

## (Draft) National Code for Good Governance in Sports, 2017

The Government of India respects and honours the principle of autonomy of organisations responsible for sports governance in the country in line with the fundamental principles of Olympism enshrined in the Olympic Charter. Simultaneously, it duly recognises that such organisations have to discharge their responsibilities with objectivity and transparency following basic universal principles of good governance. With this objective, the Government of India had notified the National Sports Development Code of India of 2011 ("NSDC 2011"). Since then, a number of developments have taken place and numerous challenges relating to ethics and good governance in sports administration have come up, which need to be addressed. The Olympic Charter emphasises impeccable ethical behavior in sports governance, the embodying principles of which should be duly incorporated into the constitutional documents and practices of the National Olympic Committee ("NOC") and the National Sports Federations ("NSFs") to align them with global governance standards.

Hence, the National Code for Good Governance in Sports, 2017 ("NCGGS 2017" or "**Sports Code**") enunciates the basic universal principles of good governance, ethics and fair play of the Olympic and Sports movement and stipulates certain mandatory minimum governance standards and norms for the NOC and the NSFs, derived from and based on the Olympic Charter, international best practices, the draft National Sports Development Bills of 2011 and 2013, the NSDC 2011 and applicable Supreme Court and High Court judgments on this matter.

The mandatory minimum standards and norms prescribed in the Sports Code apply to the Indian Olympic Association ("IOA"), which is recognised by the Government of India and the International Olympic Committee ("IOC") as the NOC for India, as well as all other NSFs and their respective Members and Affiliates.

### Article 1. Definitions

1. The following capitalised terms used herein shall have the meanings ascribed thereto, unless the context otherwise requires:
  - (a) "**Affiliate**" shall mean, with respect to the NOC or a NSF, an organisation that is affiliated and recognised by the NOC/NSF or by a Member of the NOC/NSF and shall include, without limitation, district and local federations, where applicable.
  - (b) "**Board**" shall mean a Board of Directors or equivalent governing body.
  - (c) "**Board Member**" shall mean a member of the Board.
  - (d) "**CAG**" shall mean the Comptroller and Auditor General of India.
  - (e) "**CEO**" shall mean Chief Executive Officer.

(f) **"Disqualification Event(s)"** shall mean with respect to a person:

- i. Attainment of the age of 70 (seventy) years; or
- ii. Having charges framed under section 223 of the Criminal Procedure Code (or equivalent statute anywhere in the world) for a criminal offence having a jail sentence of 2 (two) or more years as a potential punishment; or
- iii. Conviction by a court of competent jurisdiction anywhere in the world for a criminal offence having a jail sentence of 2 (two) or more years as a punishment; or
- iv. Being declared of unsound mind; or
- v. Being declared insolvent under applicable law; or
- vi. Completion of the maximum term of office of a Board Member as specified in clause 7(b) of Article IV, without serving the specified cooling-off period where applicable.

(g) **"Eminent Athlete"** shall mean an athlete who has either won an Olympic medal, World Championship medal, Asian Games medal, a Commonwealth Games Medal or a World Cup medal (or any of their respective Sub-editions) or, in the absence of any of the above in the particular sporting discipline, has won the Senior National Championship.

(h) **"Government"** shall mean the Government of India in the Department of Sports.

(i) **"Government Observer"** shall be a person appointed by the Government to observe the conduct of elections of the NOC and the NSFs.

(j) **"Government Servant"** shall mean a person employed by a local, state or central government, a government body, a public sector undertaking or any autonomous body promoted by any such aforesaid government or any of its undertakings.

(k) **"IOA"** shall mean the Indian Olympic Association.

(l) **"IOC"** shall mean the International Olympic Committee, the Governing Body of the Olympic Games.

(m) **"Immediate Relative"** of a person shall mean his/her parent, spouse, parent of spouse, sibling, spouse of a sibling, sibling of spouse, son, daughter, son-in-law or daughter-in-law.

(n) **"International Federation"** shall mean a federation recognised by the IOC in respect of an Olympic sport or a federation which regulates the sport at international level in respect of a non-Olympic sport.

(o) **"Member"** shall mean, in the case of a NSF, a State Sports Association that is a member with voting rights in the NSF and, in the case of the NOC,

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shall mean the NSFs, and the term "**Membership**" shall have the corresponding meaning.

