

REGISTERED



No. SO(Estt.) 13-9/2022

**GOVERNMENT OF THE PUNJAB
SPECIAL EDUCATION DEPARTMENT**

31-Sher Shah Block New Garden Town, Lahore

Dated Lahore, the 15th May, 2025

To

- 1. Mr. Umar Sharif**
District Education Officer (BS-18) (Special Education),
Bahawalpur.
- 2. Ms. Sobia Pervaiz,**
Assistant Professor (BS-18),
Incharge Principal, Govt. Degree College of Special Education,
Bahawalpur

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 by Secretary Special Education being Competent Authority vide Order of Inquiry dated 10.02.2025 under Section 3 read with Section 9 of the Punjab Employees, Efficiency, Discipline and Accountability Act, 2006 on the following charges of misconduct & inefficiency by appointing Mr. Qaiser Abbas Shah, Principal (BS-19), Govt. Secondary School for Hearing Impaired, Jhang as Inquiry Officer;

CHARGES AGAINST MR. UMER SHARIF / ACCUSED OFFICER NO. 1

1. The accused officer remained inefficient in discharging his official duties, as assigned to him, in befitting manner. His monitoring remained very poor as he did not act promptly to report the matter of physical abuse / molestation of special student by Muhammad Aslam, Hostel Superintendent (BS-12), Govt. Degree College of Special Education, Bahawalpur to the higher authorities in a timely manner and violated the SOPs regarding child protection.
2. The accused officer visited Govt. Degree College of Special Education, Bahawalpur on 26.11.2024 and constituted a probe committee to probe into the matter of physical abuse / molestation of special student by Mr. Muhammad Aslam and to submit a fact-finding report within three days. However, the committee failed to comply with the given timeline. Instead of ensuring timely compliance in accordance with SOPs regarding child protection, the accused officer allowed the matter to linger on unnecessarily. The final report was submitted on 30.12.2024 after a lapse of one month and four days, which is a clear act of negligence on the part of accused officer.

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3. The accused officer received the report on 30.12.2024, and after a delay of seven days, returned it to the committee on 06.01.2025, requesting certain corrections. But during all this he did not report the incident to higher authorities as according to SOPs regarding child protection it was incumbent upon him to constitute a child protection committee and upon report of incident submit a critical incident report. The probe committee resubmitted the revised report to the accused officer, on 13.01.2025, after another seven-days delay. However, after a previous delay of one month and four days, and an additional 14-days delay, the accused officer received the probe report on 13.01.2025 and instead of forwarding the case to the higher authorities on the same day, he delayed it further and forwarded the case on 15.01.2025, This constitutes a clear failure to fulfill responsibilities and failure to act in a timely manner.
4. The accused officer despite having knowledge of happening of incidence of child abuse / molestation of student within the premises of college, with intention to safe guard the accused officer No. 2 and Mr. Muhammad Aslam, Hostel Superintendent (BS-12), Govt. Degree College of Special Education, Bahawalpur did not recommend disciplinary action against them on account of their negligence.

CHARGES AGAINST MS. SOBIA PERVAIZ / ACCUSED OFFICER NO. 2

1. A farewell party was held on 23.11.2024 (Saturday) within the college premises without obtaining prior approval from the competent authority. Being the head of the institute, the accused officer failed to prevent illegal / illegitimate / unauthorized activities in the institute, which is a gross negligence and misconduct on her part.
2. A case of physical abuse / molestation with a special student occurred on 24.11.2024 after 02:36 AM within the hostel premises due to lack of oversight and control within the hostel premises. The accused officer failed to take immediate and necessary preventive measures in a timely manner.
3. Despite the gravity of the incident, the accused officer exhibited deliberate delay in taking immediate and effective action, constituting an internal committee on 25.11.2024 to investigate the incident after elapse of one day, instead of 24.11.2024 (the day of incident) despite of the fact that the incident was reported in the morning of 24.11.2024 at 06:31 A.M.
4. Safety of special students is foremost responsibility of the accused officer being head of institute but she failed to notice that CCTV cameras installed in the premises of institute were switched off and she also failed to monitor activities of the staff and students, which resulted in occurrence of physical abuse / molestation case with the student on 24.11.2024. The switching off of CCTV cameras at the time of the incident reflects a clear attempt to conceal evidence, raising serious concerns about administrative complicity.
5. The accused officer failed to monitor that the hostel staff under her supervision are discharging their duties diligently and efficiently and not indulged in any

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unethical activity and she also failed to devise a mechanism through which feedback could be obtained regarding safety of special students within the hostel premises.

6. The accused officer has shown poor administration, as she remained unable to monitor activities of special students within the premises of the college which reflects her sheer negligence and inefficiency.
7. The accused officer failed to fulfill responsibilities as Incharge Principal of the college as she tried to deliberately conceal real facts pertaining to the incident of physical abuse / molestation of special student and did not report the matter before the higher authorities well in time which tantamounts to grave misconduct.
8. That the accused officer failed to implement the Child Protection SOPs issued on 13.02.2024, despite being duty-bound to ensure compliance with the same for the safety and security of special students. Her non-compliance with mandatory protocols constitutes negligence and misconduct.

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

Sr. No.	Name of Accused Officer	Recommendation
1.	Mr. Umar Sharif (BS-18), District Education Officer (Special Education), Bahawalpur.	Since the charge No.1 & 4 stands proved against the accused officer, hence, he may be awarded Minor Penalty of "Withholding of One Increment for a period of 1 year" under section 4(1)(a)(ii) of PEEDA Act, 2006.
2.	Ms. Sobia Pervaiz, Assistant Professor (BS-18), Incharge Principal, Govt. Degree College of Special Education, Bahawalpur	Since the charge No.1 & 8 stands proved against the accused officer, hence, she may be awarded Minor Penalty of "Withholding of One Increment for a period of 1 year" under section 4(1)(a)(ii) of PEEDA Act, 2006.

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 PEEDA Act, 2006, 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 may not be imposed upon you under the PEEDA Act, 2006. You are allowed to submit additional defence in writing, if any.

5. It is further decided to afford you an opportunity of personal hearing and for said purpose **Additional Secretary, Special Education Department** has been appointed as **Hearing Officer** under Section 13(4)(c) of the Act *ibid*. Therefore, you are directed to appear before **Additional Secretary, Special Education Department / Hearing Officer** on **21.05.2025 at 02:00 P.M.** alongwith all relevant record. If you fail to appear the case shall be decided *ex-parte* on the basis of available record.

Shahida 15/5/2025

(SHAHIDA FARRUKH NAVEED)
SECRETARY SPECIAL EDUCATION /
COMPETENT AUTHORITY

CC.

- i. **Mr. Jamshed Bashir**, Assistant Director (Inclusive Education), Directorate General of Special Education, Punjab, Lahore / Departmental Representative to ensure delivery of this notice to the accused officers and also to appear before Secretary, Special Education Department on the date fixed for personal hearing alongwith relevant record.
- ii. P.S. to Secretary, Special Education Department.