (Tenured), Department of Physics.	"Based on the DTRC and TRP evaluation reports, Dr. Muhammad Adil Khan is hereby recommended by the Selection Board for appointment as tenured Professor of Physics".	Approved
06	Promotion of Dr. Ghulam Murtaza to Professor (Tenured), Department of Physics	"Based on the DTRC and TRP evaluation reports, Dr. Ghulam Murtaza is hereby recommended by the Selection Board for appointment as tenured Professor of Physics".	Approved
07	Promotion of Dr. Shamim Khan to Professor (Tenured), Department of Physics.	"Based on the DTRC and TRP evaluation reports, Dr. Shamim Khan is hereby recommended by the Selection Board for appointment as tenured Professor of Physics."	Approved
08	Promotion of Dr. Amjad Ali to Professor (Tenured), Department of Statistics.	"Based on the DTRC and TRP evaluation reports, Dr. Amjid Ali is hereby recommended by the Selection Board for appointment as tenured Professor of Statistics.	Approved
09	Promotion of Dr. Gohar Ali to Professor (Tenured), Department of Mathematics.	"Based on the DTRC and TRP evaluate on reports, Dr. Gohar Ali is hereby recommended by the Selection Board for appointment as tenured Professor of Mathematics."	Approved
10	Promotion of Dr. Dil Nawaz Khan to Professor (Tenured), Department of Mathematics.	The Selection Board did not consider Dr. Dil Nawaz Khan due to the lack of required experience as per TTS Statutes	Approved
11.	Appointment of Associate Professor of Mathematics (BPS-20/TTS).	"Due to the non-availability of suitable candidate, the Selection Board recommended to re-advertise the post"	Approved
12	Promotion of Dr. Raza Ullah to Professor (Tenured), Department of Management Sciences.	The Selection Board did not consider Dr. Raza Ullah due to the lack of required experience as per TTS Statutes.	Approved
13.	Promotion of Dr. Mustafa Afeef to Professor (Tenured), Department of Management Sciences.	The Selection Board did not consider Dr. Mustafa Afeef due to the lack of required experience as per TTS Statutes.	Approved



14.	Promotion of Dr. Sher Ali to Professor (Tenured), Department of Economics.	The Selection Board did not consider Dr. Sher Ali due to the lack of required experience as per TTS Statutes	Approved
15.	Promotion of Dr. Shafi Ullah to Associate Professor (Tenured), Department of Electronics.	Based on the DTRC and TRP evaluation reports, Dr. Shafi Ullah is hereby recommended by the Selection Board for appointment as tenured Associate Professor of Electronics.	Approved
16.	Promotion of Dr. Muhammad Umer to Associate Professor (Tenured), Department of English.	Based on the DTRC and TRP evaluation reports, Dr. Muhammad Umar is hereby recommended by the Selection Board for appointment as tenured Associate Professor of English.	Approved
17.	Promotion of Dr. Nasrullah Khan to Associate Professor (Tenured), Department of Pashto.	"Based on the DTRC and TRP evaluation reports, Dr. Nasrullah Khan is hereby recommended by the Selection Board for appointment as tenured Associate Professor of Pashto."	Approved
18.	Court case of Dr. Muhammad Hamayun, applicant for the of Professor of Botany, advertised dated 10.06.2017	The Selection Board recommended to constitute a committee comprising the following members to probe the case and place its recommendations before the Selection Board for proper decision. 1. Prof. Dr. Hizbullah Khan Department of Environmental Sciences, University of Peshawar 2. Dr. Usman Ghani IM Sciences, Hayatabad, Peshawar 3. Registrar or his nominee Islamia College Peshawar	Approved
19.	Appointment of Professor of Computer Science (BPS-21/TTS).	The Board recommended Dr. Zahoor Jan for the position of Professor (BPS-21), with 03 advance increments.	Approved



20.	Appointment of Professor of Islamic Theology (BPS-21/TTS).	<ul style="list-style-type: none"> • Dr. Salim ur Rahman • Dr. Muhammad Riaz Khan 	Approved
21.	Appointment of Associate Professor of Islamic Theology (BPS-20/TTS).	<ul style="list-style-type: none"> • Dr. Zafar Hussain • Dr. Muhammad Ayaz 	Approved

After threadbare discussion, the Syndicate decided that the Selection Board may be arranged for the cases (TTS) within three months where the candidate have not been recommended for promotion to the current meeting of the syndicate, if eligible otherwise.