- (p) "**Model Election Guidelines**" shall mean the model election guidelines provided in the Annexure hereto, as may be revised by the Government from time to time.
- (q) "**NOC**" or "**National Olympic Committee**" shall mean the multi-sport organisation in India recognised as the National Olympic Committee under the Olympic Charter.
- (r) "**NSF**" or "**National Sports Federation**" shall mean an organisation or body authorised to govern a particular sport or sports in India.
- (s) "**Office Bearer(s)**" shall mean members of the Board who are elected to named offices with designated responsibilities and governance obligations.
- (t) "**Olympic Charter**" shall mean the Charter adopted by the IOC for the purpose of advancing the Olympic movement.
- (u) "**Public Authority**" shall mean an authority as defined in clause 2(h) of the Right to Information Act, 2005.
- (v) "**Sports Code**" shall mean the National Code for Good Governance in Sports, 2017.
- (w) "**State(s)**" shall mean and include each state of the Union of India and each of its union territories.
- (x) "**State Sports Association**" shall mean an organisation or body authorised to govern a particular sport or sports in a State as duly recognised by the applicable NSF as a Member.
- (y) "**Sub-edition**" shall mean and include, with respect to an international sporting event, the youth, beach, indoor and winter versions thereof, and shall also include any additional or new extension or version of such event.

## Article II. Recognition Criteria

1. In order to be eligible for, and retain, recognition as the NOC or a NSF, a sports organisation shall:
- (a) Exercise a specific, real and ongoing sports activity and maintain recognition and good standing with the applicable International Federation, continental federation and/or the NOC, wherever applicable, *provided that*, where a particular sport (indigenous or otherwise) does not have an International Federation or is not part of the Olympic Games,

Asian Games or Commonwealth Games (or any of their respective Sub-editions), the recognition criteria and procedures shall be as specified by an umbrella body for such organisations recognised by the Government in compliance with the Sports Code;

- (b) Agree to be bound by, provide for (in its memorandum of association, articles of association, bye-laws or other constitutional documents), and remain in full compliance with, all matters required by the Sports Code;
  - (c) Require the Sports Code and each of its principles to be complied with by its Office Bearers, Board Members, employees, Members and their Affiliates, including adoption of and compliance with equivalent clauses and provisions in the Members' and Affiliates' respective constitutions that give effect to each of the basic universal principles of good governance, ethics and fair play contained herein the Sports Code; and
  - (d) Have Members from at least 2/3 (two thirds) of the States with a demonstrated desire to have Members from all States.
2. No sports organisation other than the NOC or a NSF as duly recognised hereunder shall be entitled to:
- (a) use the Indian flag, the expression "India", "Indian", "National" or any similar or equivalent insignia (or any other expression that gives an impression of or implies state patronage or that it is a state body) in any language, in its title, the description of any team it fields, any competition that it holds or sanctions, or any other activities that it undertakes in India or abroad; or
  - (b) regulate the concerned sports discipline at the national level in the country.
3. No sports organisation claiming to be a national sports federation other than the NOC or a NSF as duly recognised hereunder shall be entitled to:
- (a) receive Government/public funding or concessions, including income tax, service tax and customs duty exemptions and foreign exchange permissions or any other taxes, exemptions or permissions that may become applicable from time to time; or
  - (b) receive Corporate Social Responsibility (CSR) grants for sports development or sponsorships from a public sector undertaking or any governmental body.

### Article III. Nature of Entity

1. The NOC, each NSF and each of their respective Members shall be a not-for-profit company incorporated under section 8 of the Companies Act, 2013 or a society registered under the Societies Registration Act, 1860 or a trust



created under Indian Trusts Act, 1882, having the sole object of the development of sport, *provided however*, that any NSF desirous of incorporating itself as a company under section 8 of the Companies Act, 2013 may do so and the recognition would automatically transfer to the new entity. Further, the Government may also incentivise such progressive initiatives.

