

National Human Rights Commission

Diary No	64208/CR/2023	Case / File No	798/90/0/2023
Victim Name	SPORTS WOMEN ALL OVER INDIA	Registration Date	08/05/2023

Action List (Click on Action given in blue color to view details)

Action No.	Action	Authority	Action Date
1	Notice Issued	<p>THE SECRETARY - Secretary, Deptt. of Sports, Ministry of youth Affairs and Sports, Room No 3, C-Wing, Shastri Bhawan, New Delhi - 110001 DELHI DELHI</p> <p>, THE DIRECTOR GENERAL - Jawaharlal Nehru Stadium Complex (East Gate) Lodhi road, DELHI DELHI</p> <p>, THE PRESIDENT - THE BOARD OF CONTROL FOR CRICKET IN INDIA, 4th Floor, Cricket Centre Wankhede Stadium 'D' Road, Churchgate Mumbai- 400020 MUMBAI MAHARASHTRA</p> <p>, THE SECRETARY - Wrestling Federation of India 21, Ashoka Road, New Delhi NEW DELHI DELHI</p> <p>, THE ADMINISTRATOR - Amateur Kabaddi Federation of India, E-386 Cabin-B (Basement) Greater Kailash Part 1 New Delhi NEW DELHI DELHI</p> <p>, THE PRESIDENT - Archery Association of India, Gate No.2, DDA Yamuna Sports Complex, 1st Floor, Archery & Cricket Stadium, Surajmal Vihar, Delhi - Ph.+91-11-22146057; DELHI DELHI</p> <p>, THE PRESIDENT - Badminton Association of India, D-6/10, Vasant Vihar, New Delhi - 110057 NEW DELHI DELHI</p> <p>, THE PRESIDENT - BasketBall Federation of India, No.148, Barakhamba Road, B-1 Lower Ground Floor, Statesman House, NEW DELHI DELHI</p> <p>, THE PRESIDENT - Billiards and Snooker Federation of India, 5/1, Miller Tank Build Area, Jasma Bhawan Road, BANGALORE KARNATAKA</p> <p>, THE PRESIDENT - Indian Triathlon Federation, Khivraj Complex II, 2nd Floor, Nandanam, 480, Anna Salai, CHENNAI TAMIL NADU</p> <p>, THE PRESIDENT - Gymnastics Federation of India: GFI, C-4/2, Ground Floor, Safdarjung Development Area, Hauz Khas, NEW DELHI DELHI</p> <p>, THE PRESIDENT - Handball Federation of India, 24-A, Nanak Nagar, Pipliya Rao, INDORE MADHYA PRADESH</p> <p>, THE PRESIDENT - JUDO FEDERATION OF INDIA F-14, Gali No12, Parwana Road Opp HDFC Bank NEW DELHI DELHI</p> <p>, THE PRESIDENT - Indian Kayaking & Canoeing Association, B-199 Basement, Lajpat Nagar 1, NEW DELHI DELHI</p>	11/05/2023

, THE PRESIDENT - Squash Rackets Federation of India Khivraj Complex II, 2nd Floor, No. 480 Anna Salai, CHENNAI TAMIL NADU
 , THE PRESIDENT - Table Tennis Federation of India I - 12, 3rd Floor, DSIIDC Industrial Complex Near Udyog Nagar Metro Station Rohtak Road, NEW DELHI DELHI
 , THE PRESIDENT - Volleyball Federation of India Room No.72, Jawaharlal Nehru Stadium, Periamet, CHENNAI TAMIL NADU
 , THE PRESIDENT - Indian Weightlifting Federation, C-2/18, SECTOR 31, NOIDA, GAUTAM BUDH NAGAR UTTAR PRADESH
 , THE PRESIDENT - Yachting Association of India, Room No. 403,4th Floor, Chankya Bhawn, Chankyapuri, NEW DELHI DELHI

Expand All Action List

Action

Action : Notice Issued(Action No 1)