RECOMMENDATIONS OF THE 45TH MEETING OF THE SELECTION BOARD HELD ON 14.05.2025

The Registrar appraised the forum that the 45th meeting of the Selection Board was held on 14.05.2025. Afterwards, the Registrar presented the cases one by one as follows.

Item#	Post	Recommendation of the Selection Board	Decision of the Syndicate
1 (3) a	Consideration of promotion case of Mian Syed Kamal, Additional Provost (BPS-19).	Based on the credentials, Mian Syed Kamal , Additional Provost (BPS-19) is hereby recommended by the Selection Board for promotion as Provost (BPS-20), Islamia College Peshawar against the vacant budgetary position.	Approved
1 (3) b	Consideration of promotion case of Mr. Amir Izhar, Deputy Director Admissions (Bps-18).	Based on the credentials, Mr. Amir Izhar , Deputy Director Admissions (BPS-18) is hereby recommended by the Selection Board for promotion as Additional Director Admissions (BPS-19), Islamia College Peshawar against the vacant budgetary position.	Approved
1 (3) c	Consideration of promotion case of Mr. Junaid Mahmood, Deputy Controller of Examinations (BPS-18).	Based on the credentials, Mr. Junaid Mahmood , Deputy Controller of Examinations (BPS-18) is hereby recommended by the Selection Board for promotion as Additional Controller of Examinations (BPS-19), Islamia College Peshawar against the vacant budgetary position.	Approved

1(3)d	Consideration of promotion case of Dr. Nasreen Ghaffar, Deputy Registrar (Meetings) (Bps-18).	Based on the credentials, Dr. Nasreen Ghaffar , Deputy Registrar (Meetings) (BPS-18) is hereby recommended by the Selection Board for promotion as Additional Registrar (BPS-19), Islamia College Peshawar against the vacant budgetary position.	Approved
1(3)e	Consideration of promotion case of Mr. Tahsin Ullah, Deputy Librarian (BPS-18).	<i>Based on the credentials, Mr. Tahsin Ullah, Deputy Librarian (BPS-18) is hereby recommended by the Selection Board for promotion as Additional Librarian (BPS-19), Islamia College Peshawar against the vacant budgetary position</i>	Approved
1(3)(f)	Consideration of promotion case of Mr. Zakria, Deputy Librarian (Bps-18).	Based on the credentials, Mr. Zakria , Deputy Librarian (BPS-18) is hereby recommended by the Selection Board for promotion as Additional Librarian (BPS-19), Islamia College Peshawar against the vacant budgetary position.	Approved
1(3)(g)	Consideration of Promotion case of Mr. Zeeshan Ullah, Deputy Librarian (Bps-18).	Based on the credentials, Mr. Zeeshan Ullan , Deputy Librarian (BPS-18) is hereby recommended by the Selection Board for promotion as Additional Librarian (BPS-19), Islamia College Peshawar against the vacant budgetary position.	Approved
1(3)(h)	Consideration of promotion case of Mr. Shah faisal, Assistant Director It (BPS-17).	Based on the credentials, Mr. Shah Faisal , Assistant Director IT (BPS-17) is hereby recommended by the Selection Board for promotion as Deputy Director IT (BPS-18), Islamia College Peshawar against the vacant budgetary position.	Approved
1(3)(i)	Consideration of promotion case of Syed Fakhar-E-Alam Shah, Assistant Director Audit (BPS-17).	<i>Based on the credentials, Syed Fakhr-e-Alam Shah, Assistant Director Audit (BPS-17) is hereby recommended by the Selection Board for promotion as Deputy Director Audit (BPS-18), Islamia College Peshawar against the</i>	Approved

		<i>vacant budgetary position.</i>	
1(3)(j)	Consideration of promotion case of Mr. Sikandar Sardar, Assistant Registrar (bps-17).	After thorough deliberations, " Mr. Sikandar Sardar , Assistant Registrar (BPS-17) is hereby recommended by the Selection Board for promotion as Deputy Registrar (BPS-18), Islamia College Peshawar against the vacant budgetary position."	Approved
1(3)(k)	Consideration of promotion case of Mr. Nadir Nawaz, Assistant Treasurer (BPS-17).	Based on the credentials, Mr. Nadir Nawaz , Assistant Treasurer (BPS-17) is hereby recommended by the Selection Board for promotion as Deputy Treasurer (BPS-18), Islamia College Peshawar against the vacant budgetary position.	Approved
1(3)(l)	Consideration of request of Mr. Muhammad Jawad, Assistant Engineer (BPS-17).	After threadbare discussion, the Board recommended to the Syndicate as follows: The post of Deputy Director Works (BPS-18) to) is re-designated to Executive Engineer (BPS-18) and Mr. Muhammad Jawad is recommended by the Selection Board for promotion as Executive Engineer (BPS-18), Islamia College Peshawar against the vacant budgetary position.	Approved

