

No. 8-9/2023-SP-III
Government of India
Ministry of Youth Affairs & Sports
Department of Sports

Shastri Bhawan, New Delhi
Dated: 23rd January, 2023

To

President, Indian Olympic Association &
President /Secretary General of All National Sports Federations/Regional Sports
Federations /National Sports Promotion Organizations

Subject: Prevention of sexual harassment of women at the workplace – reg.

Sir/Madam,

I am directed to refer to this Ministry's letter. No. 8-10/2010-SP-III dated 12.08.2010 and the provisions contained in the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. As per the above, Indian Olympic Association (IOA), National Sports Federations (NSFs) and their affiliated/constituent units, Regional Sports Federations (RSFs) and their affiliated/constituent units, and the National Sports Promotion Organisations (NSPOs) are required to perform the following main tasks:

- Provide a safe environment for the players and create a policy for prevention of sexual harassment.
- Display at a conspicuous place the penal consequences of sexual harassment and the order constituting the Internal Complaints Committee at the Office, Training and Championship/Tournament Venues.
- Organise workshops and awareness programs among the officials, coaches and players.

2. The Act provides for constitution of an Internal Complaints Committee with following composition:

- A Presiding Officer who shall be a woman of seniority
- Not less than two members who are committed to the cause of women or who have experience in social work or legal knowledge
- One member from amongst non-governmental organisations or associations committed to cause of women or a person familiar with the issues related to sexual harassment
- At least one half of the total Members shall be women.

3. In the month of November- December, 2022, information on various aspects of governance was sought from the NSFs and it was found that most of the bodies have the necessary structures in place. However, it is once again reiterated that the Indian Olympic Association (IOA) and all the NSFs/RSFs/NSPOs and their affiliated/constituent units should re-examine their structure and policies on the abovementioned lines and make the necessary changes/modifications. Further, office bearers, coaches, administrative staff, and players

should be sensitised on the subject and that the IOA/NSFs/RSFs/NSPOs shall ensure that the information regarding the same is displayed prominently at their respective offices, hostels, training or competition venues, as also on the NSF website.

4. It is also requested that a report about the constitution of the ICC and its display on the website should be furnished to the Ministry within seven days.

Yours faithfully,



(S.P.S. Tomar)

Director

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Copy to:

1. Director General, Sports Authority of India
2. Executive Director, Sports Authority of India
3. CEO TOPS, Sports Authority of India