2. The NOC and each NSF shall at all times remain in good standing with the Registrar of Companies/Societies/Trusts, as the case may be, and remain in compliance with the laws under which it is incorporated or registered.
3. The NOC, each NSF and each of their respective Members and Affiliates shall be deemed to be a Public Authority, and shall perform its duties and discharge its function as such, as specified in the Right to Information Act, 2005, *provided that*, the following matters concerning the NOC, a NSF or any of their respective Members or Affiliates shall not be subject to the Right to Information Act, 2005: (a) injuries suffered by an athlete; (b) medical health and fitness of an athlete; (c) the whereabouts of an athlete; (d) test results and information treated as confidential under the National Anti-Doping Agency Code; and (e) information including commercial confidence, trade secrets or intellectual property, the disclosure of which would harm the competitive position of a third party.
4. The NOC and each NSF shall ensure that all of its Members adopt in their respective constitutions, and comply with, any standard clauses that may be duly specified by the Government, from time to time, with respect to basic principles of good governance, such as gender equity in sports, prevention of age fraud, prevention of sexual harassment of athlete, making available barrier-free facilities for disabled athletes, etc., and including all of the standards prescribed herein the Sports Code.
5. The NOC and each NSF shall be solely and entirely responsible and accountable for the overall management, direction, control, regulation, promotion, development and sponsorship of the discipline(s) for which it is recognised by the concerned International Federation, continental federation or other umbrella body as may be applicable. The NOC and each NSF is expected to discharge its responsibilities in consonance with the principles laid down in the Olympic Charter or in the charter of the NOC or the relevant International Federation or continental federation or other umbrella body, as the case may be, while remaining compliant with all Government guidelines applicable to the NOC and NSFs.

**Article IV. Governance and Management**

1. The NOC and each NSF shall ensure the separation of its governance and management functions. The governance of the NOC/NSF shall be undertaken by a Board consisting of eminent persons duly elected or appointed, which shall be collectively responsible for the long-term success of the organisation and exclusively vested with the power to lead it. The day-to-day management



of the NOC/NSF shall be undertaken by appropriately qualified, knowledgeable and skilled professional managers, who shall be tasked with taking effective decisions that further the organisation's goals.

Office Bearers and Board Composition:

2. The NOC may have no more than 6 (six) Office Bearers including no more than 1 (one) President, 1 (one) Vice-President, 1 (one) Secretary-General (or by whatever other designation such post may be called), 2 (two) Joint-Secretaries and 1 (one) Treasurer. The NSF may have no more than 4 (four) Office Bearers including no more than 1 (one) President, 1 (one) Vice-President, 1 (one) Secretary-General (or by whatever other designation such post may be called) and 1 (one) Treasurer. All Office Bearers shall be elected to their positions by the NOC's/NSF's Members in good standing.
3. The Board shall: (a) be the ultimate decision-making body and set the strategic plan, budget and performance measures for the NOC/NSF; (b) create policy direction for the CEO and staff on significant issues facing the NOC/NSF; (c) monitor the financial reporting process and legal and regulatory compliance; (d) set policy on funding, financial strategies and long term financial planning for the NOC/NSF; (e) monitor the NOC's/NSF's assets to ensure that they are being properly protected; (f) ensure that the Board is properly structured and appropriately maintains an oversight role rather than undertaking operational or executive functions; and (g) conduct an annual review of the NOC's/NSF's performance and effectiveness and determine future actions required to achieve its mission.
4. The size of the entire Board (excluding the Indian member or office bearer of the IOC under sub-clause 6(a) but including the Eminent Athletes under clause 6(c) and the Nominee Director under clause 6(d) of Article IV) of the NOC shall not exceed 19 (nineteen) members. The size of the entire Board (excluding the Indian member or office bearer of the IF under sub-clause 6(a) but including the Eminent Athletes under clause 6(c) and the Nominee Director under clause 6(d) of Article IV) of a NSF shall not exceed 15 (fifteen) members. All Office Bearers and Board Members of the NOC/NSF must be Indian citizens. The Board of the NOC/NSF shall be constituted of no less than 40% of male Board Members and 40% of female Board Members.
5. No person other than a Board Member shall have the right to vote at any meeting of the Board of the NOC/NSF.
6. The composition of the Board of the NOC/NSF shall factor in the following requirements:
  - (a) The Office Bearers of the NOC/NSF shall be Board Members of the NOC/NSF by virtue of and for the duration of holding such office.
  - (b) Provided that such person is not a Board Member under any other sub-clause of this clause 6 of Article IV, any Indian member or office bearer of



the IOC shall assume the position of a Board Member of the NOC by virtue of, and for the same term as, his/her IOC membership. Any Indian member or office bearer of an International Federation that is part of the Summer/Winter Olympic Games shall assume the position of a Board Member of the NSF that is recognised by such International Federation by virtue of, and for the same term as, his/her membership of or term of office as an office bearer of the International Federation, as the case may be.

