INTERNAL COMPLAINTS COMMITTEE OF AKFI

FINAL REPORT

Re: Complaint dated 03.05.2022 filed by Ms. V. Sumalatha, Officer (Technical) against Mr. Kripa Shankar officer (Technical)

1. Proceedings

The present enquiry was initiated on 26.12.2023 by the Internal Complaints Committee (ICC) of Amateur Kabaddi Federation of India (AKFI) constituted vide order dated 30.09.2023. The proceedings of the Committee were held on 25.05.2022, 13.06.2022, 25.01.2024, 09.02.2024 and 15.02.2025. The minutes of the meeting dated 24.05.2022, 13.06.2022 and 15.02.2025 are annexed to the report and marked as **Annexure A (Colly)**.

This Report is based on oral testimony of the witnesses who appeared before the Committee and the following documents submitted by the Complainant and the Respondent before the committee.

- (i) The Hand Written Complaint dated 03.05.2022 by V. Sumalatha, Technical Official. That true copy of the Hand Written Complaint dated 03.05.2022 are annexed to the report and marked as **Annexure B.**
- (ii) Copy of the Complaint dated 04.05.2022 by Ms. Aarti Bari, Competition Manager Khelo India University game to SHO, Harohalli Police Station taking necessary action. That the true copy of Letter given by Arti Bajaj to The SHO dated 04.05.2022 is annexed to the report and marked as Annexure C.
- (iii) Copy of the Email dated 04.05.2022 sent by Ms. Aarti Bari, Competition Manager Khelo India University game to the Administrator and Assistant Secretary Amateur Kabaddi. That the true copy of the Email dated 04.05.2022 sent by Ms. Aarti Bajaj is annexed to the report and marked as Annexure D.

- (iv) Copy of the screenshot of Complainant's mobile. A true copy of the Screenshot of Complainant's mobile is annexed to the report and marked as Annexure E.
- (v) Copy of the Screenshot of photographs sent by the Respondent. A true copy of the screenshot of photographs sent by the Respondent are annexed to the report and marked as **Annexure F**.
- (vi) A written reply dated 29.01.2024 by Respondent. That the true copy of the reply filed by the respondent (in Hindi) is annexed to the report and marked as Annexure G.
- (vii) A written reply by Neelam (Technical Officer) dated 05.05.2022. That true copy of the written reply is annexed to the report and marked as Annexure H.
- (viii) Copy of the Letter dated 05.05.2022 sent by Assistant Secretary, Amateur Kabaddi Federation to Ms. Neelam. That the true copy of the Letter dated 05.05.2022 sent by Assistant Secretary, Amateur Kabaddi Federation is annexed to the report and marked as Annexure I.
- (ix) Order dated 05.05.2022 issued by Administrator/ President, Amateur Kabaddi Federation. That the true copy of the Order dated 05.05.2022 issued by Administrator/ President, Amateur Kabaddi Federation is annexed to the report and marked as Annexure J.
- (x) Copy of the FIR- 0149 dated 06.05.2022 (in Kannada language). That the true copy of FIR dated 06.05.2022 is annexed to the report and marked as Annexure K.
- (xi) Copy of the Letter dated 12.05.2022 sent by Neelam (Technical Officer) to the Assistant Secretary, Amateur Kabaddi Federation. That the true copy of the Letter dated 12.05.2022 sent by Neelam is annexed to the report and marked as Annexure L.
- (xii) Copy of the Letter dated 05.08.2023 sent by the Assistant Secretary, Amateur Kabaddi Federation to The SHO, PS Harohalli. That the true copy of the Letter dated 05.08.2023 is annexed to the report and marked as Annexure M.

- (xiii) Copy of the Letter dated 23.08.2023 sent by Neelam to the Police Inspector, PS Harohalli. That the true copy of the Letter dated 23.08.2023 is annexed to the report and marked as **Annexure N**.
- (xiv) Copy of the Notice issued to the Complainant dated 16.10.2023 by the Court of Principal Civil Judge and JMFC, Kanakpura for appearance on 08.05.2024. That the true copy of the Notice issued to the Complainant dated 16.10.2023 is annexed to the report and marked as **Annexure O**.
- (xv) Copy of the Letter dated 19.12.2023 sent by the Respondent to Mr. V.K. Maheshwari, Member ICC AKFI. That the true copy of the Letter dated 19.12.2023 is annexed to the report and marked as Annexure P.
- (xvi) Copy of the written letters dated 29.01.2024, 06.08.2024 and 26.08.2024 sent by Respondent to the ICC. That the true copy of the Letters dated 29.01.2024, 06.08.2024 and 26.08.2024 sent by the Respondent is annexed to the report and marked as **Annexure Q (Colly)**.
- (xvii) Copy of the written letter by Complainant to the ICC dated 25.01.2024. That the true copy of the Letter dated 25.01.2024 sent by the Complainant is annexed to the report and marked as **Annexure R**.
- (xviii) Google translated copy of the B Report No. 56 of 2023 dated 15.09.2023 filed in FIR 0149 dated 06.05.2022. That the true Google translated copy is annexed to the report and marked as **Annexure S**.
- (xix) 2 Audio clips submitted by Complainant.

2. <u>Discussion & Analysis</u>

The Complainant has appeared before the committee and has supported the allegations made in her complaint.

The Respondent has also appeared before the committee and has denied the allegations made by the complainant.

Neelam, who is also a technical officer and admittedly present in the room at the time of the alleged incident has also appeared before the committee and has denied the allegations.

No prior animosity has been alleged by the complainant against the said witness.

The factum of respondent being present in the room with the complainant and the witness is not in dispute. That there were friendly exchanges of food items is also not denied. However, at some point the discussion has become heated is apparent from the statements of the parties. While the Respondent is attributing it to the lingering tension from the field regarding change of rules about scoring the complainant insists that the same happened as the Respondent insisted to "kiss her hand". The allegation of the complainant is that due to the said threat she could not sleep during the night.

The allegation made by the complainant has denied by the witness Neelam who is a witness to the entire incident no prior history of animosity.

Evidently, after the alleged incident the respondent has left the room. There were no alarms raised by either of the parties on the said date.

In the FIR filed about the alleged incident the police has filed 'B report'. The complainant has her remedy available on challenging the same however for the purpose of present inquiry IC is of the considered view that 'B report' filed by the police is to be taken on record.

The complainant has submitted 2 audio recordings — one purported to be of Respondent with some other staff members known to the complainant and the other is in a woman's voice. No date or time or the identity of the persons speaking / recording has been provided. There is no reference of the device on which these are recorded. It appears these audios have been recorded unauthorizely and cannot be relied upon for the purpose of this inquiry. Furthermore, despite repeated opportunity no witnesses have been produced by the complainant in support of her claims/allegations.

