

TO BE SUBSTITUTED BEARING SAME NUMBER AND DATED 07.04.2026

REGISTERED



**GOVERNMENT OF THE PUNJAB
SPECIAL EDUCATION DEPARTMENT**

ORDER OF INQUIRY

No. SO(ESTT.)40-180/2025: WHEREAS, disciplinary proceedings through a regular inquiry under the Section 5 read with Section 9 of the PEEDA Act, 2006 ('Act') were initiated against **Shazia Dilpazir**, Senior Special Education Teacher (BS-17/ VI Field), Govt. Special Education Centre, Safdarabad. Sheikhupura ('**accused officer No.1**'), **Atif Hussain**, Junior Special Education Teacher (BS-16/ VI Field), Govt. Special Education Centre, Safdarabad. Sheikhupura ('**accused officer No.2** '), **Shaheer Ahmad**, Junior Special Education Teacher (BS-16 / PD Field), Govt. Special Education Centre, Safdarabad. Sheikhupura ('**accused officer No.3**'), **Cris Shaukat**, Music Teacher (BS-11), Govt. Special Education Centre, Safdarabad. Sheikhupura ('**accused official No.1**') and **Sarfraz Ahmad**, Naib Qasid, Govt. Special Education Centre, Safdarabad. Sheikhupura ('**accused official No.2**'), Govt. Special Education Centre, Safdarabad. Sheikhupura vide Order of Inquiry dated 07.04.2026 by appointing Mr. Abdul Rafay Rao, Principal (BS-18), Govt. Special Education Centre, Shalimar Town, Lahore as Inquiry Officer to proceed against the accused officers/officials in terms of Section 5 read with Section 9 of the Act *ibid* on the following charges of inefficiency and misconduct:

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 higher authority, 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 and 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. The Inquiry Officer submitted an application for change of Inquiry Officer, stating therein that due to certain reasons including previous personal relations with accused officers/officials, he is unable to conduct the inquiry, hence requested that any other officer may be appointed as Inquiry Officer. The request of the Inquiry Officer has been considered and it is observed that application merits consideration, hence,

application of Mr. Abdul Rafay Rao, Principal (BS-18), Govt. Special Education Centre, Shalimar Town, Lahore is allowed and MR. MUHAMMAD IQBAL, PRINCIPAL (BS-19), GOVT. SUNRISE HIGH SCHOOL OF SPECIAL EDUCATION FOR VIC, LAHORE is appointed as Inquiry Officer to proceed against the accused officer in terms of Section 5 read with Section 9 of the Act *ibid* on the charges of inefficiency and misconduct as detailed in paragraph 01 above.

3. The accused officers and officials 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 charge(s).

4. MR. MUHAMMAD MAHBOOB BUTT, SUPERINTENDENT (BS-17), GOVT. SPECIAL EDUCATION DEGREE COLLEGE, LAHORE 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 officers and officials 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.

6. 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*.


(SHOAIB IQBAL SYED)
SECRETARY
GOVERNMENT OF THE PUNJAB
SPECIAL EDUCATION DEPARTMENT /
COMPETENT AUTHORITY

Dated Lahore the
May 18th /2026

NO. & DATE EVEN

A copy is forwarded to: -

1. The Director General, Special Education Punjab, Lahore.
2. The District Education Officer (Special Education), Lahore.
3. Mr. Muhammad Iqbal, Principal (BS-19), Govt. Sunrise High School of Special Education for VIC, Lahore / **Inquiry Officer**.
4. Mr. Muhammad Mahboob Butt, Superintendent (BS-17), Govt. Special Education Degree College, Lahore / Departmental Representative is directed to ensure delivery of this order to the accused officers / officials through all possible means, provide complete relevant record to the Inquiry Officer and to the accused officers / officials, *if so requested by them*, and assist the Inquiry Officer on each and every date of hearing proceedings.

5. Mr. Abdul Rafay Rao, Principal (BS-18), Govt. Special Education Centre, Shalimar Town, Lahore.
6. Accused Officer No.1 / Shazia Dilpazir, Senior Special Education Teacher (VI Field), Govt. Special Education Centre, Safdarabad. Sheikhpura.
7. Accused officer No.2 / Atif Hussain, Junior Special Education Teacher (VI Field), Govt. Special Education Centre, Safdarabad. Sheikhpura.
8. Accused officer No.3 / Shaheer Ahmad, Junior Special Education Teacher (PD Field), Govt. Special Education Centre, Safdarabad. Sheikhpura.
9. Accused Official No.1 / Cris Shaukat, Music Teacher, Govt. Special Education Centre, Safdarabad. Sheikhpura.
10. Accused official No.2 / Sarfraz Ahmad, Naib Qasid, Govt. Special Education Centre, Safdarabad. Sheikhpura.
11. PS to Secretary Special Education Department.


SECTION OFFICER (ESPT.) 2026
SPECIAL EDUCATION DEPARTMENT