- (c) No less than 25% of the Board Members shall be Eminent Athletes of repute and standing who shall be elected by the electoral college of the Athletes Commission of the NOC/NSF and shall include the Chairperson of the Athletes Commission, with at least a 60:40 gender ratio (in favour of either gender) between such elected members, *provided that*, in respect of the NOC Board, the Eminent Athletes on the Board must have taken part in the Olympic Games and must retire from the Board at the latest by the end of the third Olympiad after the last Olympic Games in which they took part (unless an exemption from this requirement is obtained from the IOC Executive Board). Such athletes elected by the members of the Athletes Commission of the NOC/NSF shall be included in the decision making process of the Board and all its committees, especially with reference to talent identification and development, athlete grievances and athlete support and welfare. In the event of failure on the part of the Athletes Commission to duly elect its nominees to the Board, the Government shall be entitled to nominate Eminent Athletes from that sport to such positions.
- (d) There shall be one Nominee Director on the Board who shall be a person of repute and standing agreed by and between the President of the NOC/NSF and the Chairperson of the Athletes Commission from a slate of persons of repute and standing presented to them by the Government. The responsibilities of the Nominee Director shall include (i) providing a sounding board for the President of the NOC/NSF; (ii) serving as an intermediary for the other Board Members when necessary; and (iii) acting as an alternative contact for stakeholders to share any concerns if the normal channels of the President or the CEO of the NOC/NSF fail to resolve the matter or in cases where such contact is inappropriate.
- (e) The CEO of the NOC/NSF shall be invited to attend all Board Meetings and, where the CEO is an Indian citizen, he/she shall be an *ex-officio* Board Member with voting rights.
- (f) All the remaining Board Members, i.e., other than those specified in sub-clauses (a)-(e), above, shall be elected by the NOC's/NSF's Members.
- (g) In the event of a vacancy on the Board between elections, including that of an Office Bearer but excluding that of a Nominee Director, the Board will have the freedom to fill such vacancy from among the Board Members or other eligible candidates.

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(h) Only the following persons shall be eligible to stand for election as Office Bearers or elected Board Member of the NOC/NSF: (i) the Office Bearers or Board Members of the NOC's/NSF's Members who are part of the electoral college at such election; and (ii) in the case of the NOC, the Indian members or officer bearers of the IOC; and (iii) in the case of a NSF, the Indian members or office bearers of an International Federation that grants such NSF recognition, *provided that*, in respect of the NOC at least 2/3 (two thirds) of the voting Members, 3/4 (three quarters) of the Office Bearers and 3/4 (three quarters) of the Board Members shall belong to disciplines that are part of the Summer/Winter Olympic Games.

7. The Office Bearers and Board Members of the NOC/NSF shall be subject to the following limitations, including on their terms and tenures:

(a) All Board Members (including Office Bearers) of the NOC/NSF shall be ineligible to stand for elections, be nominated to or hold such office and, where already holding office, shall demit (or, in the event of failure to do so, shall be deemed to have demitted) their positions immediately, upon being or becoming the subject matter of any Disqualification Event.

(b) An Office Bearer or a Board Member of the NOC/NSF may hold such office for 2 (two) consecutive terms of up to 4 (four) years each, upon the completion of which, such person shall be eligible to become an Office Bearer or Board Member again only after serving a cooling-off period of 4 (four) years or, in the event that the elections for a fresh term of the Board are called prematurely, at least 90% of such 4 (four) year period, *provided that*, subject to satisfying the aforesaid cooling-off period where he/she has held any other office, a person may serve as President, and thereby on the Board, of the NOC/NSF for up to 3 (three) terms or 12 (twelve) years, with or without breaks, after the completion of which tenure as President the person shall not be entitled to return as an Office Bearer or Board Member of the NSF. This clause 7(b) of Article IV shall have retrospective effect and shall include all terms already served by Office Bearers and Board Members as on the date of publication of the Sports Code. Notwithstanding anything to the contrary contained herein, this clause 7(b) of Article IV shall not apply to the CEO of the NOC/NSF, who may be a Board Member *ex-officio* for the duration of holding the office of CEO.

(c) No two Immediate Relatives may simultaneously be on the Board of the NOC/NSF. No Immediate Relative of a Board Member may hold office for a period of 4 (four) years after the occurrence of a Disqualification Event with respect to such Board Member.