The complainant has also submitted whatsapp screen shots to prove that she was being called by the Respondent. The missed calls/declined are from 30th April. 01st May, 02nd may. The fact that the Games were on and both complainant and respondent were handling technical team is not in dispute. It is also not in dispute that the Complainant and respondent were on a talking terms albeit as team members. There are also screen shots of photographs produced by Respondent

that shows there was a working level understanding between the two. Taking the totality of the situation, it cannot be said with certainty that these screen shots show any pattern of harassment prior to the alleged incident.

Finding

In the light of the above discussion and deliberations and also relying upon all the material and testimonies and further in the light of clear denial by Neelam who is an independent witness, the allegations of the complainant cannot be said to be conclusively proved.

Recommendations

The allegations in the present complaint do underline the serious need for carrying out gender sensitization training and awareness building workshops.

The committee therefore recommends as follow:

- A. Workshop/Training for sensitising the officers and players about work place ethics and observing good practices;
- B. Regular Sessions with officers/ players/ trainers to call out and eliminate regressive/harassing behaviour at the workplace and build safe work environment;
- C. Posters/standees during events/meetings with information on grievance redressal mechanism;
- D. A list of 'Dos & Don'ts' for the technical officers/players to be strictly observed during events.

The report is sent to the President AKFI and all concerned parties. The report be uploaded on the website of AKFI

(Ms. Mamtha Poojari) Chairperson

(Ms. Sunieta Ojha) Member

(Ms. Suman NIS) Member

Minutes of the Meeting dated 24.05.2022 of Personal Hearing given to Complainant (xxxxx), Kripashankar and Neelam by (Google Meet Virtual Mode)

- 1. As per directions of Hon'ble Administrator AKFI, hearing was given to the Complainant (xxxxx) at 6 PM, Sh. Kripashankar at 6:15 PM and Mrs. Neelam at 6:30 PM, to know their version with regard to the alleged incident taken place in the evening/night of 2.5.2022, by the undersigned along with Sh. Deoraj Chaturvedi Assistant Secretary AKFI.
- 2. Complainant given her version about the alleged incident supporting the version given by her in her written complaint. She has submitted that she had also reported the matter to Ms. Aarti Bari, Competition Manager, and she has also some recorded version which she will like to forward. She has also told the Mr. Kripashankar had forwarded some messages which have been deleted to Everyone. She has requested for some time to forward the same to us.
- 3. Mr. Kripashankar has given his version and stated that no such incident had taken place. He has been falsely implicated. He has also told that he was having back pain for which he was taking treatment from Physiotherapist / Doctor and was not in position to do any such alleged act. He has referred the name of Mr. Naveen Kumar Coach before whom the discussion with regard to the rules of the



game had taken place with the Complainant. He has also submitted that the match between the Maharishi Dayanand University and Himachal Pradesh University was videographed / recorded wherein the incident of discussion with regard to rules of the game by the Complainant (xxxxx), wherein, he intervened, will be proved. He will try to produce the recording of the same. Seven days time may be given to him to produce the same. He has requested that version of Mr. Naveen Kumar Coach and Physiotherapist/Doctor may also be taken.

- 4. Mrs. Neelam has submitted that alleged incident had not taken place. However, she has told that Mr. Kripashankar had come to their room on the fateful day and had also visited their room twice prior thereto. All the 3 of us had sit together, taken fruits and namkeen etc. and have discussions in a nice atmosphere. She had first time met Mr. Kripashankar on 28.04.2022 only, prior thereto Mr. Kripashankar was not known to her. The alleged photographs of her are forged and taken out/ prepared from group photographs. Her name has been falsely implicated. She has been defamed in the family and society for nothing. However, she has submitted that she cannot give any reason why her name is falsely implicated.
- 5. In these circumstances, we are of unanimous opinion that time should be granted to the Complainant and Mr.



Kripashankar to produce their proof / recording etc. and to take the version of Mr. Naveen Coach and Physiotherapist / Doctor. Their version will be taken on 13.06.2022 by Virtual Mode.

(V.K. Maheshwari) Former District Judge Delhi

MINUTES OF MEETING DATED 13.06.2022 OF INQUIRES MADE FROM MS. AARTI BARI, COMPETITION MANAGER AND MR. NAVEEN KUMAR, COACH

- 1. As per directions of Administrator AKFI for making inquires in the complaint of the alleged Sexual harassment made by the Complainant(xxxx), against Mr. Kripashankar and Ms. Neclam, further inquires made from Ms. Aarti Bari, Competition Manager and Mr. Naveen Kumar, Coach.
- Complainant (xxxx) on 24.05.2022 had requested us to make inquiries from Ms. Aarti Bari because she had reported the matter to Ms. Aarti Bari with regard to her sexual harassment. Accordingly, we had made inquiries from her by video conferencing today at 7 PM.
- Ms. Aarti Bari informed us that she was working as 3. Competition Manager, at Jain University, Banglore, as the semi-final/final matches was to be played at Kanteeva Stadium, Banglore on 3rd June, hence, in the evening of 2nd June about 6/6:30 PM, she had left the Jain University campus along with 3 other officers for Kanteeva Stadium for making arrangement and came back about 1 AM (mid night) and again left for Kanteeva Stadium in the morning at about 8/8:30 AM, along with the teams and came back in the Jain University campus, in the evening on 3rd June, after the games were over. Complainant had met her, she was weeping, looking very disturbed and depressed. Complainant(xxxx) had told about her sexual harassment but at that time some persons were present hence, she had advised the Complainant to come to her room. Accordingly, Complainant(xxxx) had met her, afterward and told her about her alleged sexual harassment by Mr. Kripashankar and Ms. Neelam. Complainant(xxxx) had also told her that Mr.



Kripashankar had told to Ms. Neelam that he will come at night and she should open the door. They will take the photographs of the Complainant (xxxx) and will viral the same. Ms. Neelam had told that they were only cutting jokes.