ADDITIONAL AGENDA:

Item#1: **CONSIDERATION OF THE REQUEST OF MR. ARSHID IQBAL, SUPERINTENDENT (BPS-17), ISLAMIA COLLEGE PESHAWAR**

Keeping in view the recommendations of the Selection Board, perusal of the record available and extensive discussion on case, the Syndicate decided as follows:



S. No	Recommendation of the Selection Board	Decision of the Syndicate
01	After threadbare discussion, the Board recommended his and other similar cases for the award of personal grade without change of designation to the Syndicate as follows:	Approved

The Syndicate also decided to extend the benefit to all hardship cases, including close cadre, any issue in the statutes related to time scale promotions and allied matters.

TABLE AGENDA ON THE REQUEST OF MEMBER OF THE SELECTION BOARD

Item#1: CONSIDERATION OF PROMOTION CASE OF MR. MUHAMMAD ALI SHAH, PHYSICAL INSTRUCTOR (BPS-17), ISLAMIA COLLEGE PESHAWAR

S. No	Recommendation of the Selection Board	Decision of the Syndicate
01	Based on the credentials, Mr. Muhammad Ali Shah , Physical Instructor (BPS-17) is hereby recommended by the Selection Board for promotion as Deputy Director Sports (BPS-18), Islamia College Peshawar against the vacant budgetary position	Approved

The Syndicate also decided that securing of 50 percent marks in Selection Board (interview) is mandatory otherwise the candidate will be considered as failed.

Forum was apprised regarding pending enquiries. The worthy Vice-Chancellor and nominee of Establishment Deptt: showed their deep concern and dismay over such enquiries which are pending since long and seriously affecting the career of employees and used by some elements as blackmailing tool and creates hurdles in career path of such employees.

Decision:

It was unanimously decided that all captioned enquiries shall be relinquished which were not concluded within six months, as per provisions of Civil Servants Act, 1973 and further in future, all such enquiries shall be concluded within 120 days otherwise, the responsibility shall be fixed upon Convener / person responsible for inquiry for keeping it pending after lapse of the stipulated time.

Item # 2: APPROVAL OF MINUTES OF THE 22ND MEETING OF THE ACADEMIC COUNCIL HELD ON 14TH MAY, 2025

Decision: The minutes of the 22nd meeting of the Academic Council held on 14th May 2025 were approved by the Syndicate.

COMPLAINT OF SEXUAL HARASSMENT AGAINST DR. MUHAMMAD AZIZ, ASSISTANT PROFESSOR, DEPARTMENT OF ISLAMIC THEOLOGY, ISLAMIA COLLEGE PESHAWAR

A complaint was lodged by a female student on 12.05.2025 regarding sexual harassment against Dr. Muhammad Aziz, Assistant Professor, Islamia College



Peshawar (ICP). The employee immediately suspended vide office order No. 1044/Estt: dated 12.05.2025.

An inquiry committee was constituted vide notification No. 1043/Estt: dated 12.05.2025, under section 7 of the Higher Education Commission Policy on Protection against Sexual Harassment in Higher Education Institutions, considering the previous complaints of similar nature against the forenamed and after the perusal of available evidence / record therein. The captioned committee submitted its report to the worthy Vice-Chancellor on 16.05.2025 accordingly.

The report was placed before the Syndicate and the case was discussed in detail with all evidences and proof against the Dr. Muhammad Aziz. The following decision was made by the Vice-Chancellor in consultation with the Syndicate.

DECISION:

Dr. Muhammad Aziz, Assistant Professor, Islamia College Peshawar is hereby remove from service with immediate effect, for being found guilty of sexual harassment, as enshrined under section 2 *ibid*.