(d) No Minister (whether a Cabinet Minister or Minister of State or Deputy Minister) of the Central Government or of any State Government, Member of Parliament, Member of a State Legislative Council, Member of a State Legislative Assembly or Government Servant shall be an Office Bearer or



Board Member of the NOC or any NSF or of their Members and Affiliates while holding such office or position, *provided that*, this prohibition shall not prevent those Government Servants recruited to service under a sports quota from being a Board Member of the NOC/NSF either in the capacity as the IOC member/International Federation member, a Nominee Director or as an Eminent Athlete elected by the Athletes Commission. Such persons shall however be governed by the age and tenure limitations application to the office bearers.

(e) No person may be a Board Member of more than one NSF at the same time (*provided that*, the person may serve simultaneously on the Board of the NOC and a NSF) and upon completing a term for a particular NSF as provided in clause 7(b) of this Article IV, above, shall not be eligible to become an Office Bearer or Board Member of another NSF before serving a cooling-off period of 4 (four) years.

(f) Every Board Member of the NOC/NSF shall have a well-defined and clearly articulated functional responsibility. No one individual on the Board may have the unfettered ability to take a decision.

(g) A Board Member (except for the CEO) of the NOC/NSF shall not accept any compensation or bonus of any kind in consideration for services or for the performance of duties as a Board Member, *provided that*, it shall be appropriate to reimburse a Board Member for travelling, accommodation and other justified expenses incurred in the carrying out of functions.

8. Notwithstanding anything to the contrary contained herein, in the event of an Office Bearer or Board Member of the NOC/NSF also holding a post in the executive board/committee/council of the International Federation, the age limit of 70 years may be extended for the duration of the term as the holder of a post in the International Federation if his/her continuance in the International Federation is conditional upon his/her being an Office Bearer or Board Member in the NOC/NSF, as the case may be.

9. The NOC or any NSF may appoint eminent persons with impeccable reputations to honorary posts such as Life Member or Patron if its constitution provides for such appointments, *provided that*, the NOC/NSF shall not under this clause (i) appoint an honorary Chairman/Chairperson/President (or similar post suggesting that such person holds a Board position or participates in Board matters) or (ii) appoint any person to such honorary post who is the subject matter of any of the Disqualification Events contained in sub-clauses (f)(ii)-f(v) of Article I. The NOC/NSF shall not conduct an election for such honorary positions and persons so appointed must be those who have contributed significantly to sports development in the country and have rendered exemplary services to the NOC/NSF. Further, such persons shall not enjoy the rights to attend or observe any meetings of the Board of the NOC/NSF unless specially invited for a meeting.

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Professional Management and CEO:

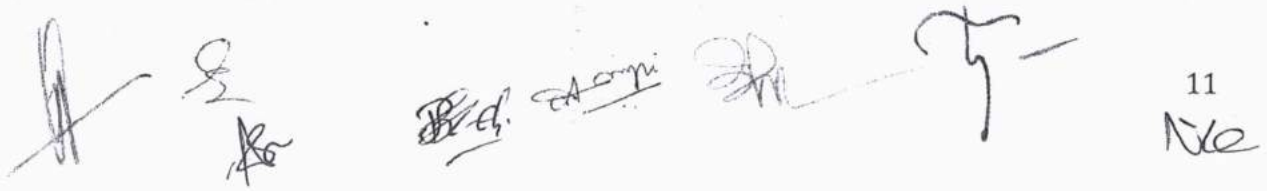
10. The NOC and each NSF falling under 'High Priority' and 'Priority' category as notified by the Government from time to time shall appoint a CEO, who shall report to the Board of the NOC/NSF. The CEO shall have the necessary skills, qualifications and prior experience of running an enterprise of equivalent scale and complexity and shall be hired after a search, short listing and interviewing process under the supervision of the Board of the NOC/NSF.
11. The Board shall employ the CEO on terms that the Board deems appropriate. A person who is the subject matter of any Disqualification Event shall not be eligible for appointment as CEO hereunder and the CEO's employment shall terminate automatically upon the occurrence of any Disqualification Event with respect to such person while he/she is in office. The CEO shall devote his/her entire time and service to the affairs of the NOC/NSF and shall not engage in any other profession or employment. The CEO shall not be a former Office Bearer of the NOC/NSF, *provided that*, this prohibition shall not apply to Board Members who have been elected as Eminent Athletes by the Athletes Commission of the NOC /NSF. On completion of the CEO's term of employment, he/she shall not be eligible to contest to be a Board Member of the NOC/NSF.
12. The CEO of the NOC/NSF shall either directly or by delegation to other executives: (a) manage all staff functions of the NOC/NSF; (b) determine the size and compensation of, hire and terminate the professional staff in accordance with the NOC's/NSF's compensation policies and guidelines established by the Board; (c) develop a strategy for achieving the mission, goals and objectives of the NOC/NSF as established by, and consistent with the policies of the Board; (d) be responsible for resource generation and allocation of the NOC/NSF; (e) manage key government relationships and coordinate government relations activities of the NOC/NSF; (f) act as the NOC's/NSF's spokesperson; (g) be primarily responsible for coordinating the NOC's/NSF's communications on all issues, subject to communication policies established by the Board; (h) prepare and submit quadrennial and annual budgets to the Board of the NOC/NSF; and (i) perform such other functions as usually pertain to that office and as directed by the Board of the NOC/NSF from time to time.
13. The NOC and each NSF falling under 'High Priority' and 'Priority' category as notified by the Government from time to time shall appoint an executive team comprising of qualified and competent personnel including, without limitation, a finance manager, talent identification and development, high performance manager and marketing manager, who shall each report to the CEO and shall be delegated and assigned specific responsibilities and functions.
14. The NOC and each NSF falling under 'High Priority' and 'Priority' category as notified by the Government from time to time will qualify for Government support commensurate to its activities, performance and budget for the



