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GOVERNMENT OF THE PUNJAB  
SPECIAL EDUCATION DEPARTMENT

ORDER OF INQUIRY

No. SO(Estt)13-9/2022: 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 **Mr. Umar Sharif (BS-18)**, District Education Officer (Special Education), Bahawalpur ('accused officer No. 1') and **Ms. Sobia Pervaiz, Assistant Professor (BS-18)**, Incharge Principal, Govt. Degree College of Special Education, Bahawalpur ('accused officer No. 2') (both accused officers are hereinafter jointly referred to be as 'accused officers') on the charges of inefficiency and misconduct under Section 3 of the PEEDA Act, 2006. I, therefore, order initiation of disciplinary proceedings through a regular inquiry against the accused officers under the Act *ibid* by appointing **Mr. Qaiser Abbas Shah, Principal (BS-19), Govt. Secondary School for Hearing Impaired, Jhang** as Inquiry Officer to proceed against the accused officers in terms of Section 5 read with Section 9 of the Act *ibid*.

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

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

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and four days, which is a clear act of negligence on the part of accused officer.

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

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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 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.

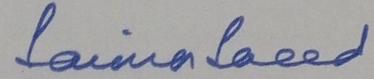
3. The accused officers are directed to submit their written defense to the Inquiry Officer, within **07** days of the receipt of this order. If they fail to submit their written defense within the prescribed period, it shall be presumed that either they have no defense to offer or they have declined to offer the same and they have accepted the charges.

5. **Mr. Jamshed Bashir, Assistant Director (Inclusive Education), Directorate General of Special Education, Punjab, Lahore** is appointed as Departmental Representative in terms of Section 9(1)(c) read with Section 12 of the Act  
ibid.

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6. In case, the accused officers desire 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.

7. The Inquiry Officer will submit her 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*.



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SECRETARY to

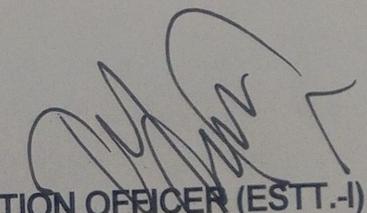
GOVERNMENT OF THE PUNJAB  
SPECIAL EDUCATION DEPARTMENT /  
COMPETENT AUTHORITY

Dated Lahore the  
February 10 /2025

**NO. & DATE EVEN**

A copy is forwarded to the: -

1. **Director General**, Special Education Punjab, Lahore.
2. **Director (Admin)**, Directorate General of Special Education, Punjab, Lahore.
3. **District Education Officer** (Special Education), Bahawalpur.
4. **Mr. Qaiser Abbas Shah**, Principal (BS-19), Govt. Secondary School for Hearing Impaired, Jhang / **Inquiry Officer**.
5. **Mr. Jamshed Bashir**, Assistant Director (Inclusive Education), Directorate General of Special Education, Punjab, 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.
6. Accused officer No. 1 / **Mr. Umar Sharif** (BS-18), District Education Officer (Special Education), Bahawalpur.
7. Accused officer No. 2 / **Ms. Sobia Pervaiz**, Assistant Professor (BS-18), Incharge Principal, Govt. Degree College of Special Education, Bahawalpur.
8. PS to Secretary Special Education Department.
9. Office order file.

  
SECTION OFFICER (ESTT.-I)  
SPECIAL EDUCATION DEPARTMENT