

(c) if not, the reasons therefor?

THE MINISTER OF STATE OF THE MINISTRY OF YOUTH AFFAIRS AND SPORTS (SHRI AJAY MAKEN): (a) to (c) Yes, Sir. All medals winners of Commonwealth Games 2010 were felicitated by Prime Minister of India on 15th October, 2010. The winners of Gold Medals in Asian Games 2010 were felicitated by Her Excellency the President of India and the Prime Minister of India on 4th December, 2010.

Further, all medalists of CWG-2010 and Asian Games-2010 have been awarded the cash awards under the Scheme of Special Awards for winners of medals in International Sports Events and their coaches. Gold medalists have been given award money of Rs. 20 lakhs, Silver medalists Rs. 10 lakhs and Bronze medalists Rs. 6 lakhs. Winners of medals in team events have been given award money not less than half of individual award money. Award money worth Rs. 26.82 crore has been disbursed to 323 medalists of CWG-2010 and Asian Games-2010

#### **Complaints of sexual harassment by women athletes**

923. DR. T.N. SEEMA: Will the Minister of YOUTH AFFAIRS AND SPORTS be pleased to state:

(a) whether it is a fact that the Ministry had received many complaints on sexual harassment from the women athletes during the last year;

(b) if so, the actions taken on these complaints so far; and

(c) the mechanism that exists in the various sports institutions under the Ministry to handle complaints on sexual harassment?

THE MINISTER OF STATE OF THE MINISTRY OF YOUTH AFFAIRS AND SPORTS (SHRI AJAY MAKEN): (a) and (b) No Sir, The Government had received one complaint against the National coach of the womens' hockey team. The Ministry's Committee on Prevention of Sexual Harassment against Women was asked to conduct an enquiry into the matter. The Committee found him guilty of inappropriate verbal conduct against a member of the women Hockey team, and recommended that he should be kept away from coaching for some time. The national coach has since been repatriated to his parent department.

(c) The Government has issued detailed guidelines for prevention of sexual harassment of women in sports, a copy of which is enclosed as Statement-I and II (See below). Guidelines at Annexure I are also incorporated in National Sports Development Code notified by the Ministry on 31st January, 2011.

***Statement-I***

*Copy of the detailed guidelines for Prevention of Sexual harassment of  
women in sports*

dated 12th August, 2010

To

The President/Secretary General/General Secretary of  
All National Sports Federations

Subject: Prevention of sexual harassment of women in sports

Sir/Madam

With a view to addressing complaints concerning sexual harassment of women sports persons and to promote healthy environment in sports, a need has been felt to put in place, an effective redressal mechanism to deal with the issue.

2. Hon'ble Supreme Court, in the case of Vishakha and Others vs. State of Rajasthan and Others (JT. 1997 (7) SC 384), had laid down guidelines and norms to be observed to prevent sexual harassment of working women. It has been laid down in the judgement, that it is the duty of the employer or other responsible persons in work places or other institutions to prevent or deter the commission of acts of sexual harassment and to provide the procedure for the resolution, settlement or prosecution of acts of sexual harassment by taking all steps required.

3. The Parliamentary Standing Committee attached to Ministry of Youth Affairs and Sports has also raised issues about the mechanism within various sports bodies and the Ministry to deal with cases of sexual harassment of women sportspersons.

4. The Government, after taking the above into account, has concluded that it shall be the responsibility of National Sports Federations and other sports bodies to prevent sexual harassment of women in sports and to ensure their safety. All the National Sports Federations, including Indian Olympic Committee and CWG Organising Committee, are therefore, directed to take appropriate measures, as per the Vishakha judgement (copy enclosed) issued by the Hon'ble Supreme court to prevent sexual harassment of women in sports sector. All institutional sports promotion boards are also requested to take action in this regard.

5. While following these guidelines, the NSFs should necessarily take the following steps:

- (a) Notify, publish and circulate in appropriate ways, express prohibition of sexual harassment.