purpose of hiring its CEO and executive team in compliance with this section, subject to the terms and conditions the Government lays down therefor.

**Article V. Membership Structure and Elections**

1. The election of the Office Bearers and the Board Members of the NOC/NSF shall be conducted in a fair and transparent manner at least once every 4 (four) years in accordance with the Model Election Guidelines. The President, supported by a resolution of the Board, shall call the election.
2. Only NSF's, with at least 2/3 (two thirds) being NSFs that belong to disciplines that are part of the Summer/Winter Olympic Games, shall have voting rights as full Members of the NOC. Only State Sports Associations shall have voting rights as full Members of a NSF. Only full Members of the NOC/NSF shall vote in an election. Each full Member shall have no more or no less than two votes (one to be exercised by a male Board Member and one to be exercised by a female Board Member), thereby ensuring equality among sporting disciplines in the NOC, the territorial divisions in the NSF and gender. Any other members, including Railways Sports Promotion Board, Services Sports Control Board, State Olympic Associations or Clubs may be 'Associate' or 'Playing' members subject to satisfying membership criteria but shall not have any voting rights in the NOC/NSF and their representatives shall neither be eligible to vote in nor be eligible to contest any election to the NOC/NSF by virtue of such membership.
3. The NOC shall put in place measures and objective criteria to recognise NSFs in good standing as its Members and shall not deny full Membership to a NSF, without reasonable cause and shall always act in good faith and in a non-discriminatory manner with respect to such recognition and such Member's exercise of voting rights. In case of a dispute leading to two or more factions in a NSF, the NOC will ordinarily recognise that faction which enjoys the recognition of the International Federation as the rightful NSF to govern that sport and exercise rights of a Member in the NOC. Similarly, as part of the aforementioned recognition criteria, each NSF shall put in place measures and objective criteria to recognise State Sports Associations in good standing as its Members and shall not deny full Membership to a State Sports Association, without reasonable cause and shall always act in good faith and in a non-discriminatory manner with respect to such recognition and such Member's exercise of voting rights. The NOC/NSF shall be responsible for monitoring compliance by its Members and Affiliates with the Sports Code and with all applicable laws and regulations, with any failure to do so constituting a material violation of the Sports Code by the NOC/NSF.
4. Only a President or a Secretary-General (if nominated by the President ) and such other Board Member as may be duly nominated through a Board resolution (if required to meet the gender balance requirements) of a Member of the NOC/NSF shall be entitled to vote on behalf of such Member in the NOC/NSF Office Bearer and Board elections, subject to such person not being the subject matter of a Disqualification Event at the time of such


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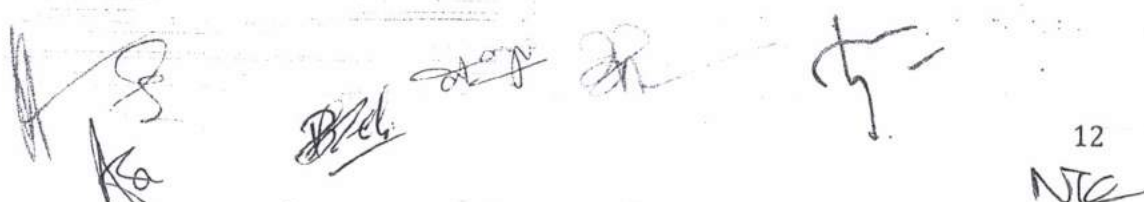


election. No proxies shall be accepted and the President/Secretary-General will be required to vote in person.

