

REGISTERED



GOVERNMENT OF THE PUNJAB
SPECIAL EDUCATION DEPARTMENT

ORDER OF INQUIRY

No. SO(ESTT.)40-340/2017: WHEREAS, Deputy Director (Admn), Directorate General of Special Education, Lahore, vide letter dated 03.02.2025, forwarded a probe report conducted by a committee duly constituted by the District Education Officer (Special Education), Multan. The report pertains to the incident of a student being beaten by a teacher at the Government Secondary School of Special Education for Hearing Impaired (Boys), Multan, and the subsequent circulation of the video on social media. The probe committee's findings revealed serious misconduct and violations of professional ethics and the committee reported that Ms. Fouzia Batool has been found guilty of physically assaulting a student by slapping him, violating Government directives against such actions. Moreover, Mr. Usman Maqsood (Assistant) has also found guilty of sharing official CCTV footage without prior authorization from the Headmaster, a practice he has repetitively engaged in without permission from the Headmaster. It has further revealed in the report that Mr. Usman Maqsood has a history of sharing official videos without obtaining proper permissions. His actions compromised the security and confidentiality of official records, leading to the unauthorized circulation of the video and causing significant harm to the reputation of the school and the Department. Furthermore, Ms. Sidra Iqbal (Psychologist) has also found guilty of misconduct as she obtained the official CCTV footage from Mr. Usman Maqsood and she admitted in her statement that she had previously accessed and shared other official videos without authorization, reflecting a consistent pattern of unprofessional conduct. Lastly, upon receipt of probe report from DEO(SE), Multan, the Directorate General of Special Education, Punjab, Lahore has recommended initiation of regular inquiry against Ms. Fouzia Batool, Junior Special Education Teacher (BS-16), Ms. Sidra Iqbal, Psychologist (BS-17) and Mr. Usman Maqsood, Assistant (Bs-16), Govt. Secondary School of Special Education for HI (Boys), Multan.

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. Fozia Batool, Junior Special Education Teacher (BS-16 / HI Field), Government Secondary School of Special Education for HI (Boys), Multan ('accused officer No.1')**, **Ms. Sidra Iqbal (Psychologist / BS-17), Government Secondary School of Special Education for HI (Boys), Multan ('accused officer No.2')** and **Mr. Usman Maqsood (Assistant / BS-16), Government Secondary School of Special Education for HI (Boys), Multan ('accused officer No.3')** 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. Asif Iqbal, Headmaster (BS-17 + 10% Special Pay), Govt. Institute for Slow Learners, Bahawalpur** as Inquiry Officer to jointly 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:

CHARGE AGAINST MS. FOUZIA BATOOL, JSET (HI FIELD / BS-16) / ACCUSED OFFICER NO.1

1. On 16.01.2025, Ms. Fouzia Batool physically assaulted a student, Syed Muhammad Abu Bakar Bukhari, by slapping him, violating child protection policies and professional conduct. The act, captured on CCTV and shared in an unofficial WhatsApp group, brought disrepute to the institution. Her conduct reflects a severe lack of professionalism and disregard for the welfare of students and her actions also caused psychological and emotional harm to the student, undermining the principles of inclusive and compassionate education for children with special needs.

CHARGES AGAINST MS. SIDRA PSYCHOLOGIST (BS-17) IQBAL, ACCUSED OFFICER NO.2

1. Ms. Sidra Iqbal unlawfully shared official CCTV footage of the incident dated 16.01.2025 in an unofficial WhatsApp group, thereby causing reputational harm to both the institution and the Department of Special Education.
2. Ms. Sidra Iqbal obtained the official CCTV footage from Mr. Usman Maqsood without prior permission from the Headmaster. She admitted in her statement that she had previously accessed and shared other official videos without authorization. Her unethical acquisition and subsequent sharing of the video in an unofficial school WhatsApp group led to its viral circulation, causing irreparable damage to the reputation of the school and the Department of Special Education.

CHARGE AGAINST MR. USMAN MAQSOOD, ASSISTANT (BS-16) / ACCUSED OFFICER NO.3

Mr. Usman Maqsood forwarded the CCTV footage of the incident dated 16.01.2025 to Ms. Sidra Iqbal (Psychologist) without prior

authorization from the Headmaster, which led to the circulation of sensitive footage in an unofficial WhatsApp group. Furthermore, he has a history of sharing official videos with Ms. Sidra Iqbal (Psychologist) without proper authorization and his actions compromised the security and confidentiality of official records, leading to the unauthorized circulation of the video and causing significant harm to the reputation of the school and the Department.

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. Mumtaz Ul Hassan**, Superintendent (BS-17), Govt. Degree College of Special Education, Multan 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 officers desires to consult any record on which the aforesaid charge(s) is / 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 27/3/2025
(SHAHIDA FARRUKH NAVEED)
SECRETARY to
GOVERNMENT OF THE PUNJAB
SPECIAL EDUCATION DEPARTMENT /
COMPETENT AUTHORITY

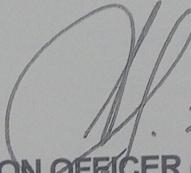
Dated Lahore the
March 22nd/2025

NO. & DATE EVEN

A copy is forwarded to: -

1. The Director General, Special Education Punjab, Lahore.
2. The District Education Officer (Special Education), Multan.

3. **Mr. Asif Iqbal**, Headmaster (BS-17 + 10% Special Pay), Govt. Institute for Slow Learners, Bahawalpur / **Inquiry Officer**.
4. **Mr. Mumtaz Ul Hassan**, Superintendent (BS-17), Govt. Degree College of Special Education, 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. Fozia Batool, Junior Special Education Department (BS-16 / HI Field), Government Secondary School of Special Education for HI (Boys), Multan.
6. **Accused Officer No.2** / Ms. Sidra Iqbal, Psychologist (BS-17), Government Secondary School of Special Education for HI (Boys), Multan.
7. **Accused Officer No.3** / Mr. Usman Maqsood, Assistant (BS-16), Government Secondary School of Special Education for HI (Boys), Multan
8. PS to Secretary Special Education Department.


28/03/25
SECTION OFFICER (ESTT-I.)
SPECIAL EDUCATION DEPARTMENT