

ORDER OF INQUIRY

No. SO(ESTT.)27-8/10: WHEREAS, Deputy Director (Admin), Directorate General of Special Education, Punjab, Lahore, vide letter dated 03.07.2025, forwarded a report based on a complaint lodged through the Pakistan Citizen Portal on 26.05.2025 against **Ms. Shazia Rehman**, Senior Special Education Teacher (HI/BS-17) / Incharge, Government Secondary School of Special Education for Hearing Impaired Children, Muzaffargarh ('**accused officer No.1**'). The complaint alleged that the accused officer No.1 used abusive language towards staff members, failed to ensure provision of basic amenities (drinking water and generator facility) and displayed unprofessional and inappropriate conduct. It is further reported that the Principal, Government Degree College of Special Education, D.G. Khan, conducted a fact-finding inquiry, concluding that accused officer No.1 used the derogatory term "Kutti" during an official interaction. Although the remark was not directly addressed to a specific teacher, its usage in a professional setting constitutes gross impropriety, lack of decorum, and violation of service discipline. Furthermore, the accused officer No.1 has unlawfully occupied the residential premises officially designated for the Principal of the same school. Despite repeated written instructions from the District Education Officer (Special Education) and formal directions from the Directorate General of Special Education Punjab, vide letter No. DGSE-GEN-II-96-DGK/2020/3781 dated 09.05.2025, she persistently refused to vacate the premises, amounting to wilful disobedience and misconduct. A screenshot of a message circulated in the official WhatsApp group corroborates the allegation of abusive behaviour, further establishing her unbecoming conduct. It is also informed that **Ms. Azra Manzoor**, Junior Special Education Teacher (HI Field/BS-16), Government Secondary School of Special Education for Hearing Impaired Children, Muzaffargarh (**accused officer No.2**), posted the following message in the WhatsApp group:

*"Dosto, agr hum kuttay ya kuttiyan hain to hamari jo DDO hai wo kutto/kutiyon ki head hui aur un k paas jo charge hai us ko kutto wali DDO ship kahain gy ya kuch aur. Agar aap mein se koi roshni daalna chahe is par."*

This message contains highly derogatory, disrespectful, and inflammatory remarks against a senior officer. It not only confirms the abusive term used by accused officer No.1 but also constitutes gross misconduct, breach of official decorum, and serious indiscipline. Based on this report, it has been requested that strict action under the PEEDA Act, 2006 against the accused officers on account of inefficiency and misconduct may be initiated.

2. **AND 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 **Ms. Shazia Rehman**, Senior Special Education Teacher (HI/BS-17) / Incharge, Govt. Secondary School of Special Education for Hearing Impaired Children, Muzaffargarh ('**accused officer No.1**) and **Ms. Azra Manzoor**, Junior Special Education Teacher, (HI Field/BS-16) Govt. Secondary School of Special Education for Hearing Impaired Children, Muzaffargarh ('**accused officer No.2**), on the charges of

inefficiency and Misconduct, under section 5 read with Section 9 of the Act *ibid*. I, therefore, order initiation of disciplinary proceedings through a regular inquiry against the accused officers under the Act *ibid* by appointing Mr. Rehman Afzal Khan, Vice Principal (BS-18), Govt. Degree College of Special Education, D.G Khan as Inquiry Officer to proceed against the accused officers in terms of Section 5 read with Section 9 of the Act *ibid*.

