

**PENALTY ORDER**

No. SO(Estt.)1-201/2007. **WHEREAS**, a joint complaint dated 10.03.2025 was lodged by female staff members of the Govt. Special Education Centre, Thokar Niaz Baig, Lahore namely Ms. Anam Ishtiaq, Ms. Saira Talib, Ms. Ayesha Zubair, Ms. Seerat Mubeen, Ms. Maria Mushtaq, Ms. Hina Zafar, Ms. Ghazala Bukhari, Ms. Naheed Sajid and Ms. Fareeda Naeem (**'Complainants'**) against **Mr. Khalid Mahmood**, Headmaster (BS-17+10%), previously posted Govt. Special Education Centre, Thokar Niaz Baig, Lahore presently under suspension and reported to department (**'accused officer'**) before Secretary, Special Education under the Protection against Harassment of Women at Workplace Act, 2010 (as amended by the Punjab Protection Against Harassment of Women at the Workplace (Amendment) Act, 2012) alleging that the accused officer was involved in using abusive and vulgar language towards female staff members; displaying threatening and violent behaviour; subjecting staff to physical torture and discriminatory treatment; and engaging in inappropriate and nonsensical activities within the workplace.

2. **AND WHEREAS**, upon receipt of the aforesaid complaint, the matter was referred to the Departmental Harassment Committee (**"Inquiry Committee"** or the **"Committee"**), constituted under sub-section (1) of Section 3 of the Protection against Harassment of Women at the Workplace Act, 2010 (as amended by the Punjab Protection against Harassment of Women at the Workplace (Amendment) Act, 2012) (**"Act"**). The Chairperson of the Committee, in exercise of powers under Section 4(1) of the Act *ibid*, initiated proceedings against the accused officer through a Show Cause Notice dated 27.03.2025. A copy of the complaint, along with all relevant record, was furnished to the accused officer to communicate the charges and the statement of allegations framed against him in terms of Section 4(1)(a) of the Act *ibid*. The accused officer was directed to submit his written reply within seven (07) days. The accused officer accordingly submitted his reply on 16.04.2025, which was examined by the Committee. However, the same was found to be unsatisfactory and devoid of any plausible defence.

3. **AND WHEREAS**, the Inquiry Committee after conducting thorough inquiry proceedings submitted inquiry report with following conclusion;

**"CONCLUSION:"**

27. In view above, it is concluded that the conduct of the accused officer as alleged by the complainants falls under the definition of sexual harassment as given under Section 2 (h) of the Protection Against Harassment of Women at the Workplace Act, 2010. Section 2(h) of the act *ibid* which defines harassment as under:

*"harassment" means "any unwelcome sexual advance, request for sexual favour or other verbal or written communication or physical conduct of a sexual nature or*

*sexually demeaning attitudes, causing interference with work performance or creating an intimidating, hostile or offensive work or environment, or the attempt to punish the complainant for refusal to comply to such a request or is made a condition for employment."*

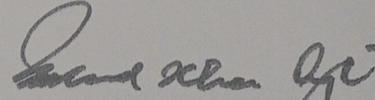
*The complainants have brought on record cogent, convincing and confidence inspiring evidence in support of their complaint to substantiate the charges, this committee concludes that complaint is competent and merits acceptance."*

The Inquiry Committee recommended imposition of major penalty of "**removal from service**" under Section 4(4)(c) of the Protection Against Harassment of Women at Workplace Act, 2010 upon the accused officer.

4. **AND WHEREAS**, sub Section (5) of Section 4 of the Act *ibid* provides as under:

*"(5) The Competent Authority shall impose the penalty recommended by the Inquiry Committee under sub-section (4) within one week of the receipt of the recommendations of the Inquiry Committee."*

5. **NOW THEREFORE**, I, **Muhammad Khan Ranjha**, Secretary, Special Education Department being the Competent Authority under the Protection against Harassment of Women at the Workplace Act, 2010 (as amended), after careful consideration of the inquiry report and the findings, conclusion and recommendations of the Inquiry Committee, am satisfied that the charge of harassment against the accused officer stands fully proved. Accordingly, while concurring with the recommendations of the Inquiry Committee, and in exercise of the powers conferred upon me under Section 4(5) of the Protection against Harassment of Women at the Workplace Act, 2010, I hereby impose upon the accused officer major penalty of "**Removal from Service**" under Section 4(4)(c) of the said Act.



(MUHAMMAD KHAN RANJHA)  
SECRETARY

GOVERNMENT OF THE PUNJAB  
SPECIAL EDUCATION DEPARTMENT /  
COMPETENT AUTHORITY

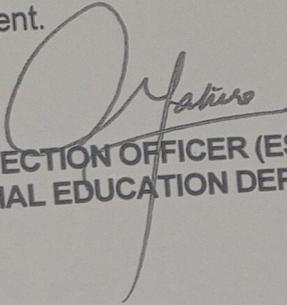
Dated Lahore, the  
September 29<sup>th</sup>, 2025

No. & Date Even:

A copy is forwarded for information and necessary action to the:-

1. Accountant General, Punjab, Lahore.
2. Director General Special Education, Punjab, Lahore.
3. District Education Officer (Special Education), Lahore to ensure delivery of this order to the accused officer under intimation to this department.
4. Headmaster, Govt. Special Education Centre, Thokar Niaz Baig, Lahore to ensure delivery of this order to the accused officer under intimation to this department.

5. Accused officer concerned / **Mr. Khalid Mehmood**, Headmaster (BS-17+10%), previously posted Govt. Special Education Centre, Thokar Niaz Baig, Lahore presently reported to department.
6. PS to Secretary Special Education Department.

  
SECTION OFFICER (ESTT.-I)  
SPECIAL EDUCATION DEPARTMENT