- 4. On the next day in the morning i.e. 4th June, 2022 Complainant (xxxx) had given written complaint. She had informed Sh. Chaturvedi Ji on telephone who had told her to talk after 10 minutes. After 10 minutes Sh. Chaturvedi had informed her, to forward the complaint to the organizer of the camp, Administration of Jain University and to the Police Authorities, which she had complied, she had also forwarded said complaint to Sh. Chaturvedi. She had not made any inquiry personally in this matter as she had to go to her home by the evening flight after finishing the entire work.
- 5. Mr. Kripashankar had requested us to make inquiries from Mr. Naveen Kumar, Coach with whom the Complainant (xxxx) had exchanged of hot words during the Kabaddi match and he intervened and told her that as per rules Mr. Naveen Kumar can talk with the players, due to which Complainant (xxxx) had anger against him hence, falsely implicated.
- 6. Accordingly, inquiries were made from Mr. Naveen Kumar Coach who told that during a match in the evening of 2nd June, he was talking with the players, to which Complainant (xxxx) objected and exchanged hot words with him. He told the Complainant (xxxx) that as per rules he can talk with the players. He requested Mr. Kripashankar to intervened, therefore, Mr. Kripashankar had told the Complainant (xxxx) that as per prevailing rules he can talk with the players, due to which Complainant (xxxx) felt insulted. Mr. Naveen Kumar,



Coach told that he later on came to know that Complainant (xxxx) made complaint of sexual harassment against Mr. Kripashankar and Ms. Neelam. He does not know anything about the alleged incident.

- 7. Mr. Kripashankar though had requested to make inquiries from Doctor/physiotherapist but has not provided their mobile number and email IDs or other particulars hence, they cannot be contacted.
- Mr. Kripashankar had taken time to produce the video recording of the match but he has not produced the same.
- 9. It has been informed to AKFI that FIR # 76 dated 04.05.2022 has been registered with the PS Haronhalli, and the police has started investigation in the matter.

Hence the further enquiry is adjourned sine-die till the completion of the investigation by the police / Filing of charge sheet.

Am

(V.K Maheshwari) Former District Judge Delhi 13.06.2022

11th MEETING OF INTERNAL COMPLAINTS COMMITTEE OF AKFI DATED 15.02.2025

IN THE COMPLAINT FILED AGAINST Mr. KRIPA SANKAR AND Ms. NEELAM KASANA

The 11th Minutes of Meeting of the Internal Complaints Committee (ICC) of AKFI under the chairmanship of Ms. Mamtha Poojari held today at 3:45 p.m. Via Google meet application which is attended by the following persons:

1. Ms. Mamtha Poojari Chairperson (email IDmamthapoojari612@gmail.com

2. Ms. Sunieta Ojha Advocate-on-Record, Member (email Sunieta.ojha@gmail.com)

3. Ms. Suman (NIS), Member (email sherawatsuman7@gmail.com)

4. Mr. Kripa Shankar Sharma, Delinquent Official (email kripashankarkabaddi@gmail.com)

5. Ms. Neelam Kasana, Delinquent Official (email nee9910361486@gmail.com)

Complainant namely (XXXXX), name of complainant not to be disclosed in accordance with Law.

Complainant joined the proceedings after a gap of five months during which four sittings of the committee has been completed.

The Committee asked the complainant to submit the copy of the protest petition, which was filed by her before the Hon'ble court. Complainant failed to provide the copy of the Protest Petition to the committee.

Mr. Kripa Shankar, Delinquent Official informed the committee that as on date no protest petition is filed by the Complainant and as informed earlier to the committee, she is not even accepting the notices sent by the court to her.

Committee heard both at length and kept is decision reserved.

(Ms. Mamtha Poojari)

Chairperson

Surieta Ojha)
(Ms. Sunieta Ojha)

Member

(Ms. Suman NIS)

Member

Sumabitha, Kabaddi Tio, Andhna pradesh.

the Khelo Endia University Games, Kabadd? Compitition Manager, tain University, Bangalore.

Subject: Kripa Sankar, Kabaddi Technical Hikial, from Rajastan. For his MIS BEHAVIC For With Me. For giving complaint!
Intomitting Themselves.

Respected madans

I am Vangeti Sumalatha Technical Official
For Kabaddi, From Andhora. Yesterday (02-05-2022) Night
of 70 clock, Kripa Sankari Kabaddi Technical Official
come To My Youm (104A). As soon as he entered to
soom, He is Talking about own Inner wear Itams
and Its colours. I said to him that don't
bother about own deresses. Its own choice. These
organia and again he is Talking about This Hall
get I said to him please Leave own room Immediately other wise I will complaint To Hustali
kunarbrother. (He is also Andhora T.O. But he not
Bother about this. His telling, I like you and

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Thank of wants.

Neclare To my sommate, she is from U.p. She Interested and enjoying his botterior. Then Kripa South out that the Neclaris hand and kissed. After that he is realing my hand too history. But I'm Met given my hand too history. But I'm

Then he Shorted to Showled townsette challen fed to me I will kiss your dace as hand Today right itself, Neclam will pick your Photo at the time, and Showl You townstrow Morning. Then I Towied to go to out side. But he suddenly Try to hold my hand, But I Towied to ascape from him. at that time He toried to kiss on my face I bend forward and sat down at the Whole Night I wont sleep, I such tred a lot Because & his challenge.

In doblition to taking Som action against him for behaving in the way, In the case of any tende umpine. I pray that you will take Struct action against such conduct.

Date i 03-05-2012, Jain University, Raygalore. V. Sumalatha, Andháva,
Kabaddi Technical Abjeia.

Respected Sir, Inform you insident happen in khelo india University games.

Aarti Bari <aarti.bari@gmail.com>

Wed, May 4, 2022 at 1:13 PM

To: administrator akfi <offadmnakfi@gmail.com>, Assistant Secretary <assistantsecretaryakfi@gmail.com>

This letter is to bring to your kind information.

I Mrs. Aarti Bari Competition Maneger khelo india University games from 27.04.2022 to 4.04 2022 working as a Competition Maneger. This is insident has happened on 2nd May, that day I was busy in finals matches and closing ceremony preparation in kantirava indoor stadium I was back in campus till night 12 am. 3rd morning I was so busy, she informed me on 3rd evening at 9pm .with 2 leady officials omann pp and Ranjita Mishra belows the attachment compent letter given by

I kindly request you to take and action for the misbehavior .

