

**GOVERNMENT OF INDIA  
SKILL DEVELOPMENT, ENTREPRENEURSHIP, YOUTH AFFAIRS AND SPORTS  
LOK SABHA**

UNSTARRED QUESTION NO:448  
ANSWERED ON:25.11.2014  
SPORTS COACHING CAMPS  
Kodikunnil Shri Suresh

**Will the Minister of SKILL DEVELOPMENT, ENTREPRENEURSHIP, YOUTH AFFAIRS AND SPORTS be pleased to state:**

- (a) whether there are reports of sexual harassment of girls during their participation in various sports and games;
- (b) if so, the details thereof, during each of the last three years and the current year, sports and discipline-wise;
- (c) the action taken by the Government in this regard; and
- (d) the measures taken to prevent such incidents at sports coaching camps and events?

**Answer**

THE MINISTER OF STATE (INDEPENDENT CHARGE) FOR YOUTH AFFAIRS AND SPORTS (SHRI SARBANANDA SONOWAL)

(a) Yes, Madam.

(b) & (c): The details are at the Annexure.

(d) Ministry and Sports Authority of India (SAI) have taken a number of measures to prevent incidents of sexual harassment of women athletes at work place. Regional Level Committees have been constituted in SAI to look into the cases of Sexual Harassment. Further, specific provisions have been made to adopt or undertake measures not only to prohibit sexual harassment but also provide appropriate conditions for women in respect of work, leisure, health and hygiene. Other measures have been taken for setting up a complaint mechanism for redressal of complaints with a committee headed by a woman, or a special counselor, while adhering to the principle of confidentiality.

The Government has issued guidelines which, inter-alia, provide for prevention of sexual harassment of women in sports. These guidelines are contained in the National Sports Development Code of India, 2011 (NSDCI) which have been effective from 31.1.2011. Under these instructions, the National Sports Federations (NSFs) are to take the following steps:

- (i) Notify, publish and circulate in appropriate ways, express prohibition of sexual harassment.
- (ii) Include rules/regulations prohibiting sexual harassment in their rules and regulations and provide for appropriate penalties in such rules against the offender.
- (iii) Provide appropriate conditions in respect of work, leisure, health and hygiene to further ensure that there is no hostile environment towards women and no employee woman should have reasonable grounds to believe that she is disadvantaged in connection with her career.
- (iv) Women should be allowed to raise issues of sexual harassment in appropriate forums and it should be affirmatively discussed.
- (v) Complaint Mechanism: The NSFs should set up a complaint mechanism for redressal of the complaint made by the victim. Such complaint mechanism should ensure time bound treatment of complaints.
- (vi) Disciplinary Action: Where such conduct amounts to misconduct, appropriate disciplinary action should be initiated in accordance with rules.
- (vii) Criminal Proceedings: Where such conduct amounts to a specific offence under the Indian Penal Code or under any other law, the NSFs shall initiate appropriate action in accordance with law by making a complaint with the appropriate authority. In particular, it should ensure that victims or witnesses are not victimized or discriminated against while dealing with complaints of sexual harassment. The victim of sexual harassment should have the option to seek transfer of the perpetrator or their own transfer.
- (viii) Complaints Committee: The complaint mechanism referred to in (vii) above, should be adequate to provide, where necessary, Complaints Committee, a special counselor or other support service, including the maintenance of confidentiality. The Complaints Committee should be headed by a woman and not less than half of its members should be women. Further, to prevent the possibility of any undue pressure or influence from senior levels, such Complaints Committee should involve a third party, either NGO or other body which is familiar with the issue of sexual harassment.

(ix) Awareness : Awareness of the rights of the female employees in this regard should be created in particular by prominently notifying the guidelines in a suitable manner.

(x) Third Party Harassment: Where sexual harassment occurs as a result of an act or omission by any third party or outsider, the NSFs will take all steps necessary and reasonable to assist the affected person in terms of support and preventive action.

Further, the Government, after taking into account the Honble Supreme Courts Judgment in the case of Vishakha and others Vs. State of Rajasthan and others has promulgated the Sexual Harassment of Women at Work place (Prevention, Prohibition and Redressal) Act, 2013 on 23.4.2013 to provide protection against sexual harassment of women at workplace and for the prevention and redressal of complaints of sexual harassment and for matters connected therewith or incidental thereto. The Act inter alia includes any sports institute, stadium, sports complex or competition or games venue, whether residential or not used for training, sports or other activities relating thereto.