Action Date	11/05/2023
Authority	<p>THE SECRETARY - Secretary, Deptt. of Sports, Ministry of youth Affairs and Sports, Room No 3, C-Wing, Shastri Bhawan, New Delhi - 110001 DELHI DELHI THE DIRECTOR GENERAL - Jawaharlal Nehru Stadium Complex (East Gate) Lodhi road, DELHI DELHI THE PRESIDENT - THE BOARD OF CONTROL FOR CRICKET IN INDIA, 4th Floor, Cricket Centre Wankhede Stadium 'D' Road, Churchgate Mumbai- 400020 MUMBAI MAHARASHTRA THE SECRETARY - Wrestling Federation of India 21, Ashoka Road, New Delhi NEW DELHI DELHI THE ADMINISTRATOR - Amateur Kabaddi Federation of India, E-386 Cabin-B (Basement) Greater Kailash Part 1 New Delhi NEW DELHI DELHI THE PRESIDENT - Archery Association of India, Gate No.2, DDA Yamuna Sports Complex, 1st Floor, Archery & Cricket Stadium, Surajmal Vihar, Delhi - Ph.+91-11-22146057: DELHI DELHI THE PRESIDENT - Badminton Association of India, D-6/10, Vasant Vihar, New Delhi - 110057 NEW DELHI DELHI THE PRESIDENT - Basketball Federation of India, No.148, Barakhamba Road, B-1 Lower Ground Floor, Statesman House, NEW DELHI DELHI THE PRESIDENT - Billiards and Snooker Federation of India, 5/1, Miller Tank Build Area, Jasma Bhawan Road, BANGALORE KARNATAKA THE PRESIDENT - Indian Triathlon Federation, Khivraj Complex II, 2nd Floor, Nandanam, 480, Anna Salai, CHENNAI TAMIL NADU THE PRESIDENT - Gymnastics Federation of India: GFI, C-4/2, Ground Floor, Safdarjung Development Area, Hauz Khas, NEW DELHI DELHI THE PRESIDENT - Handball Federation of India, 24-A, Nanak Nagar, Pipliya Rao, INDORE MADHYA PRADESH THE PRESIDENT - JUDO FEDERATION OF INDIA F-14, Gali No12, Parwana Road Opp HDFC Bank NEW DELHI DELHI THE PRESIDENT - Indian Kayaking & Canoeing Association, B-199 Basement, Lajpat Nagar 1, NEW DELHI DELHI THE PRESIDENT - Squash Rackets Federation of India Khivraj Complex II, 2nd Floor, No. 480 Anna Salai, CHENNAI TAMIL NADU THE PRESIDENT - Table Tennis Federation of India I - 12, 3rd Floor, DSIIDC Industrial Complex Near Udyog Nagar Metro Station Rohtak Road, NEW DELHI DELHI THE PRESIDENT - Volleyball Federation of India Room No.72, Jawaharlal Nehru Stadium, Periamet, CHENNAI TAMIL NADU THE PRESIDENT - Indian Weightlifting Federation, C-2/18, SECTOR 31, NOIDA, GAUTAM BUDH NAGAR UTTAR PRADESH , THE PRESIDENT - Yachting Association of India, Room No. 403,4th Floor,</p>

In the matter relating to allegations levelled against the President of the Wrestling Federation of India by a group of wrestlers regarding sexual harassment in which an FIR has been registered on the directions given by the Apex Court and a panel headed by Ms. M.C. Mary Kom is conducting a probe, a shocking fact as mentioned in a news report published in the “**Indian Express**” on 04.05.2023, has emerged revealing that there was no Internal Complaints Committee (ICC) in the Wrestling Federation of India as mandated by the Prevention of Sexual Harassment (PoSH) Act, 2013. As mentioned in the news report, the wrestling body is not the only one violating the law, there are as many as 16 of the 30 National Sports Federations who do not meet this mandatory compliance.

As per news report, the ICC was designed to be the first port of call for any grievance under the PoSH Act, a key element required to create a safe workplace and environment for women. As per law, a minimum of four members, at least half of them women of whom one shall be an external member, preferably from an NGO or an association that works for Women’s Empowerment or a person familiar with issues related to sexual harassment, like a lawyer, are required. It is stated that the **Indian Express** reached out to the office bearers of all 30 Sports Federations and found that five Federations, including the Wrestling Federation, do not even have an ICC. Four Federations do not have the stipulated number of members and another six Federations lacked the mandatory external members. It is also stated that one Federation had two panels but neither had an independent member. The details are as follows:-