Regard & Thanks

2 attachments



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20220504_094441.jpg 1853K



✓ Incoming call ☐ 1m 54s

Apr 29, 5:24 PM Annexure - E

SIM1

- Declined call
 Apr 30, 1:49 PM
 SIM1
- ► Declined call ☐ Sun 1:38 PM SIM1
- Missed call ₪
 Sun 5:28 PM
 SIM1
- Outgoing call 17s
 Sun 5:28 PM
 SIM1
- ► Declined call ☐ Sun 5:29 PM SIM1

Declined call
Call

Video call

Message





Kripa Shankar Sharma Mobile • +91 94600 05030

•

- Declined call
 Apr 30, 9:54 PM
 SIM1
- Missed call
 Apr 30, 10:00 PM
 SIM1
- Missed call
 Apr 30, 10:36 PM
 SIM1

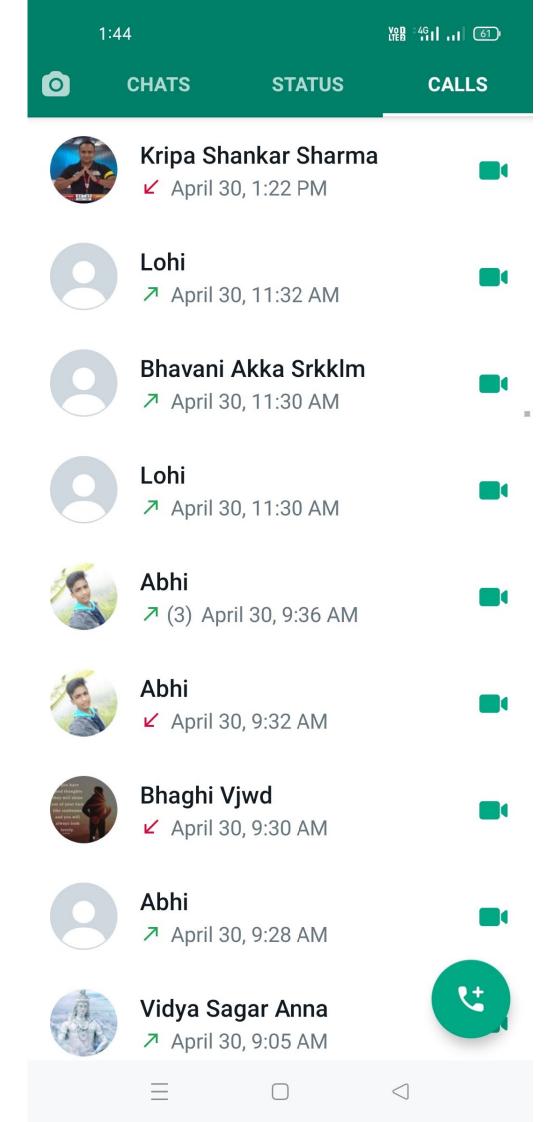






Video call

Message







श्रीमती ममता पुजारी, चैयर मैन (ICC) Of AKFI, नई दिल्ली.

विषय:- ICC इन्क्वायरी को अतिशीघ्र सम्पूर्ण करने बाबत । माननीय महोदया.

विनम्र निवेदन है कि मेरे विरूद्ध ICC की इन्क्वायरी दिनांक 24.05.2022 को शुरू की गई थी । जो आज दिनांक 29.01.2024 तक 615 दिवस पश्च्यात भी इन्क्वायरी कम्पलीट नहीं हुई है।

माननीय महोदया, मैं आप का ध्यान THE SEXUAL HARASSMENT OF WOMEN AT WORKPLACE (PREVENTION, PROHIBITION AND REDRESSAL) ACT, 2013 इस एक्ट की धारा 11(3)(4) की और दिलाना चाहूँगा जो निम्न प्रकार है:-

11. Inquiry into complaint.— (1) Subject to the provisions of section 10, the Internal Committee or the Local Committee, as the case may be, shall, where the respondent is an employee, proceed to make inquiry into the complaint in accordance with the provisions of the service rules applicable to the respondent and where no such rules exist, in such manner as may be prescribed or in case of a domestic worker, the Local Committee shall, if prima facie case exist, forward the complaint to the police, within a period of seven days for registering the case under section 509 of the Indian Penal Code (45 of 1860), and any other relevant provisions of the said Code where applicable: 9

Provided that where the aggrieved woman informs the Internal Committee or the Local Committee, as the case may be, that any term or condition of the settlement arrived at under subsection (2) of section 10 has not been complied with by the respondent, the Internal Committee or the Local Committee shall proceed to make an inquiry into the complaint or, as the case may be, forward the complaint to the police:

Provided further that where both the parties are employees, the parties shall, during the course of inquiry, be given an opportunity of being heard and a copy of the findings shall be made available to both the parties enabling them to make representation against the findings before the Committee.

- (2) Notwithstanding anything contained in section 509 of the Indian Penal Code (45 of 1860), the court may, when the respondent is convicted of the offence, order payment of such sums as it may consider appropriate, to the aggrieved woman by the respondent, having regard to the provisions of section 15.
- (3) For the purpose of making an inquiry under sub-section (1), the Internal Committee or the Local Committee, as the case may be, shall have the same powers as are vested in a civil court the Code of Civil Procedure, 1908 (5 of 1908) when trying a suit in respect of the following matters, namely:—
- (a) summoning and enforcing the attendance of any person and examining him on oath;
- (b) requiring the discovery and production of documents; and

- (c) any other matter which may be prescribed.
- (4) The inquiry under sub-section (1) shall be completed within a period of ninety days.

अतः मेरा कमेटी से निवेदन है कि इन्क्वायरी को शीघ्र अतिशीघ्र सम्पूर्ण किया जाए ।

सहधन्यवाद

दिनांक:- 29/01/2024

जयपुर

कृपा शंकर शर्मा

कृपा शंकर शर्मा टेक्नीकल ऑफिसियल जयपुर,राजस्थान. श्रीमान रम, पी, जीर्ज (Reld Justis) Yशासंद महोदय AKFI 5386 क्रमें कीन B विस्तेन 110048

विषय - श्रीमित वी अमानपा द्वारा लगारी जाए झड़ी राव बेलुनियह आधारी के अदंशमे

अ नीलम पुत्ती की राजपाल टेक्निकल अधिकारी गू.पी, anass कभी स्थान कार्यकर ह क्रीमाम केंग्रंती अगलपा टेक्निकल आर्यकारी भेरे आप रोक्नी क्रिडिया ग्रापितियही में सक मार्च कम में बही भी। दारा है। श्री कृत्या अकर पा। या हमार कार में कार में कार में कार्य जा ने में द्वारा का किए कुलाया यह कि याद उनके द्वारा उसकी काया अवश्यक रूप से कार्र उसकी क्षायत अवश्यक रूप से कार्र जाती पर-देशकित्या श्रीकर जी कार