CONVERSION OF FACULTY APPOINTED UNDER THE TENURE TRACK SYSTEM (TTS) TO BPS-19

The Syndicate approved conversion of the following faculty appointed on Tenure Track System (TTS) vide office order(s) No.2441/Estt:, No.2442/Estt: and No.2443/Estt: dated 24.10.2022 to BPS as Assistant Professor(s) in BPS-19 with effect from 24th October, 2022, without financial liability.

S.No	Name	F/Name	Department
1	Dr. Akhtar Muhammad	Haji Kiptan Muhammad	Chemistry
2	Dr. Abdur Raziq	Fazal Mir	Geography
3	Dr. Rasib Mahmood	Muhammad Bakhsh	English

The meeting ended with the votes of thanks to and by the Chair.

Minutes recorded by:



Registrar,
Islamia College Peshawar

Approved by:



Vice-Chancellor,
Islamia College Peshawar

Observations on the draft Minutes of 43rd meeting of the Syndicate held on 17.05.2025

Minutes recorded in agenda item	Observations	Remarks
1.1.	<p>Observations made by Dr. Izhar Ahmad, member of the Syndicate Clause 6 of the Rules of Business of the Syndicate, Islamia College Peshawar, approved by the 11th meeting of the syndicate, ICP held on 13/ 10/ 2016 states: <i>The Secretary will circulate the agenda of the meetings along with working paper among the members at least 7 working days before the meeting</i> Whereas in case of the 43rd meeting of the syndicate, agenda was not shared with the members at all and every member saw the agenda for the first time when they sat for the meeting. Therefore the rules of business were violated.</p> <p>The following corrections may be made in the decision and discussion part of the minutes please.</p> <p>Observation regarding the preamble of the meeting minutes page 2/9 <i>"He added that . . . to facilitate the employees concerned."</i> The Vice Chancellor didn't say these words and hence they may be expunged.</p> <p>Recommendation of the 44th Meeting of the Selection Board, ICP: Item No. 14: After threadbare discussion, the syndicate decided that the selection board may be arranged for the cases within three months where the candidate have not been recommended for promotion to the current meeting of the syndicate.</p> <p>Recommendation of the 44th Meeting of the Selection Board, ICP: Item No. 19: This item of the appointment of the professor of Computer Science was not presented to the syndicate along with the other appointment/promotion cases. On a later stage, when the house was considering another agenda point, the registrar presented the syndicate with this agenda item, stating that he had forgotten to present it earlier. The house most graciously took the item up and approved the appointment. However the registrar didn't appraise the syndicate regarding the 3 advanced increments for the said appointment, hence the house neither took it for discussion nor approved or disapproved it.</p> <p>Recommendation of the 45th Meeting of the Selection Board, ICP: In response to a query by an honourable member to confirm the availability of budgeted positions before approving the recommendation, the Vice Chancellor referred the query to the Treasurer who confirmed that the process is in line with budgeted positions. The Registrar further iterated that all formal codal and requirements have been fulfilled in light of the statutes and the previous decisions of the Syndicate in similar cases. Item No: 1 (Additional Agenda): The syndicate did not agree with the recommendation of the Selection Board.</p> <p>Item No: 2 (Table Agenda): The title of this item was placed before the syndicate, however nothing was discussed under this agenda item. However, the Vice Chancellor put a section of the minutes of the</p>	The minutes were recorded correctly
2.		