S.No.	Name	Status/Deficiency
1.	Amateur Kabaddi Federation of India (run by an Administrator)	- ICC has only two members
2.	Archery Association of India	- ICC has no external member
3.	Badminton Association of India	- ICC has no external member (Manjusha Kanwar is considered as both external and internal member)
4.	Basketball Federation of India	- ICC has no external member
5.	Billiards & Snooker Federation of India	- ICC has only three members
6.	Indian Triathlon Federation	- ICC has no external member
7.	Gymanastics Federation of India	- No ICC, It has an “Investigation Committee” having two women in a six member panel, no external member
8.	Handball Federation of India	- No ICC
9.	Judo Federation of India	- ICC has only three members
10.	Indian Kayaking and Canoeing Association	- ICC has no external member
11.	Squash Rackets Federation of India	- ICC has only three members
12.	Table Tennis Federation of India	- No ICC
13.	Volleyball Federation of India	- No ICC
14.	Weightlifting Federation of India	- ICC has three members, Prevention of Sexual Harassment Committee has four members, But neither has an external independent member
15.	Wrestling Federation of India	- No ICC
16.	Yachting Association of India	- ICC has no external member

Proceeding

A functional Internal Complaints Committee is one of the key conditions set up by the Union Ministry to grant annual recognition to these Federations yet, as mentioned in the news report, many are falling short. It is stated that, on 23.01.2023, when the Union Sports Ministry first formed the Mary Kom led Committee to investigate the allegations of sexual harassment against the President of the Wrestling Federation of India, a letter was sent to all the National Sports Federations flagging the importance of the Internal Complaints Committee (ICC). They were asked to re-examine their structure and policies and to make necessary changes to comply with the requirements of the Prevention of Sexual Harassment (PoSH) law.

The Commission has carefully examined the contents of the news report which are shocking and alarming. The issue relating to the allegations made by the wrestlers against the President of the Wrestling Federation of India (WFI) is under investigation and the matter, based on the outcome will be decided by the competent court. However, the fact that half of the National Sports Federations do not comply with the law regarding requisite composition of the Internal Complaints Committee (ICC) is a matter of concern for the Commission as the issue relates to the Right to Equality and Dignity of the sports persons.

As per provisions laid down under Article 14 of the Constitution of India, the State shall not deny to any person equality before the law or the equal protection of the laws within the territory of India and the Article 15 ensures that the State shall not discriminate against any citizen on grounds only of religion, race, caste, sex, place of birth or any of them. In the year 1997, the Apex Court delivered a landmark judgment laying down guidelines to be followed by establishments in dealing with complaints about sexual harassment known as "*Vishaka Guidelines*". Later, the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 came into existence in the year 2013 and the Ministry of Law & Justice also passed Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act & Rules, 2013.

As per the provisions laid down under the Act, every employer of a workplace shall constitute by an order in writing, a Committee to be known as the Internal Complaint Committee (ICC) as per Section 4(1) of the Act. The Internal Complaints Committee shall constitute of a woman employed at a senior level at workplace from amongst employees. There should be not less than two members from employees preferably committed to the cause of women or who have experience in social work or have legal knowledge and one member should be from amongst non-governmental organizations or associations committed to the cause of women or a person familiar with the issues relating to sexual harassment. It is also necessary that at least one half of the total members shall be women. The objective of such an ICC is to ensure protection against sexual harassment of women at workplace as well as prevention and redressal of the complaints of sexual harassment. Surprisingly, large number of Sports Federations at national level (as reported) do not have sexual harassment panels and, where such panels are existing, the number and composition of members is not adequate. Such lapse on the part of the Sports Federations at national level is a serious issue of violation of human rights of the sports persons and a matter of concern for the Commission.

The Commission takes *suo-motu* cognizance of the matter and directs issuances of Notice to the (i) Secretary, Department of Sports, Ministry of Youth Affairs and Sports, Government of India, New Delhi, (ii) the Sports Authority of India (iii) Wrestling Federation of India (iv) the Board Of Control For Cricket In India and all the National Sports Federations mentioned in the news report, calling for a detailed report in the matter including present status of the ICC in their organization as well as the steps taken or proposed to be taken to address the issue, within 4 weeks, positively.

Copies of the news reports to be enclosed with the notices.

Complaint

Diary No	64208/CR/2023	Section	M-1
Language	ENGLISH	Mode	NEWS PAPER/MAGAZINE
Received Date	08/05/2023	Complaint Date	04/05/2023

Victim

Victim Name	SPORTS WOMEN ALL OVER INDIA	Gender	Female
Religion	Unknown	Cast	Unknown
Address	INDIA		
District	ALL OVER INDIA	State	ALL OVER INDIA

Complainant

Name	SUO-MOTU, INDIAN EXPRESS NEWSPAPER		
Address	MUMBAI		
District	MUMBAI	State	MAHARASHTRA (0)

Incident

Incident Place	ALL OVER INDIA	Incident Date	NA
Incident Category	MISCELLENOUS		
Incident District	ALL OVER INDIA	Incident State	ALL OVER INDIA

Incident Details	
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