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कुए देर धाउँ समा नियमी की जानकारी देकर वहा से निक्त गरी थे। श्री मिरे ही सुमालण अमें भूज आर से ही धेमन्स (देरभावना) अहिला प्रातित हुई थी। क्रेंबल भाग मुद्दी क्रांचा अंकरं धी। लैंड जर भागहानि कारित करने की जिपत से द्वी अनदांडल आरोप लगाये गरे उम्म सन्दर्भ में भुमें जानकारी अपन भू पी. हियान दार पर पहुँचन के प्रश्नाप को प्राधिया वार्रियाप के प्रश्नाप भारमप से हों। चारे की गारि की अमलचा भुमें व्यनम करने में लिए बदानियार से कुट गुम्प फोरांपकों की प्रकल्प भीड़िया पट फेला दी । जिसकी वजह से अम्पूर्ण समाजमें भुमें वदनारी का यामना करना पड रहा है। अति भेवदे १ है कि भी भारे वी न्युमालचा के निक्ह शक्त कार्यवादी करवान की कृत्या करें। भारत कार्यवादी करवान की कृत्या करें। भारत उनके द्वारा अपने मीलिब कार्यकारों का प्रश्वपंताम किया गया है। यम व मेरे प्रतिवाद श्रीतिकारहा अप्राचीन्य श्रीति हुई है।

ह्मान- U.P

श्रीमि हीलम रेक्नीकल अधिकारी उत्तर प्रदेश कार्बड़ी अभासियेशन

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Amateur Kabaddi Federation of India

Registered Under Societies Registration Act (723/1975)

Affiliated to: Indian Olympic Association, Asian Kabaddi Federation & International Kabaddi Federation

Recognised By Ministry of Youth Affairs & Sports - Government of India E-386 (Basement), Cabin - B Greater Kailash Part 1 New Delhi - 110 048

Email: assistantsecretarvakfi@gmail.com

05.05.2022

To:

Ms. Neelam

Technical Official

Sub: Complaint of Sexual Harassment

Madam,

I am being directed to inform you that AKFI has received a complaint form Ms. V. Sumalatha, Technical Official alleging that you in connivance and conspiracy with another TO Mr. Kripa Shankar had tried to sexually harass complainant during Khelo India University Games held at Bengaluru on 02.05.2022 night at 7 pm.

Copy of the complaint is attached herewith for your ready reference.

Please submit your written explanation within 3 days from the receipt of this letter.

WittyRegards,

(Deoral Chaturvedi) **Assistant Secretary**

Order

In view of a Complaint of sexual harassment received from 'X' Technical official against Mr. Kripa Shankar and Ms. Nelam Technical Officials, Administrator AKFI has directed that no further assignment be given to both these Technical Officials till further orders and their employers be also informed in this regard.

Administrator/President

A.K.F.I

05.05.2022

Annexure - K



ಕರ್ನಾಟಕ ರಾಜ್ಯ ಪೊಲೀಸ್

ಸ್ವೀಕೃತಿ / Acknowledgement

ನ,ಸಂ,76ಎ ಮೂಲ ಪ್ರತಿ

ಉಲ್ಲೇಖ ಸಂಖ್ಯೆ / Reference No :

ಜಿ.ಎಸ್.ಸಿ(GSC No)ಸಂಖ್ಯ : PO1346220600394

ದಿನಾಂಕ / Date : 04/05/2022

ಅರ್ಜಿ ನಮೂನೆ : Others

1. ಸೆಂದರ್ಶಕರ/ಪಿರ್ಯಾದುದಾರರ/ಆಹ್ವಾನಿಸಲಾದ ಸೂಚಕರ ಹೆಸರ : Aarti Bari

2. Father / Husband Name

3. Address : Competetion manager Khelo India University Game

Jain College Kanakapura Tq

Ramanagara Karnataka,

4. Mobile

5. ಸಂದರ್ಶನದ ಉದ್ದೇಶ

ಅರ್ಜಿದಾರರು ಖೇಲೋ ಇಂಡಿಯಾ ಯೂನಿವರ್ಸಿಟಿ ಗೇಮ್ ನ ಕಬ್ಬಡಿ ಕಾಂಪಿಟೇಶನ್ ಮ್ಯಾನೇಜರ್ ಆಗಿದ್ದು ದಿನಾಂಕ-03/05/2022 ರಂದು ಕಬ್ಬಡಿ ಟೆಕ್ನಿಕಲ್ ಆರ್ಪಿಸರ್ ಆದ ಸುಮಲತಾರವರು ಅರ್ಜಿದಾರರಿಗೆ ತಿಳಿಸಿದ್ದೇನೆಂದರೆ ದಿನಾಂಕ-02/05/2022 ರಂದು ಎದುರು ಅರ್ಜಿದಾರರಾದ ಕೃಪಾ ಶಂಕರ್ ರವರು ಸುಮಲತಾ ರವರ ರೂಮಿನ ಬಳಿ ಬಂದು ಅಸಭ್ಯವಾಗಿ ನಡೆದುಕೊಂಡಿರುತ್ತಾರೆಂದು ಆತನ ಮೇಲೆ ಕ್ರಮ ಜರುಗಿಸಬೇಕೆಂದು ದೂರು ನೀಡಿರುತ್ತಾರೆಂದು ಇತ್ಯಾದಿಯಾಗಿ ದೂರು

6. Counter Party Details : Name :

Name : Kripa Sankar, S/o

Address : Kabaddi Technical Officer

, Ramanagara Karnataka -

7. Application/Doc : Yes

8. ಸ್ವಾಗತಕಾರರ ಸಹಿ

Harohalli Police Station Karlashura Taluk, Ramansgara Dietrict

Annexure - L

विनांक १९/५/२०२२

15

सेवा में.

श्रीमान एसिस्टेन्ट सैक्रेट्री महोदय, एम्योचर कबड्डी फेडरेशन ऑफ इण्डिया, नई दिल्ली।

विषय:- आपके नोटिस दिनांकित ५ मई २०२२ जिसमे श्रीमती वी. सुमालद्या, टेक्नांकल ऑफिशियल की शिकायत के सम्बन्ध में स्पष्टीकरण चाहा गया है के सम्बन्ध में।

महोदय,

उपरोक्त विषयान्तर्गत निवेदन है कि श्रीमती थी. सुमालधा, द्वारा मेरे विख्न्द्र पूर्णतः झुटी कहानी बना कर शिकायत की है जिससे मेरा कोई प्रत्यक्ष अथवा परोक्ष सम्बन्ध ही नहीं है। मैं एक सम्य परिवार की महिला हूँ तथा खिलाडी रही हूँ तथा महिला वर्ग की प्रतियोगिताओं में तकनिकी अधिकारी/सहायक की सेवाए देती हूँ। मेरा कार्य, व्यवहार व चरित्र बेदाग रहा हैं।

