



Directions to its Affiliated States / UT members units.

Amateur Kabaddi Federation of India (AKFI) has Zero tolerance policy on Sexual Harassment and after the meeting of 13.06.2022 with Sports Authority of India, all its affiliated State / UT Associations, are directed to implement following directions to deal with the incidents of sexual harassment of employees / Players / Caches / Managers / TO's and all other concerns.

1. To constitute an Internal Complaints Committee, consisting of a Presiding officer who shall preferably be a women of senior level and two other members from amongst employees / members of the association, preferably committed to the cause of women or who have had experience in social work or have legal knowledge. Out of 3 Members preferably, two should be women.
2. Such Internal Complaints Committee should be constituted as per 'The Sexual Harassment of Women at Work Place (Prevention, Prohibition and Redressal) Act 2013.' (14 of 2013).

In addition to the above, in order to prevent occurrence of such incidents of sexual harassment in future, it is further directed to implement as under:-

- I. Make it mandatory to assign women coaches and manager with their women team for National Championships. If women coach is not possible at-least Manager should mandatorily be a woman.
- II. All State / UT Kabaddi associations affiliated to AKFI will make it mandatory for affiliated units participating in the State Championships to assign women coaches and manager with their women team and the District units will be asked to make it mandatory for their District Championships too. If woman Coach is not possible at-least Manager should mandatorily be a woman.
- III. **Place of Stay of teams during State Championships:-** State / UT Associations will ensure different Hostels / Hotels for each Gender separately.
- IV. State / UT Associations of Kabaddi affiliated to AKFI will issue advisory to all athletes, coaches, manager and support staff not to meet other gender in Isolation and are further advised that athletes, coaches, manager and support staff should report such demands if made to him / her by opposite gender to the association immediately but in any case they are advised not meet opposite gender in isolation. No coach, manager, athlete and support staffs will meet other gender in the rooms of Hotel / Hostels etc.

Justice (Retd.) S. P. Garg

Administrator/ President

Email: spgarg.ddc@nic.in



Amateur Kabaddi Federation of India

Registered Under Societies Registration Act (723/1975)

Affiliated to: Indian Olympic Association,

Asian Kabaddi Federation & International Kabaddi Federation

E – 386-B (Basement) GK 1, New Delhi, – 110 048

- V. Travel: When both gender teams are travelling together it is suggested that opposite gender athletes and other staff should not sit together. If Railway or Roadways provide adjoining seats managers and other staff should interchange the seats and Managers of the teams should keep a vigil on the same.

Justice (Retd) S.P Garg

Administrator / President

AKFI

17.06.2022