

ORDER OF INQUIRY

No. SO(Estt)10-507/2013: WHEREAS, the undersigned being the Competent Authority, under the Punjab Employees Efficiency, Discipline and Accountability Act, 2006 ('Act'), in due consideration of the facts of the case, is of the opinion that there are sufficient grounds to proceed against **Mr. Amer Raza**, Senior Special Education Teacher (BS-17 / VI Field), previously posted at Govt. Gunj Shakar Special Education Complex, Okara presently under suspension and reported to department ('accused officer') on the charges of grave misconduct, unethical practice and sabotaging the parental symbol under Section 3 of the PEEDA Act, 2006. I, therefore, order initiation of disciplinary proceedings through a regular inquiry against the accused officer/official under the Act *ibid* by appointing **Mr. Muhammad Mudassar, Headmaster (BS-18 / MC Field), Govt. Special Education Centre, Sara-i-Alamgir** as Inquiry Officer to proceed against the accused officer in terms of Section 5 read with Section 9 of the Act *ibid*.

2. The Inquiry Officer will proceed against the accused officer on the following charges:

CHARGES AGAINST MR. AMER RAZA / ACCUSED OFFICER

- I. That the accused officer, while serving as Senior Special Education Teacher at Government Gunj Shakar Special Education Complex, Okara, violated the officially circulated Standard Operating Procedures (SOPs) relating to the protection of children with special needs from all forms of abuse and neglect. He failed to fulfil his core responsibility of ensuring the safety, dignity, and emotional well-being of special children under his supervision by using inappropriate, offensive, and infelicitous language during a phone conversation with Ms. Laiba Ismail, a visually impaired student of Class IX. This conduct constitutes a serious breach of trust, professional misconduct, and dereliction of duty, thereby falling within the scope of misconduct as defined in the PEEDA Act, 2006.
- II. That the accused officer, entrusted with the education and moral development of visually impaired students, grossly violated the ethical and legal obligations of his position by molesting Ms. Laiba Ismail, a visually impaired student of Class IX. This grave and reprehensible act is in direct contravention of the standards of decency, professional conduct, and child protection policies expected of a teacher of special students.
- III. The accused officer, while serving as Senior Special Education Teacher at Government Gunj Shakar Special Education Complex, Okara, was entrusted with the moral, ethical, and academic guidance of visually impaired students. Instead of upholding the standards of professional integrity and mentorship, the accused

Shahida

indulged in unethical and inappropriate conduct by establishing an improper and exploitative relationship with a special student under his care for illicit personal benefit. This act reflects a gross abuse of authority, a serious breach of trust, and a violation of both professional and ethical responsibilities expected of a teacher of special students.

IV. The accused officer deliberately instigated and manipulated Ms. Laiba Ismail, a visually impaired student, to influence and persuade fellow students to abstain from attending school unless the Class IX (Girls) section was placed under his charge. This act of incitement disrupted the academic environment, compromised institutional discipline, and demonstrated willful defiance of administrative authority. The act amounts to deliberate subversion of institutional order and constitutes misconduct under PEEDA Act, 2006.

3. The accused officer is directed to submit his written defense to the Inquiry Officer, within **07** days of the receipt of this order. If they fail to submit their written defense within the prescribed period, it shall be presumed that either he has no defense to offer or he has declined to offer the same and he has accepted the charges.

4. **Mr. Imran Sher, Superintendent (BS-17), Office of District Education Officer (Special Education), Sahiwal** is appointed as Departmental Representative in terms of Section 9(1)(c) read with Section 12 of the Act *ibid*.

5. In case, the accused officer desire to consult any record on which the aforesaid charges are based or is relevant to the aforesaid charges, he may do so with prior arrangement with the Departmental Representative within **03** days of the receipt of this Order.

6. The Inquiry Officer will submit his report and recommendations to the undersigned within sixty days (**60 days**) of the initiation of inquiry in terms of Section 10(6) of the Act *ibid*.

*Shahida* 23/4/2025

(SHAHIDA FARRUKH NAVEED)  
SECRETARY to

GOVERNMENT OF THE PUNJAB  
SPECIAL EDUCATION DEPARTMENT /  
COMPETENT AUTHORITY

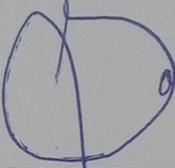
Dated Lahore the  
April 23/2025

**NO. & DATE EVEN**

A copy is forwarded to the: -

1. **Director General**, Special Education Punjab, Lahore.
2. **Director (Admin)**, Directorate General of Special Education, Punjab, Lahore.
3. **District Education Officer** (Special Education), Sahiwal.
4. **Mr. Muhammad Mudassar**, Headmaster (BS-18 / MC Field), Govt. Special Education Centre, Sara-i-Alamgir / **Inquiry Officer**.

5. **Mr. Imran Sher**, Superintendent (BS-17), Office of District Education Officer (Special Education), Sahiwal / **Departmental Representative** is directed to ensure delivery of this order to the accused officer through all possible means, provide complete relevant record to the Inquiry Officer and to the accused officer, *if so requested by him*, and assist the Inquiry Officer on each and every date of hearing proceedings.
6. Accused officer / **Mr. Amer Raza**, Senior Special Education Teacher (BS-17 / VI Field), previously posted at Govt. Gunj Shakar Special Education Complex, Okara presently under suspension and reported to department.
7. PS to Secretary Special Education Department.
8. Office order file.

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23/4/25

SECTION OFFICER (ESTT.-I)  
SPECIAL EDUCATION DEPARTMENT