3. The Inquiry Officer will proceed against the accused officers on the following charges of inefficiency and misconduct:

**CHARGES AGAINST MS. SHAZIA REHMAN (ACCUSED OFFICER NO.1)**

- i. Ms. Shazia Rehman (Incharge/DDO), Govt. Secondary School of Special Education for Hearing Impaired Children, Muzaffargarh, used the word "Kutti" in a specific incident. Although not directed toward a teacher, but the usage of such derogatory language within a professional setting is inappropriate and unacceptable.
- ii. She has illegally occupied the designated residence of the Principal of the same school. Despite repeated written instructions from the District Education Officer (Special Education) and formal directions from the Directorate General of Special Education Punjab vide letter No. DGSE-GEN-II-96-DGK/2020/3781 dated 09-05-2025, she has refused to vacate the residence. This constitutes willful disobedience and serious misconduct.
- iii. A screenshot of a message shared in the official WhatsApp group supports the allegation regarding the abusive behavior of Ms. Shazia Rehman, further substantiating the claim of her unbecoming conduct.

**CHARGE AGAINST MS. AZRA MANZOOR (ACCUSED OFFICER NO.2)**

Ms. Azra Manzoor posted following message in the official WhatsApp group containing grossly disrespectful language and inflammatory remarks against a senior officer (*Dosto, agr hum kuttay ya kuttiyan hain to hamari jo DDO hai wo kutto/kutiyon ki head hui aur un k paas jo charge hai us ko kutto wali DDO ship kahain gy ya kuch aur. Agar aap mein se koi roshni daalna chahe is par*). Her act of publicly ridiculing and undermining the authority of superior officer in an official forum tantamounts to misconduct.

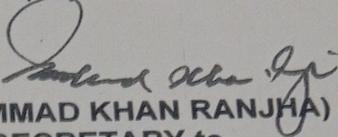
4. The accused officers are directed to submit their written defence to the Inquiry Officer, within 07 days of the receipt of this order. If they fail to submit their written defence within the prescribed period, it shall be presumed that either they have no defence to offer or they have declined to offer the same and they have accepted the charges.

5. Mr. Tasawar Abbas, Superintendent (BS-17), Govt. High School of Special Education for PDC, Multan is appointed as Departmental Representative in terms of Section 9(1)(c) read with Section 12 of the Act *ibid*.

6. In case, the accused officer's desires to consult any record on which the aforesaid charges are based or is relevant to the aforesaid charges, they may do so

with prior arrangement with the Departmental Representative within 03 days of the receipt of this Order.

7. The Inquiry Officer will submit 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*.

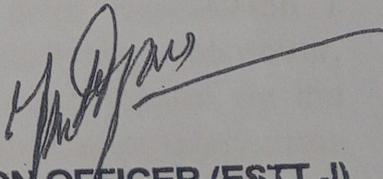
  
(MUHAMMAD KHAN RANJHA)  
SECRETARY to  
GOVERNMENT OF THE PUNJAB  
SPECIAL EDUCATION DEPARTMENT /  
COMPETENT AUTHORITY

Dated Lahore the  
September 20 /2025

**NO. & DATE EVEN**

A copy is forwarded to: -

1. The Director General, Special Education Punjab, Lahore.
2. The District Education Officer (Special Education), D.G Khan.
3. Mr. Rehman Afzal Khan, Vice Principal (BS-18), Govt. Degree College of Special Education, D.G Khan / **Inquiry Officer**.
4. Mr. Tasawar Abbas, Superintendent (BS-17). Govt. High School of Special Education for PDC, Multan / **Departmental Representative** is directed to ensure delivery of this order to the accused officers through all possible means, provide complete relevant record to the Inquiry Officer and to the accused officers, *if so requested by them*, and assist the Inquiry Officer on each and every date of hearing proceedings.
5. **Accused Officer No.1 / Ms. Shazia Rehman**, Senior Special Education Teacher (HI/BS-17) / Incharge, Govt. Secondary School of Special Education for Hearing Impaired Children, Muzaffargarh.
6. **Accused Officer No.2 / Ms. Azra Manzoor**, Junior Special Education Teacher, (HI Field/BS-16) Govt. Secondary School of Special Education for Hearing Impaired Children, Muzaffargarh.
7. PS to Secretary Special Education Department.

  
SECTION OFFICER (ESTT.-I)  
SPECIAL EDUCATION DEPARTMENT