Table Agenda	<p>academic council verbally regarding the launching of matric-tech and inter-tech courses in ICP. The syndicate agreed in principal to the proposal, however, the modalities will be settled later on and will be placed before the syndicate.</p> <p>How the minute of the academic council could be placed before the syndicate if they are not circulated among the members of Academic council and are not confirmed.</p> <p>Complaint of Sexual Harassment against Dr. Muhammad Aziz: during the discussion, queries were raised by the members regarding the procedure for dealing with such cases. The registrar responded that such cases are dealt in accordance with the HEC Harassment policy and Harassment Act. Some members raised observations that all discipline cases in the university are dealt with in light of the statutes which are very clear about the role of statutory bodies in this regard. Another question was raised by a member about the absence of any role of the Syndicate in the whole disciplinary proceedings in harassment cases. After this long discussion and questions on the legality of the procedure, the Registrar responded that the Vice Chancellor has the full authority to take action as per the Harassment policy and Harassment Act. The Honourable Vice Chancellor then confirmed that he had taken the decision of the removal of Dr. Aziz from service and the case has just been brought to the syndicate for information only.</p>	
1.1	<p><u>Observations made by Dr. Fazal-e-Wahid & Dr. Muhammad Wasim, members of the Syndicate</u></p> <p>Clause 6 of the Rules of Business of the Syndicate, Islamia College Peshawar, approved by the 11th meeting of the syndicate, ICP held on 13/ 10/ 2016 states: <i>“The Secretary will circulate the agenda of the meetings along with working paper among the members at least 7 working days before the meeting”</i></p> <p>Whereas in case of the 43rd meeting of the syndicate, agenda was not shared with the members at all and every member saw the agenda for the first time when they sat for the meeting. Therefore the rules of business were violated.</p> <p>The following corrections may be made in the decision and discussion part of the minutes please.</p> <p>Observation regarding the preamble of the meeting minutes page 2/9 <i>“He added that . . . to facilitate the employees concerned.”</i> The Vice Chancellor didn't say these words and hence they may be expunged.</p> <p>Recommendation of the 44th Meeting of the Selection Board, ICP: Item No. 14: After threadbare discussion, the syndicate decided that the selection board may be arranged for the cases (TTS) within three months where the candidate have not been recommended for promotion to the current meeting of the syndicate.</p> <p>Recommendation of the 44th Meeting of the Selection Board, ICP: Item No. 18: This item was not placed for discussion and hence was not decided.</p>	<p>The minutes were recorded correctly</p> <p>The minutes were recorded correctly</p> <p>Partially incorporated in the minutes</p> <p>The minutes were recorded correctly</p>
1.2	<p>Recommendation of the 45th Meeting of the Selection Board, ICP: In response to a query by an honourable member to confirm the availability of budgeted positions before approving the recommendation, the Vice Chancellor referred the query to the</p>	<p>The minutes were recorded correctly</p>

<p>2.</p> <p>Table Agenda</p>	<p>Treasurer who confirmed that the process is in line with budgeted positions. The Registrar further iterated that all formal codal and requirements have been fulfilled in light of the statutes and the previous decisions of the Syndicate in similar cases.</p> <p>Item No: 1 (Additional Agenda): The syndicate did not agree with the recommendation of the Selection Board.</p> <p>Item No: 2 (Table Agenda): The title of this item was placed before the syndicate, however nothing was discussed under this agenda item. However, the Vice Chancellor put a section of the minutes of the academic council verbally regarding the launching of matric-tech and inter-tech courses in ICP. The syndicate agreed in principal to the proposal, however, the modalities will be settled later on and will be placed before the syndicate.</p> <p>How the minute of the academic council could be placed before the syndicate if they are not circulated among the members of Academic council and are not confirmed.</p> <p>Complaint of Sexual Harassment against Dr. Muhammad Aziz: during the discussion, queries were raised by the members regarding the procedure for dealing with such cases. The registrar responded that such cases are dealt in accordance with the HEC Harassment policy and Harassment Act. Some members raised observations that all discipline cases in the university are dealt with in light of the statutes which are very clear about the role of statutory bodies in this regard. Another question was raised by a member about the absence of any role of the Syndicate in the whole disciplinary proceedings in harassment cases. After this long discussion and questions on the legality of the procedure, the Registrar responded that the Vice Chancellor has the full authority to take action as per the Harassment policy and Harassment Act. The Honourable Vice Chancellor then confirmed that he had taken the decision of the removal of Dr. Aziz from service and the case has just been brought to the syndicate for information only.</p>	
<p>.1.2</p>	<p><u>Observations made by Dr. Naveed Abbas & Dr. Muhammad Wasim, members of the Syndicate</u></p> <p>Forum was apprised regarding pending enquiries. The worthy Vice-Chancellor and nominee of Establishment Deptt: showed their deep concern and dismay over such enquiries which are pending since long and seriously affecting the career of employees and used by some elements as blackmailing tool and creates hurdles in career path of such employees.</p> <p>Decision: It was unanimously decided that all captioned enquiries shall be relinquished which were not concluded within six months, as per provisions of Civil Servants Act, 1973 and further in future, all such enquiries shall be concluded within 120 days otherwise, the responsibility shall be fixed upon Convener / person responsible for inquiry for keeping it pending after lapse of the stipulated time.</p>	<p>Incorporated in the Minutes</p>


Registrar,

Islamia College Peshawar

Approved by:



Vice-Chancellor,

Islamia College Peshawar