5. The President of the NOC and each NSF falling under 'High Priority' and 'Priority' category as notified by the Government from time to time, with the approval of the Board, shall nominate a Returning Officer for conduct of elections of Office Bearers and the Board. The Returning Officer for the NOC and such NSF's elections shall have been a Judge of the Supreme Court of India or a High Court and the Returning Officer for the elections of their State Sports Associations shall have been a District Judge. The Returning Officer shall be responsible for monitoring compliance with the Model Election Guidelines and ensuring smooth conduct of the elections, including verifying that nominations are duly made, candidates meet eligibility criteria, the electoral rolls are properly prepared, polls are conducted appropriately through 'secret ballot', the votes are counted properly and results are declared accurately.
6. The Government may nominate a Government Observer to oversee the integrity of the election process.

#### **Article VI. Athlete Representation**

1. The NOC and each NSF shall constitute an Athletes Commission consisting of members and to perform the duties and discharge its functions as provided herein. The Athletes Commission shall be subject to recognition criteria as may be duly specified from time to time by the Government. In the event of failure on the part of the NOC/NSF to constitute an Athletes Commission, the Government shall nominate and constitute an Athletes Commission, which shall for all purposes be the Athletes Commission of the NOC/NSF.
2. The Athletes Commission of the NOC/NSF shall consist of elected members in accordance with the following terms: (a) at least 7 members, so as to ensure that every discipline of the concerned sport, as the case may be, is represented in the said Athletes Commission; (b) For the Athletes Commission of the NOC and the Athletes Commissions of NSF's for Olympic disciplines, preference will be given to Olympians (including Paralympians and Winter Olympians) who have competed in any of the last 4 (four) Olympic or Paralympic Games; (c) If Olympic or Paralympic athletes are not available and willing in a sport or the sport is non-Olympic, preference will be given to Athletes who have taken part in any of the last 4 (four) editions of the Asian Games; (d) If athletes or sport do not meet the above two criteria, athletes who has competed and have been placed in the top 10 (ten) in last 4 (four) years in Open/Senior National Championships will qualify; and (e) The minimum percentage of male or female members of the Athletes Commission shall be 40%. Where the number of athletes qualifying in a sport, as per the above criteria, is less than seven then all such athletes shall constitute the Athletes Commission.

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3. The Athletes Commission of the NOC/NSF shall be elected as follows: (a) election shall be held at the same year as the election of the Board of the said NOC/NSF; (b) every athlete taking part in the Open/Senior Nationals of the particular NSF in that year shall be eligible to vote for the Athletes Commission of the NSF and each athlete will have one vote, *provided that*, in the event the Open/Senior Nationals are not being conducted regularly, athletes who have taken part in international competitions in that discipline shall be eligible to vote; (c) the electoral college of the NOC Athletes Commission shall comprise of Chairpersons of the NSF Athletes Commissions of each NSF affiliated with the NOC or the Chairperson's designated nominee, with each such Chairperson of the NSF Athletes Commission having one vote; (d) all elected members to the Athletes Commission of the NOC and the NSF will elect one of their members as the Chairperson for the same tenure as the Board of the NOC/NSF; and (e) the election for the Athletes Commission of the NOC/NSF will be conducted by a Returning Officer, preferably a reputed former athlete, nominated by the NOC/NSF and under the oversight of the Government Observer.
  
4. The Athletes Commission shall receive a reasonable budget from the Board of the NOC/NSF. The Government may allocate additional support over and above the NOC's/NSF's contribution to support the operations of the Athletes Commission. The NOC/NSF Athletes Commission shall meet regularly and shall operate in accordance with the said budget.
  
