



Dated Lahore, the August 28, 2026

To

- i. **Shazia Dilpazir,**
Senior Special Education Teacher (BS-17 / VI Field),
Govt. Special Education Centre, Safdarabad. Sheikhpura
- ii. **Atif Hussain,**
Junior Special Education Teacher (BS-16 / VI Field),
Govt. Special Education Centre, Safdarabad. Sheikhpura
- iii. **Shaheer Ahmad,**
Junior Special Education Teacher (BS-16 / PD Field),
Govt. Special Education Centre, Safdarabad. Sheikhpura
- iv. **Cris Shaukat,**
Music Teacher (BS-11),
Govt. Special Education Centre, Safdarabad. Sheikhpura
- v. **Sarfraz Ahmad,**
Naib Qasid,
Govt. Special Education Centre, Safdarabad. Sheikhpura.

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 vide substituted order of inquiry dated 18.05.2026 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. SHAZIA DILPAZIR (ACCUSED OFFICER NO.1)

- i. Ms. Shazia Dilpazir communicated highly sensitive allegations of rape/sexual harassment of a mentally challenged female student directly to the victim's brother through her personal mobile phone on 20.01.2026, without any verification of facts and without following the prescribed departmental reporting mechanism.
- ii. Being the Focal Person of the Child Protection Committee, she failed to record the alleged incident in the Critical Incident Register and did not formally report the matter in writing to the Head of the Institution, which is mandatory under the established Child Protection and institutional reporting protocols.
- iii. During the probe proceedings, she failed to provide a clear, coherent, and satisfactory explanation regarding how the alleged incident was

communicated to the victim's brother and how the matter escalated, which raises serious doubts regarding her conduct and professional responsibility.

- iv. Despite having served as In-Charge Head of the Centre for approximately seven months, she demonstrated gross ignorance or deliberate disregard of the prescribed reporting procedures, which is unbecoming of a responsible teacher entrusted with the welfare of special students.

CHARGES AGAINST ATIF HUSSAIN (ACCUSED OFFICER NO.2)

Mr. Atif Hussain, Junior Special Education Teacher (V.I Field), while posted at Govt. Special Education Centre, Ferozwala, District Sheikhpura, *indulged in unethical acts with mentally challenged female student namely Ms. Sabahat, and raped/sexually assaulted her, as reported in crime report FIR.* His alleged involvement in the incident constitutes gross misconduct and moral depravity, wholly incompatible with the standards of behaviour expected from a government servant, particularly in relation to the safety and dignity of special students entrusted to the institution.

CHARGE AGAINST SHAHEER AHMAD (ACCUSED OFFICER NO.3)

That Mr. Shaheer Ahmad, Junior Special Education Teacher (PD Field), while posted at Govt. Special Education Centre, Ferozwala, *indulged in unethical acts with mentally challenged female student namely Ms. Sabahat, and raped/sexually assaulted her, as reported in crime report FIR.* His alleged involvement in such a grave and disgraceful act constitutes serious misconduct and moral turpitude, unbecoming of a government servant and particularly unacceptable for a teacher responsible for the care and supervision of vulnerable special students.

CHARGE AGAINST MR. CRIS SHOUKAT (ACCUSED OFFICIAL NO.1)

That Mr. Cris Shoukat, Music Teacher, Govt. Special Education Centre, Ferozwala, *indulged in unethical acts with mentally challenged female student namely Ms. Sabahat, and raped/sexually assaulted her, as reported in crime report FIR.* His alleged involvement in the incident constitutes gross misconduct and moral depravity, wholly incompatible with the standards of behaviour expected from a government servant, particularly in relation to the safety and dignity of special students entrusted to the institution.

CHARGE AGAINST MR. SARFRAZ AHMAD (ACCUSED OFFICIAL NO.2)

That Mr. Sarfraz Ahmad, Naib Qasid, Govt. Special Education Centre, Ferozwala, *indulged in unethical acts with mentally challenged female student namely Ms. Sabahat and raped/sexually assaulted her, as reported in crime report FIR.* His alleged involvement in such a serious and condemnable act constitutes gross misconduct, moral turpitude, and behaviour unbecoming of a government employee.

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

Name of accused officer / official	Penalty
i. Ms. Shazia Dilpazir (Accused Officer No.1)	Minor penalties of (i) withholding of annual increment for a period of two years and (ii) withholding promotion for a period of two years.
ii. Atif Hussain, (Accused Officer No.2)	It is recommended that they may be exonerated as the allegations leveled against them have not been proved.
iii. Shaheer Ahmad, (Accused Officer No.3)	
iv. Cris Shaukat (Accused Official No. 1)	
v. Sarfraz Ahmad (Accused Official No.2)	

3. **AND WHEREAS**, 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 Act *ibid*, 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 under Section 4 of the Act *ibid* may not be imposed upon you. You are allowed to submit additional defense in writing, if any.

5. You are also afforded an opportunity of personal hearing and directed to appear before the undersigned on 15-09-2026 at 10:20 AM for this purpose. If you fail to appear, the case shall be decided *ex-parte*.

(SHOAIB IQBAL SYED)
SECRETARY SPECIAL EDUCATION /
COMPETENT AUTHORITY

CC.

1. District Education Officer (Special Education), Lahore with the direction to ensure the delivery of this notice to the accused officers/officials well in time through all possible means.
2. **Mr. Muhammad Mahboob Butt**, Superintendent (BS-17), Govt. Special Education Degree College, Lahore / **Departmental Representative** to ensure the delivery of this notice to the accused officers / officials and also to appear before Secretary, Special Education Department on the date fixed for personal hearing alongwith relevant record.
3. PS to Secretary, Special Education Department.


SECTION OFFICER (ESTT.)
SPECIAL EDUCATION DEPARTMENT