खेलो इण्डिया यूनिवर्सिटी का आयोजन वैंगलीर में हुआ जिसमें आप श्रीमान द्वारा मुझे तकनिकी अधिकारी की जिम्मेदारी दी गयी। जैन यूनिवर्सिटी वैंगलीर के हास्टल में हमें ठहराया गया था। श्रीमती वी. सुमालया जो कि आन्ध्रा प्रदेश से तकनिकी अधिकारी थी मेरे साथ एक ही कमरे में ठहरी थी।

दिनांक २ मई २०२२ को शाम ६ से ७ वजे के मध्य हमारे बरिष्ट तकनिकी अधिकारी/रेफरी श्री कृपा शंकर शर्मा श्रीमती वी. समालया से मिलने हमारे कमरे में आये थे। बाद में मुझे पता चला

Hulam 12/5/2022

श्रीमती वी. सुमालथा में ही उन्हें युलाया था। श्री कृपा शंकर जी व श्रीमती वी. सुमालथा के नये नियमों को लेकर चर्चा हुई। उस दौरान श्रीमती वी. सुमालथा युष्ठ तनाव में थी और नाराजगी पूर्ण भाव से श्री कृपा शंकर जी से बात कर रही थी। शुरू में बातधीत सौहाईपूर्ण थी परन्तु अचानक वह कृपा शंकरजी पर नाराज हो गयी और उनसे मैच के दौरान नियमों के। लेकर हुइ बहस को अपनी बेइज्जती मान रही थी और कृपाशंकर जी पर नाराजगी जाहिर कर रही थी। श्रीमती वी. सुमालथा द्वारा कृपाशंकर जी वात नहीं समझने व नाराजगी दिखाने पर कृपा शंकर जी वहां से चले गये।

श्रीमती बी. सुमालथा ने जो शिकायत में वाते लिखी है वह पूर्णतः झूटी हैं। शिकायत में लिखी कोई घटना अथवा बातचीत कृपाशंकर जी व मुझमें अथवा श्रीमती वी. सुमालथा व कृपाशंकर जी की वीच नहीं हुई। दिनांक २ मई २०२२ की रात को श्रीमती वी. सुमालथा मेरे साथ ही कमरे में आराम से तोई थी। यह नितान्त गलत है कि वह रात भर सोई ही नहीं। कृपाशंकर जी हमारे वरिष्ट तकनिकी अधिकारी हैं, में उनको बड़े थाई की तरहा से सम्मान करती हैं। उनसे पहली बार ही बैगलीर में मिली थी व उनको नियमों की अच्छी जानकारी हैं। श्रीमती वी. सुमालथा द्वारा लगाये गये आरोप पूर्णतः गलत है, कृपाशंकर जी से नाराजगी के कारण वह मुझे झुटा बदनाम कर रही हैं।

निवेदन है कि मै एक सभ्य परिवार की महिला हूँ। आज दिवस तक मैंने कभी कोई गलत काम नहीं किया हैं और ना ही किसी व्यक्ति ने इस प्रकार की कोई शिकायत की है। उक्त झुटी शिकायत से व झुटी शिकायत को सोशल मिडिया पर चलाने से मेरी बहुत बदनामी हुई है य मानसित संताप हो रहा हैं।

Virginia 2/2055

निवेदन है कि उक्त सही तथ्यों की जांच की जाकर उक्त जीमती थी. सुमालथा के विरूद्ध कार्यवाही की जावे व मुझ निदींप के बाद्य न्याय किया जावे। धन्यवाद।

प्राची | 12/5/2012

(श्रीमती नीलम) धर्मपत्नी श्री पुष्पेन्द्र सिंह गंजियाबाद (उ.प्र.)

Annexure - M Amateur Kabaddi Federation of India



Registered Under Societies Registration Act (723/197
Affiliated to: Indian Olympic Association, Asian Kabaddi Federation & International Kabaddi Federatic
E-386 (Basement), Cabin — B Greater Kailash Part 1 New Delhi — 110 04
Email: assistantsecretaryakfi@gmail.co

05.08.2023

To:

The Station House Officer

PS Harohalli 562112 Ramnagara District

hhallirmncpikpurarmn@ksp.gov.in

Sub:

FIR No. 76 of 04/05/2023 GSC No. PO1346220600394

Sir.

I am directed to request your good office to appraise the status of the above said First Information Report to the federation as an internal enquiry is also pending in the same instance.

AKFI will be thankful if your good office can send this information in seven days on the following email ID and postal address:

Email Id:

assistantsecretaryakfi@gmail.com

Postal Address:

Justice (Retd.) S.P Garg

Administrator

Amateur Kabaddi Federation of India

E-386 Basement

Greater Kailash Part 1

New Delhi - 110 048

With Regards,

Yours sincerely,

Inadai delatuniada

Assistant Secretary

Assistant Secretary

Amateur Kabaddi Federation of India

15

From: Neelam W/o Mr. Pushpendra Singh, 5, Jawli, Tilange Sharfuddinpur Jawli

Ghaziabad – 201102. Mob. No-9910361486

To: The Police Inspector Police Station Harohalli Ramanagara Dist.-562112. Bengaluru, Karnataka.

Ref. Your Notice Under Section 91 Cr PC, Cr No149/2022.

Sir.

(

This is with reference to the above case I inform you that I was appointed as Technical Official in Khelo India University Games – 2021 by Amateur Kabaddi Federation of India which were held at Jain University Bengaluru from 29th April 2022 to 3th May 2022.

I was sharing room with Mrs. V. Sumalatha of Andhra Pradesh and the room No. was

Mr. Kripa Shankar came to our room on 02.05.2022 somewhere 6 to 7 pm and I came to know that he was called by Mrs. V Sumalatha. Sweets and 'Namkeens' were exchanged and consumed by all three of us. Mrs. Sumalatha showed us her video as player on her mobile and we watched. Later on Discussions between Mrs. V. Sumalatha and Mr. Kripa Shankar started and it appeared as Mrs. V Sumalatha was tense and she was talking in angry tone, although in the beginning it was a normal talk, all of a sudden Mrs. V Sumalatha got furious and took the match incidence as her insult. When she did not agree to the explanations and interpretation of rules narrated by Mr. Kripa Shankar, he left the room.

Whatsoever Mrs. V. Sumalatha has narrated in her complaint is absolutely false. No such talks took place among all of three. On the night of 02.05.2022 she slept in the same room with me and it is not true that she did not sleep.

Mr. Kripa Shankar who is a senior Technical official having lot of experience met me for the first time during this event only and the same holds true for Mrs. V. Sumalatha. The charges levelled against him by Mrs. V. Sumalatha are 100% false and due to her displeasure with Mr. Sharma she is falsely implicating me also.

