

# ATHLETE WELL BEING POLICY

Safe. Supported. Stronger Together.

Athletes First, Always.



SAFE  
ENVIRONMENT



HOLISTIC  
SUPPORT



RESPECT &  
DIGNITY



ZERO TOLERANCE  
TO MISCONDUCT

AT SAI,  
**YOU ARE IN SAFE HANDS.**



A wide-angle photograph of a large, empty stadium with a green field in the foreground and tiered seating in the background under a blue sky with light clouds. The stadium is viewed from a low angle, looking down the field.

# Table of Contents

**Vision and Objective** 3

**Universal Acceptance & Comprehensive Concern Filing** 4

**Proactive Psychological Screening & Routine Wellbeing Assessments** 5

**Flexible Escalation Pathways** 6

**Multi-Channel Support Ecosystem** 7

**Implementation & Institutional Commitment** 9





# VISION AND OBJECTIVE



SAI recognizes that elite sporting performance is deeply linked with psychological health. SAI's National Centres of Excellence (NCOEs) and SAI Training Centres (STCs) are responsible for training national and international athletes primarily under residential schemes.

Athletes in STCs, often in their formative years, face challenges related to staying away from family, adjusting to new environments, and balancing academic and sporting commitments. At the NCOE level, athletes operate within a high-performance ecosystem characterized by intense competition, performance expectations, injury-related uncertainties, and selection pressures at national and international levels. These cumulative stressors, if systematically unaddressed, can adversely impact psychological health, leading to anxiety, burnout, reduced performance, and potential dropouts.

This framework establishes accessible counselling services, early identification of psychological needs, and a safe, supportive environment. Implementing this policy across SAI institutional frameworks is mandatory to safeguard athlete welfare, build resilience, and sustain elite sports excellence.



# UNIVERSAL ACCEPTANCE & **COMPREHENSIVE CONCERN FILING**

The key intent of this policy is the institutional commitment to fostering acceptance. Every athlete, regardless of competitive tier or background, shall be acknowledged in an inclusive and supportive manner within the SAI ecosystem.

## Comprehensive Concern Filing

Athletes may seek support from the system and file a formal or informal concern regarding anything affecting their peace of mind. This scope encompasses sports performance, training environments, administrative matters, personal difficulties, or social adjustment issues.

## Stigma-Free Intake

Athletes may seek support from the system and file a formal or informal concern regarding anything affecting their peace of mind. This scope encompasses sports performance, training environments, administrative matters, personal difficulties, or social adjustment issues.





# PROACTIVE PSYCHOLOGICAL SCREENING & ROUTINE WELLBEING ASSESSMENTS



To ensure early detection and continuous care, SAI centres shall execute a dual-layered assessment protocol

## Mandatory Induction Screening

Mandatory psychological wellness assessments shall be conducted immediately following the induction of athletes at STC and NCOEs to detect and manage adjustment difficulties.

## Regular Wellbeing Assessments

In addition to initial induction screenings, regular and systematic “Wellbeing Assessments” shall be institutionalized for all athletes across the annual training calendar. These routine pulse-checks shall serve as non-invasive, proactive measures to monitor day-to-day emotional comfort and ensure shifting stress levels are addressed early.



# FLEXIBLE ESCALATION PATHWAYS

To remove administrative barriers that deter athletes from seeking help, SAI establishes a clear and responsive Escalation Pathways framework.



## Primary Support & Open Access

Each Regional Centre shall maintain a dedicated panel of qualified counsellors for NCOE and STC athletes. Core services shall include structured one-on-one sessions complemented by informal and semi-formal interaction platforms.

## Centre-Level Escalation

If an athlete evaluates a concern as unresolved at the primary counselling level, or if the matter requires administrative mediation, the concern shall transition smoothly to the Regional Director.



## Protection of Trust and Safeguards

Robust safeguards must be operationalized to ensure that athletes can express concerns regarding coaching staff, management, or peers through independent channels.



# MULTI-CHANNEL SUPPORT ECOSYSTEM

Expression shall be facilitated through low-friction channels aligned with individual athlete comfort

## Anonymous Gateways

Anonymous counselling options, such as physical suggestion boxes or drop-in mechanisms, shall be institutionalized to support athletes.



## Cross-Disciplinary Care Coordination

Counsellors shall maintain systematic coordination with sports nutritionists, sports scientists, junior and senior coaches to facilitate the early detection and management of any disorders.





## Shared Dynamic Groups

Group counselling sessions shall be conducted periodically to address collective athletic challenges including competition stress, fear of failure and team dynamics.



## Mandatory Protection Training

Centres shall conduct frequent awareness programs regarding Sexual Harassment and the Protection of Children from Sexual Offences (POCSO) as a core part of the athlete education curriculum.





# IMPLEMENTATION & INSTITUTIONAL COMMITMENT

This policy seeks to strengthen counselling through an accessible and supportive framework. Through regular well-being assessments and structured support mechanisms, it aims to foster an environment where athletes feel heard, supported, and encouraged to pursue sustainable sporting excellence.





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