

REGISTERED



No. SO(Estt.) 10-507/2013
GOVERNMENT OF THE PUNJAB
SPECIAL EDUCATION DEPARTMENT
31-Sher Shah Block New Garden Town, Lahore

Dated Lahore, the 10th September/2025

To

Mr. Amer Raza,
Senior Special Education Teacher (BS-17 / VI Field),
previously posted at Govt. Gunj Shakar Special Education Complex,
Okara, presently under suspension and reported to department.

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 the Competent Authority vide order of inquiry dated 23.04.205 (*substituted order of inquiry dated 23.06.2025*) 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 **Mrs. Waseem Sana Ullah**, Principal (BS-19), Govt. Institute for the Blind Girls, Allama Iqbal Town, Lahore as Inquiry Officer;

- i. That the accused officer, while serving as Senior Special Education Teacher at Government Gunj Shakar Special Education Complex, Okara, violated the officially circulated Standard Operating Procedures (SOPs) relating to the protection of children with special needs from all forms of abuse and neglect. He failed to fulfil his core responsibility of ensuring the safety, dignity, and emotional well-being of special children under his supervision by using inappropriate, offensive, and infelicitous language during a phone conversation with Ms. Laiba Ismail, a visually impaired student of Class IX. This conduct constitutes a serious breach of trust, professional misconduct, and dereliction of duty, thereby falling within the scope of misconduct as defined in the PEEDA Act, 2006.
- ii. That the accused officer, entrusted with the education and moral development of visually impaired students, grossly violated the ethical and legal obligations of his position by molesting Ms. Laiba Ismail, a visually impaired student of Class IX. This grave and reprehensible act is in direct contravention of the standards of decency, professional conduct, and child protection policies expected of a teacher of special students.
- iii. The accused officer, while serving as Senior Special Education Teacher at Government Gunj Shakar Special Education Complex, Okara, was entrusted with the moral, ethical, and academic guidance of visually impaired students. Instead of upholding the standards of professional integrity and mentorship, the accused indulged in unethical and inappropriate conduct by establishing an improper and exploitative relationship with a special student under his care for illicit personal benefit. This act reflects a gross abuse of authority, a

serious breach of trust, and a violation of both professional and ethical responsibilities expected of a teacher of special students.

- iv. The accused officer deliberately instigated and manipulated Ms. Laiba Ismail, a visually impaired student, to influence and persuade fellow students to abstain from attending school unless the Class IX (Girls) section was placed under his charge. This act of incitement disrupted the academic environment, compromised institutional discipline, and demonstrated willful defiance of administrative authority. The act amounts to deliberate subversion of institutional order and constitutes misconduct under PEEDA Act, 2006.

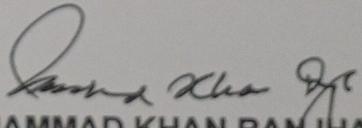
2. AND WHEREAS, the Inquiry Officer has submitted his report to this department (copy enclosed) and recommended imposition of following penalty upon you;

Sr. No.	Name of Accused Officer	Recommendation
1.	Mr. Amer Raza, Senior Special Education Teacher (BS-17 / VI Field)	i. Major penalty of "Forfeiture of past service for a period of two years" under section 4(1)(b)(iii) of the PEEDA Act, 2006. ii. Minor penalty of "Censure" under section 4(1)(a)(i) of the 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. You are also afforded an opportunity of personal hearing and directed to appear before the undersigned on 18-09-2020 at 01:30 PM for this purpose. If you fail to appear, the case shall be decided *ex-parte*.


(MUHAMMAD KHAN RANJHA)
SECRETARY SPECIAL EDUCATION /
COMPETENT AUTHORITY

CC.

- i. Mr. Imran Sher, Superintendent (BS-17), Office of District Education Officer (Special Education), Sahiwal / Departmental Representative to ensure delivery of this notice to the accused officer and also to appear before the Secretary, Special Education Department on the date fixed for personal hearing alongwith relevant record.
- ii. The District Education Officer (Special Education), Sahiwal, to ensure the delivery of this notice to the accused officer through all possible means under intimation to this department.
- iii. P.S. to Secretary, Special Education Department.