Sir, I am giving my statement to you please conduct inquiry in order to find out the truth though I have stated 100% true facts.

Thanking You, Yours faithfully

Neeldm Technical Official Kabaddi

INUE COPY

EXAMINER IVI Judge Gr. Byn nd J.M.F.C. Cour Sannkanurs

Luny 23.08-2

NIN A-rod or

JAMES AND STREET

IN THE COURT OF THE PRL. CIVIL JUDGE AND

JMFC., AT KANAKAPURA

ನಮೂನೆ ಸಂಖ್ಯೆಗಳ (೩ಎಲ್) ಆದೇಶ ಪುಬ ಪಿ.೧೨೪೫ ೧೮೧ (ಬ)

ಆದೇಶ ಪುಟ

Cr. No.149/2022

Complainant

: Harohalli PS

V/S

Accused

: Krupashankar

The PI of Harohalli PS has submitted FIR. Complaint against the accused U/Sec.354(A) of IPC.

The PI of Harohalli PS also submitted the "B" report against the accused in the above case.

Issue Notice to complainant
By 08.05.2024

Pri. Civil Judge & JMFC., Kanakapura,

Annexure - P

From: Kripa Shankar Sharma E-484 Murlipura Scheme

Jaipur

To: Mr. V.K Maheshwari

Former District Judge and Member ICC Amateur Kabaddi Federation of India

Sub: Discrepancies in the report of the ICC dated 13.06.2023 and request to finalise the report of ICC

Sir.

I have received report dated 13.06.2023 under RTI from Amateur Kabaddi Federation of India and wish to draw to your attention towards point No. 8 wherein it is written that I have not submitted the videos. Please refer to my email dated 06.01.2022 by which I had submitted the videos ICC. Screenshot of the Email is attached herewith for your ready reference.

As ICC has observed that further enquiry is adjourned sine-die till the completion of investigation by the police / Filing of charge sheet. The police have completed the investigation and has not filed charge sheet against me.

I request you to please complete the ICC enquiry considering the above facts.

With Regards, Yours sincerely,

(Kripa Shankar Sharma)

19.12.2023

Copy: Hon'ble Administrator / President Amateur Kabaddi Federation of India with a request to please look into the matter and instruct the ICC for appropriate action.

श्रीमती ममता पुजारी, चैयर मैन (ICC) Of AKFI, नई दिल्ली.

विषय:- ICC इन्क्वायरी को अतिशीघ्र सम्पूर्ण करने बाबत । माननीय महोदया.

विनम्र निवेदन है कि मेरे विरूद्ध ICC की इन्क्वायरी दिनांक 24.05.2022 को शुरू की गई थी । जो आज दिनांक 29.01.2024 तक 615 दिवस पश्च्यात भी इन्क्वायरी कम्पलीट नहीं हुई है।

माननीय महोदया, मैं आप का ध्यान THE SEXUAL HARASSMENT OF WOMEN AT WORKPLACE (PREVENTION, PROHIBITION AND REDRESSAL) ACT, 2013 इस एक्ट की धारा 11(3)(4) की और दिलाना चाहूँगा जो निम्न प्रकार है:-

11. Inquiry into complaint.— (1) Subject to the provisions of section 10, the Internal Committee or the Local Committee, as the case may be, shall, where the respondent is an employee, proceed to make inquiry into the complaint in accordance with the provisions of the service rules applicable to the respondent and where no such rules exist, in such manner as may be prescribed or in case of a domestic worker, the Local Committee shall, if prima facie case exist, forward the complaint to the police, within a period of seven days for registering the case under section 509 of the Indian Penal Code (45 of 1860), and any other relevant provisions of the said Code where applicable: 9

Provided that where the aggrieved woman informs the Internal Committee or the Local Committee, as the case may be, that any term or condition of the settlement arrived at under subsection (2) of section 10 has not been complied with by the respondent, the Internal Committee or the Local Committee shall proceed to make an inquiry into the complaint or, as the case may be, forward the complaint to the police:

Provided further that where both the parties are employees, the parties shall, during the course of inquiry, be given an opportunity of being heard and a copy of the findings shall be made available to both the parties enabling them to make representation against the findings before the Committee.

- (2) Notwithstanding anything contained in section 509 of the Indian Penal Code (45 of 1860), the court may, when the respondent is convicted of the offence, order payment of such sums as it may consider appropriate, to the aggrieved woman by the respondent, having regard to the provisions of section 15.
- (3) For the purpose of making an inquiry under sub-section (1), the Internal Committee or the Local Committee, as the case may be, shall have the same powers as are vested in a civil court the Code of Civil Procedure, 1908 (5 of 1908) when trying a suit in respect of the following matters, namely:—
- (a) summoning and enforcing the attendance of any person and examining him on oath;
- (b) requiring the discovery and production of documents; and

- (c) any other matter which may be prescribed.
- (4) The inquiry under sub-section (1) shall be completed within a period of ninety days.

अतः मेरा कमेटी से निवेदन है कि इन्क्वायरी को शीघ्र अतिशीघ्र सम्पूर्ण किया जाए ।

सहधन्यवाद

दिनांक:- 29/01/2024

जयपुर

कृपा शंकर शर्मा

कृपा शंकर शर्मा टेक्नीकल ऑफिसियल जयपुर,राजस्थान. From: Kripa Shankar Sharma

To: Ms. Mamtha Poojari

S/o Shri Hanuman Sahay Sharma

Chairperson

R/O E-484 Murlipura Scheme

ICC - AKFI

Near SBI Jaipur - 302 039, Rajasthan

Sub:

Pending Enquiry

Madam,

With due respect I wish to draw your kind attention that the first hearing in the case against me was held on 24.05.2022.

Thereafter the proceedings were adjourned sine-die on 13.06.2022 citing 'Completion of Investigation by the police / Filing of Charge Sheet'.

The police investigation was completed and final report by police was filed in the court on 16.10.2023.

ICC again held hearings on 26.12.2023, 27.12.2023, 30.12.2023, 17.01.2024 and 09.02.2024. The report was reserved by the committee on 09.02.2024.

ICC in its hearing on 05.03.2024 again adjourned the further proceedings sine-die citing that the complainant has filed for protest petition.

This is to bring to your kind attention that 'THE SEXUAL HARASSMENT OF WOMEN AT WORKPLACE (PREVENTION, PROHIBITION AND REDRESSAL) ACT, 2013' section 11(4) which reads as under:

"4) The inquiry under sub-section (1) shall be completed within a period of ninety days "

The FIR is registered under 'IPC' and the ICC is constituted under that 'THE SEXUAL HARASSMENT OF WOMEN AT WORKPLACE (PREVENTION, PROHIBITION AND REDRESSAL) ACT, 2013', Both are independent of each other.

