

JAWAHARLAL NEHRU STADIUM COMPLEX (EAST GATE)

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No. 1604/SAI/Pers/2015 /1729

September 21, 2015

To

- 1) Heads of all SAI Regional Centres/Academic Institutions
- 2) Heads of Divisions in SAI HQs
- 3) All Stadia Administrators in Delhi

Sports Authority of India is an apex sports body responsible for promotion of excellence in sports. Thousands of trainees (Residential/Non-residential) are undertaking sports training under the different sports promotional schemes of SAI for achieving excellence in sports. As such, the safety of our trainees must be our utmost priority along with promoting excellence in sports.

2. Some cases related to sexual harassment have been reported in the recent past, which is a matter of great concern. It is, therefore, important to create awareness among coaches, support staff and trainees about the subject matter of Sexual Harassment at the Workplace Act & Rules, 2013 and Protection of Children from Sexual Offences (POCSO) Act, 2012. Basically, children below the age of 18 years are covered under POCSO 2012 and above 18 under Sexual Harassment. Unless we commit ourselves fully to ensure safety of sports persons staying in our hostels or coming to our campus for training, we will be failing in our duty of providing them with a safe environment.

3. Taking into account the above mentioned situation, the following steps are to be taken by Heads of all the Regional Centres immediately and an action taken report be forwarded within next 10 days :-

- i) The names, addresses and phone/mobile no. of the Chairperson and members of the Internal Complaints Committee of the Region be displayed at prominent places at all the training centres, including STC/SAG offices & hostels and Regional Centre offices & hostels.
- ii) **Smt. Sunita Bharal, Dy. Director (Personnel)**, is appointed as the Nodal Officer from SAI Head Office and her contact number and e-mail Id may be displayed with the instruction that any trainee having any problem in this regard is free to directly contact the Nodal Officer and his/her name would be kept confidential.
- iii) Regional Director may contact local NGOs working for women and child safety in their region with a request to provide the services of resource persons who can conduct workshops, lectures, counseling to the trainees and coaches, etc., to sensitize them on these issues and encourage them to not to remain silent on such matters.

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- iv) Suggestion/Complaint Box be kept in each training centre and the receipts be examined carefully by the Centre I/c every day and action be taken, wherever necessary, under intimation to the concerned Regional/Institutional Heads and Head Office.
- v) The enquiries on complaints may be completed in a time-bound manner, not exceeding 3 months, following due procedure. Any lapse on this front would be dealt with seriously.
- vi) All the staff members & coaches posted in Regional Centres and Field Units etc. be made clear that their involvement in such activities will be met with severest disciplinary action under provision of relevant rules.
- vii) Heads of Regional Centres should ensure that the training centres under their respective control are girls/women-friendly and there is no harassment of any kind. Regional Incharge should meet the trainees on his/her visit to training centres and enquire about their welfare.
- viii) Provisions of Sexual Harassment at Workplace Act, which is applicable for women above 18 years and that of POCSO, which is meant for the protection of children from sexual offence, should be well-displayed and communicated to all trainees in all the SAI Training Centres, Regional Centres and SAI Stadia.
- ix) Posters and modules are being prepared in consultation with the help of expert organizations, which will be circulated in due course, with necessary instructions.
- x) The Management and Monitoring Committee of STCs/SAGs should review implementation of the above instructions on regular basis.

4. All concerned are requested to comply with the above instructions meticulously and take all necessary action to ensure zero tolerance to sexual harassment of women or child abuse under their jurisdiction. Action Taken Report on the above may be sent **within 10 days**. Thereafter, the monthly report be sent on **2nd of every month positively**.


(INJETI SRINIVAS)
Director General

Copy to: District Collector & Chairman, Management & Monitoring Committee,
[in all STC/SAG Centres of SAI].