

REGISTERED



GOVERNMENT OF THE PUNJAB  
SPECIAL EDUCATION DEPARTMENT

ORDER OF INQUIRY

No. SO(ESTT.)1-63/2006: **WHEREAS**, Deputy Director (Admin), Directorate General of Special Education, Punjab, Lahore vide letter dated 11.12.2024 informed that a complaint was received on 15.08.2024 from Ms. Amina Naz, Physiotherapist (BS-17) / Incharge Principal, Govt. Secondary School for Physically Disabled Children, Lahore regarding the incident of bullying / physical torture of student namely Taysab Rafique s/o Muhammad Rafique of class one. Furthermore, concerned Principal reported that the concerned student could not memorize Urdu lesson and Ms. Shehzadi Fazal, Senior Special Education Teacher (P.D Field / BS-17) was trying her best to memorize him. Suddenly, Ms. Rabia Zafar, Senior Special Education Teacher (P.D Field / BS-17) appeared from the adjacent classroom and grabbed the child and hit him brutally. He has further submitted that Dr. Fauzia Khursheed, former Director (Monitoring), Directorate General of Special Education Punjab, Lahore was appointed to dig out vital facts of the matter. Consequently, Director (Monitoring), Directorate General of Special Education, Punjab has submitted report wherein she has proved the charges levelled against the delinquents and recommended to initiate regular inquiry against Ms. Shehzadi Fazal, Senior Special Education Teacher (P.D Field / BS-17) and Ms. Rabia Zafar, Senior Special Education Teacher (P.D Field / BS-17), Govt. Secondary School for Physically Disabled Children, Lahore under the PEEDA Act, 2006 on account of following framed charge sheet.

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 view that there are sufficient grounds to proceed against **Ms. Shehzadi Fazal**, SSET (P.D Field / BS-17), Govt. Secondary School for Physically Disabled Children, Lahore ('**accused officer No.1**') and **Ms. Rabia Zafar**, SSET (P.D Field / BS-17) Govt. Secondary School for Physically Disabled Children, Lahore ('**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. Muhammad Iqbal, Principal (BS-19), Govt. Sunrise High School of Special Education for VIC, Lahore** as Inquiry Officer to proceed against the accused officers in terms of Section 5 read with Section 9 of the Act *ibid*.

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

**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.

5. 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.

6. **Mr. Ahmad Raza Bajwa, Superintendent (BS-17), Office of District Education Officer (Special Education), Lahore** is appointed as Departmental Representative in terms of Section 9(1)(c) read with Section 12 of the Act *ibid*.

7. 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.

8. 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*.

*Shahida 24/3/25*

(SHAHIDA FARRUKH NAVEED)  
SECRETARY to  
GOVERNMENT OF THE PUNJAB  
SPECIAL EDUCATION DEPARTMENT /  
COMPETENT AUTHORITY

Dated Lahore the  
March 24 /2025

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. Ahmad Raza Bajwa, Superintendent (BS-17), Office of District Education Officer (Special Education), Lahore / **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. Shehzadi Fazal**, SSET (P.D field / BS-17), Govt. Secondary School for Physically Disabled Children, Lahore
6. **Accused officer No.2 / Ms. Rabia Zafar**, SSET (P.D field / BS-17) Govt. Secondary School for Physically Disabled Children, Lahore
7. PS to Secretary Special Education Department.

*[Signature]*

SECTION OFFICER (ESTT.-I)  
SPECIAL EDUCATION DEPARTMENT