To the best of my knowledge the complainant has not filed any protest petition as

submitted to this Hon'ble committee by her on 05.03.2024 on oath.

I request you to please ask the complainant to submit the copy of Protest Petition filed

by her before the Hon'ble Prl. Civil Judge & JMFC Kanakpura as claimed by her. If she fails

to do so she should be held guilty of false averments made by her before this Hon'ble

Committee.

Madam, you informed in one of the hearings that the complainant has sent a Whatsapp

message stating that "That the case is pending in the court hence this enquiry is not needed, and

the committee should not proceed with the enquiry." On which the Hon'ble member of the ICC

stated that complainant will not guide the ICC.

Without prejudice to any one I am forced to write that this unnecessary delay in the

report of ICC is causing me great harassment and mental persecution. The complainant is

delaying this matter for her ulterior motives and to harass me otherwise would have given

enough proofs to police to chargesheet me.

In the context of above-mentioned facts, it is my humble request to please complete the

enquiry and please submit the report as soon as possible as already 805 days have passed from

the date of first hearing.

Thanking you

Yours faithfully

2541 2902 4171 OG:08:2024

(Kripa Shankar Sharma)

06.08.2024

From: Kripa Shankar Sharma

S/o Shri Hanuman Sahay Sharma

R/O E-484 Murlipura Scheme

Near SBI Jaipur - 302 039, Rajasthan

Sub: Pending Enquiry

Madam,

To: Ms. Mamtha Poojari Chairperson ICC – AKFI

This is further to the proceedings of ICC dated 17.08.2024 I wish to place on record the following document:

- True copy of 'Court Record' as on 04.07.2024, obtained by me through my counsel.

 It reveals that:
 - A) The 'B' Report was filed in the Hon'ble court of Prl. Civil Judge & JMFC Kanakpura on 16.10.2023 on which the Hon'ble court issued notice to complainant and the date was given 08.05.2024.
 - B) On 08.05.2024 Ld. A.P.P informed the Hon'ble court that notice is unserved. Again, notice was issued, and date was given for 04.07.2024.
 - C) On 04.07.2024 Ld. A.P.P again informed the Hon'ble court that notice is unserved. Court Issued notice to complainant, call on 30.10.2024.

The above facts establish beyond any doubt that the complainant has not filed any Protest Petition (as claimed by the complainant to this Hon'ble committee on 05.03.2024 on oath), otherwise it would have been taken on record by the Hon'ble Court.

This is also established that the complainant has avoided notices on 08.05.2024 & 04.07.2024 just to delay the proceedings in court and giving false statements before the Hon'ble Committee to linger on the proceedings of the Committee.

The net result is that not only I am deprived of my rights, but also facing unnecessary harassment and mental agony due to the delay tactics of the complainant. Hon'ble Court is bound by the procedures, so is ICC and both proceedings are independent of each other.

'THE SEXUAL HARASSMENT OF WOMEN AT WORKPLACE (PREVENTION, PROHIBITION AND REDRESSAL) ACT, 2013' in section 11(4) clearly stipulates "The inquiry under sub-section (1) shall be completed within a period of ninety days".

Once again, I request the committee to pass its final verdict as soon as possible considering that now 825 days have elapsed.

Thanking you

Yours faithfully

26.08.2024

(Kripa Shankar Sharma)

26.08.2024

From; V. Sumalatha. compliment. A. P.

Annexure - R

To;

The chairperson,

Icc goroup,

New Delhi. Subject: - Permission for All Physical Evidence from the count contibicate copies and my supporting people Attend the 200m meeting Atten 39rd february.

Respected Mardam's Ex sin!

I am V. Sumalatha complainant. I snegnesting You, please convey in the 200m meeting Atter 3nd Feb. Coene shally I can produced by Evidences today's, they are bysy with pro Kabaddi and involved with pro Kabaddi as for the Rules and Regulations with pro Kabaddi. So they unable to Attend the 200m meting today and my lawyer also was asking permission to Submit the physical Evedences from the court certificate Copies after 3nd february.

Please permit us and fix the meeting abter 3 and february. I can Poroduce all the Evidences physically in the 2000 meeting with nelevanted downents of the court cortific cate copies to take necessary steps against the accused.

thanking You All.

A.P, pt 25/01/2024.

Yours faithbully, V. Sunalatha, complainant, A.P

Annexure - S

अंतिम रिपोर्ट | आरोप पत्र प्रपत्र

(वरदान ग्रूम 173 सीआरपीसी)

ನ್ಮಾಯಾಲಯದ ಮ ओ पीआरएल. सिविल जज (जूनियर डीएन) एवं जेएमएफसी

1. ಜಲ್ಲ :

वृत्र/उपखंड: रामानगर

-

दरवाजे: हारोहल्ली पी.एस

Ramanagara

उप-मंडल

2. उपकरण संख्या:0149/2022

दिनांक: 06/05/2022

- 3. अंतिम रिपोर्ट/चार्ज शीट संख्या: 56/2023, अंतिम रिपोर्ट दिनांक: 15/09/2023
- 4. देरी का कारण (केवल देरी के मामले में)

उक्त मामले में चूंकि जांच से संबंधित साक्ष्य एकत्रित किये जाने थे

5.1) खंड/अधिनियम 🝃

आईपीसी 1860 यू/एस: 354(ए)

ii) क्या आरोपी के खिलाफ आरोप पत्र उस अधिनियम और धारा के अनुसार तय किया गया था जब मामला दर्ज किया गया था या अधिनियम की धारा को अपरिवर्तित छोड़ दिया गया था,

iii) आगे की जांच न करने के कारण

चूंकि जांच में आरोपी के खिलाफ आरोप साबित नहीं हुआ, इसलिए बी ने अंतिम रिपोर्ट प्रस्तुत की।

6. अंतिम रिपोर्ट का प्रारूप

7. यदि नहीं किया तो,

8. अतिरिक्त या मूल

9. जांचकर्ताओं का नाम

10. क)शिकायतकर्ता का नाम

बी) रिश्तेदार का नाम और संबद्धता

ग) संबंध

घ) पता

श्ची रिपोर्ट

निथ्या/अज्ञपाधिक

मूत

अर्जुन सी.आर.

असती बाड़ी

:

खेलो इंडिया यूनिवर्सिटी गेम के प्रतियोगिता प्रवंधक जैन

O

OKEN स्कैन से स्कैन किया गया