

REGISTERED



No. SO(Estt.) 1-83 /2006
GOVERNMENT OF THE PUNJAB
SPECIAL EDUCATION DEPARTMENT
31-Sher Shah Block New Garden Town, Lahore
Dated Lahore, the June 24, 2025

To

1. **Ms. Shehzadi Fazal,**
Senior Special Education Teacher (P.D Field / BS-17),
Govt. Secondary School for Physically Disabled Children, Lahore.
2. **Ms. Rabia Zafar,**
Senior Special Education Teacher (P.D Field / BS-17),
Govt. Secondary School for Physically Disabled Children, Lahore.

Subject: **SHOW CAUSE-CUM-PERSONAL HEARING NOTICE UNDER SECTION 13(4) OF THE PUNJAB EMPLOYEES, EFFICIENCY, DISCIPLINE AND ACCOUNTABILITY ACT, 2006**

WHEREAS, disciplinary proceedings were initiated against you by Secretary Special Education being Competent Authority vide Order of Inquiry dated 24.03.2025 under Section 3 read with Section 9 of the Punjab Employees, Efficiency, Discipline and Accountability Act, 2006 on the following charges of inefficiency and misconduct by appointing **Mr. Muhammad Iqbal**, Principal (BS-19), Govt. Sunrise High School of Special Education for VIC, Lahore as Inquiry Officer;

CHARGES AGAINST MS. SHEHZADI FAZAL, SSET (P.D / BS-17)

- i. Despite being present at the time of the incident, she failed to prevent or intervene in the physical assault of a minor student by her colleague, Ms. Rabia Zafar. This negligence constitutes a breach of her duty of care and professional responsibility under child protection policies and other institutional policies concerning non infliction of corporal punishment to the students.
- ii. She engaged in inappropriate disciplinary practices by involving another teacher to physically restrain a minor student instead of adopting pedagogically sound and ethical teaching strategies to address the student's learning difficulties.
- iii. By failing to provide the necessary academic and behavioural support to the student, she directly contributed to circumstances that led to the imposition of corporal punishment by another staff member. Her inaction constitutes wilful neglect of duty and a violation of child protection protocols.

CHARGES AGAINST MS. RABIA ZAFAR, SSET (P.D / BS-17)

- i. She physically assaulted a minor student, Tayyab Rafique, by grabbing and striking him, causing a finger fracture. This act constitutes a severe violation of child protection laws, fundamental rights of the child, professional ethics and undermines the principles of specialized education for disabled children.
- ii. She attempted to suppress the incident by threatening the student with expulsion should he report the physical abuse. Such conduct amounts to intimidation, coercion, and psychological abuse, violating professional standards and child safeguarding regulations.

- iii. She employed corporal punishment as a disciplinary measure, in contravention of applicable laws, institutional policies, and professional codes of conduct. This behaviour demonstrates a disregard for the ethical and legal obligations of an educator, particularly in the specialized education sector for children with disabilities.

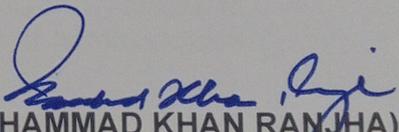
2. **AND WHEREAS**, the Inquiry Officer has submitted his report to this department (**copy enclosed**) and recommended imposition of following penalty upon you;

Sr. No.	Name of Accused Officer	Recommendation
1.	Ms. Shehzadi Fazal , Senior Special Education Teacher (P.D Field / BS-17), Govt. Secondary School for Physically Disabled Children, Lahore.	It is recommended that a minor penalty of ' Censure ' may be imposed upon Ms. Shehzadi Fazal, Senior Special Education Teacher (P.D Field / BS-17) (Accused officer No.1) on account of inefficiency under Section 4(1)(a)(i) of PEEDA Act 2006.
2.	Ms. Rabia Zafar , Senior Special Education Teacher (P.D Field / BS-17), Govt. Secondary School for Physically Disabled Children, Lahore.	It is recommended that a minor penalty of " withholding of one annual increment for a period of one year " may be imposed upon Ms. Rabia Zafar , Senior Special Education Teacher (P.D Field / BS-17) (Accused officer No.2) on account of misconduct under Section 4(1)(a)(ii) of the PEEDA Act, 2006.

3. **AND WHEREAS**, in view of facts of the case and available record, you are liable to be imposed one or more penalties in terms of Section 4 of the Act *ibid* for the charges against you.

4. **NOW THEREFORE**, in exercise of the powers conferred upon me as Competent Authority under Section 13(4) of the PEEDA Act, 2006, you are hereby called upon to show cause within seven (07) days of the receipt of this notice as to why one or more penalties, *as prescribed in Section 4 of the Act ibid*, may not be imposed upon you under the PEEDA Act, 2006. You are allowed to submit additional defence in writing, *if any*.

5. You are also afforded an opportunity of personal hearing and directed to appear before the undersigned on 10-07-2025 at 01:30P.m for this purpose. If you fail to appear, the case shall be decided *ex-parte*.


(MUHAMMAD KHAN RANJHA)
SECRETARY SPECIAL EDUCATION /
COMPETENT AUTHORITY

CC.

- i. **Mr. Ahmad Raza Bajwa**, Superintendent (BS-17), Office of District Education Officer (Special Education), Lahore / **Departmental Representative** to ensure delivery of this notice to the accused officers and also to appear before the Secretary, Special Education Department on the date fixed for personal hearing alongwith relevant record.
- ii. The District Education Officer (Special Education), Lahore, to ensure the delivery of this notice to the accused officers through all possible means under intimation to this department.
- iii. P.S. to Secretary, Special Education Department.