



Internal Complaints Committee

Amateur Kabaddi Federation of India (AKFI) has A Zero tolerance policy on Sexual Harassment and has implemented the following w.e.f. 16th June 2022:-

1. To constitute an internal complaints committee, consisting of a Presiding officer who shall be an available, women employee 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 and a person familiar with the issue of Sexual Harassment.

The Following committee is constituted with effect from the date of publication of this policy:-

S. No.	Name	Designation	Email Id
1	Ms. Mamtha Poojari – Arjuna Awardee	Chairperson	mamthapoojari612@gmail.com
2	Mr. V.K Maheshwari, Retd. District and Session Judge	Member	vkmjudge4@gmail.com
3	Ms. Suman, (NIS)	Member	sherawatsuman7@gmail.com
4	Ms. Sunieta Ojha Advocate-on-Record, Supreme Court of India	Member	sunieta.ojha@gmail.com

2. Such Constituted committee shall hold office for such period, not exceeding three years, from the date of their nomination.

3. Any aggrieved person may make, in writing a complaint of her / his sexual harassment at workplace to the above referred internal committee within 7 days from the date of alleged incident.

4. The Internal complain committee after receiving a complain shall register the same, in a register maintained for it in that office, and, proceed to make inquiry into the complaint, and, if reached to the conclusion that a Prima Facie case exists, may forward the complaint to the police, within a period of 7 days for registering the case under section 509 of Indian Penal Code or any other relevant provision of the said Code / any law applicable to the concerned state / area, however, even otherwise, the internal complaint committee shall complete the inquiry, itself, within in a period of 90 days, even if the complaint was referred to the police.



5. The Internal Inquiry committee during the pendency of inquiry can pass appropriate order, in the interest of parties, which it deems fit and appropriate, in the interest of justice.
6. Notwithstanding anything contained in the Right to Information Act, 2005, the contents of the complaint made, and, the identity and addresses of the complainant, aggrieved person, respondent and witnesses, shall be kept secret and shall not be published, communicated or made known to the public, press and media in any manner.
7. On the completion of the inquiry the internal committee shall provide a report of its findings to the President of the concerned association within a period of 7 days.
8. In case the internal complain committee arrives at the conclusion that the allegations against the respondent has been proved, the President of the concerned association can take appropriate action, as per rules / law, in the interest of justice.

In addition to the above, in order to prevent occurrence of such incidents of sexual harassment in future, following is further implemented:-

- I. Make it mandatory to assign women coaches and manager with their women team for International Events. If both women appointment is not possible at-least one out of Coach or Manager should mandatorily be a women.
- II. In National Coaching Camps AKFI will depute only Female coaches and Manager for women team.
- III. In National Coaching Camps AKFI will try to depute only Women Support Staff for women team. In case where it is not possible to appoint female support staff it is directed to the coaches and manager (Who are females) to be present while a male support staff is taking sessions or providing therapy.
- IV. 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 both women appointment is not possible at-least one out of Coach or Manager should mandatorily be a women.
- V. **Place of Stay of teams during different Championships:-** When AKFI / State / UT Associations make arrangements, will ensure different Hostels / Hotels for each Gender.
- VI. AKFI, advises 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

Justice (Retd.) S. P. Garg

Administrator/ President

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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

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should report such demands if made to him / her by opposite gender to the AKFI 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.

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

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Justice (Retd) S.P Garg
Administrator / President
AKFI
29.09.2023