- (b) Include rules/regulations prohibiting sexual harassment in their rules and regulations and provide for appropriate penalties in such rules against the offender.
- (c) 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 carrier.
- (d) Women should be allowed to raise issues of sexual harassment in appropriate forums and it should be affirmatively discussed.
- (e) **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.
- (f) **Disciplinary Action:** Where such conduct amounts to misconduct, appropriate disciplinary action should be initiated in accordance with rules.
- (g) **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 victims of sexual harassment should have the option to seek-transfer of the perpetrator or their own transfer.
- (h) **Complaints Committee:** The complaint mechanism, referred to in (g) 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 member 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 who is familiar with the issue of sexual harassment.
- (i) **Awareness:** Awareness of the rights of female employees in this regard should be created in particular by prominently notifying the guidelines in a suitable manner.
- (j) **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.

6 All NSFs are requested to take necessary action as per above guidelines latest by 1st August, 2010, under intimation to this Ministry.

7. The MSFs may also issue similar instructions to their State and District federations.

8. These guidelines shall become part of comprehensive guidelines for recognition of NSFs.

9. This may be treated as most urgent.

(DEEPIKA KACHHAL)  
DIRECTOR

**Copy to:**

President/Secretary General, Indian Olympic Association

All State Sports Secretaries

All officers in MYAS and SAI

Technical Director (NIC) for uploading on the website

All Sports Promotion Boards

Guard Folder

**Copy for information to:**

PS to MYAS

PS to Secretary (Sports)

PS to Secretary (Youth)

PS to Joint Secretary (Sports)

PS to Joint Secretary (Youth Affairs)

***Statement-II***

*Copy of the recommendations of the Committee to prevent incident of  
Sexual harassment*

dated 4th February, 2011

The Ministry's "Committee to look into the complaints of female employees on Prevention of Sexual Harassment of women at work place" has recommended following systemic measures to prevent incidents of sexual harassment of female sports-persons while undergoing training or participating in competitions:

- (i) Putting systems in place to ensure healthy relationship between the coach and the players especially when they are of different gender.
- (ii) Setting up mechanisms to make the female players aware of their rights and also to give them a window to air their grievances and seek redressal without fear of any kind.

- (iii) Stopping of one to one interaction between players and the coach, particularly when they are of different gender.
- (iv) Inclusion of sufficient number of female members in the coaching/supporting staff attached with Women's teams.

The above recommendations of the Committee are circulated for information and strict compliance.

(Shankar Lal)  
Under Secretary to the Govt. of India.

To

- (i) The Secretary, Sports Authority of India, J.N. Stadium, New Delhi.
- (ii) The President/Secretary General, Indian Olympic Association, Olympic Bhavan, B-29, Qutab Institutional Area, New Delhi-110016
- (iii) The President/Secretary General of all National Sports Federations

#### Expenditure and earning in CWG

924. SHRI RAJIV PRATAP RUDY: Will the Minister of YOUTH AFFAIRS AND SPORTS be pleased to state:

- (a) the total Government estimates of expenses involved in the conduct of CWG 2010;
- (b) the details of total earning arising out of the games;
- (c) how much the Organising Committee of the games owes to the Central Government; and
- (d) the details thereof and the mode and condition of repayment?

THE MINISTER OF STATE OF THE MINISTRY OF YOUTH AFFAIRS AND SPORTS (SHRI AJAY MAKEN): (a) Government of India sanctioned a total budget of Rs. 2,587.73 crores to the Organising Committee (OC) for the Conduct of Commonwealth Games as per following breakup:

		Rs. in crores
(i)	Budget for Conduct of the Games	Rs. 1,813.42
(ii)	Budget for Overlays	Rs. 687.06
(iii)	Budget for Timing, Scoring & Result System (TSR)	Rs. 52.00
(iv)	Budget for Sports Equipment	Rs. 35.25
	TOTAL	2,587.48