5. The Athletes Commission shall be responsible for ensuring communication between the NOC/NSF and currently active athletes and serving as a source of feedback and advice to the Board with regard to both current and contemplated policies of the NOC/NSF. It will advise the NOC/NSF on the perspective and needs of athletes on, *inter alia*,: (a) talent development; (b) training and competition schedules; (c) redress of athlete grievances; (d) selection criteria; (e) logistical and administrative support; and (f) athlete support and welfare beyond competitive sports career.

**Article VII. Transparency and Financial Integrity**

1. The NOC and each NSF shall publish on its website and make available to any member of the public:
  - (a) its constitution/statutes;
  - (b) its bye-laws, rules and regulations;
  - (c) its last 3 (three) audited annual balance sheet and profit and loss account (the most recent of which shall be uploaded no later than December 31 of the next financial year); and
  - (d) a true and complete report of its activities and achievements, particularly with reference to aims and objects mentioned in its memorandum of

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association or articles of association or bye-laws, as the case may be, and obligations enumerated in this section.

2. The NOC and each NSF shall adopt a budget and maintain proper accounts and other relevant records in accordance with Generally Accepted Accounting Practices (GAAP) as applied in India. The accounts and records shall be internally audited annually by a Chartered Accountant who is on the panel of CAG Auditors.
3. The NOC and each NSF shall use its funds and resources primarily for the development of its sport(s) and all funds and resources, including all Government grants and support, shall only be used for the purposes for which they were duly allocated.
4. The NOC and each NSF that has either received more than Rs. 5,00,00,000 (Rupees Five Crore) in funding, concessions, grants or sponsorships from the Government or has received revenues from all sources in excess of Rs. 10,00,00,000 (Rupees Ten Crore) in any one or more of the preceding 4 (four) financial years shall permit and facilitate the CAG to conduct an external organisation-wide audit of its financial and operational capabilities and practices. Every other NSF shall permit and facilitate a Chartered Accountant who is on the panel of CAG Auditors to conduct an external organisation-wide audit of its financial and operational capabilities and practices.
5. The Board of the NOC/NSF shall have an Audit Committee that shall assist the Board in its oversight of:
  - (a) the integrity of the financial statements of the NOC/NSF;
  - (b) the NOC's/NSF's compliance with contractual, legal and regulatory requirements relating to NSF finances and reporting thereof;
  - (c) the independence and qualifications of the NOC's/NSF's independent auditor; and
  - (d) the performance of the NOC's/NSF's internal audit function and independent auditors.
6. The NOC's/NSF's Audit Committee shall establish practices or procedures alone or in conjunction with the CEO, providing effective mechanisms for employees and others to make complaints relating to accounting practices, internal accounting controls, or audit matters, with provisions for confidential anonymous submissions by employees and others. The Audit Committee shall be provided with an analysis of all financial, accounting and audit related complaints and their disposition, and shall provide safeguards against retaliation against employees and others who make such complaints.



19

**Article VIII. Code of Ethics, Whistleblower and Conflict of Interest Policy;  
NOC Ethics Committee**

1. The Board of a NOC/NSF shall adopt a Code of Ethics for Board Members, Office Bearers, committees, employees, staff, vendors, partners, sponsors, coaches, athletes, officials, Members, Affiliates and others within the NOC's/NSF's circle of influence. The Code of Ethics shall establish minimum standards for the ethical and appropriate conduct of and by such persons. The Code of Ethics shall be in accordance with the Code of Ethics of the IOC and in consonance with the laws and principles enshrined in the Constitution of India. The Code of Ethics shall encourage all such persons to address ethical concerns, and to talk to supervisors, managers, and the NOC Ethics Committee, when in doubt about the best course of action in a particular situation.
2. The Board of the NOC and each NSF shall, in order to safeguard the interests of the NOC/NSF, adopt a Vigil Mechanism cum Whistleblower Policy that shall (a) establish a mechanism for and encourage Office Bearers, Board Members, committees, employees, staff, vendors, partners, sponsors, coaches, athletes, officials, Members, Affiliates and others within the NOC's/NSF's circle of influence to report to the NOC's/NSF's Audit Committee, on a confidential basis, genuine concerns about unethical behaviour, actual or suspected fraud or violation of laws, rules, regulations, the Sports Code, the NOC's/NSF's Code of Ethics or any other governing policies; (b) provide adequate safeguards against victimisation of and retaliation against persons who use such mechanism in good faith; (c) make provision for direct access to the chairperson of the NOC's/NSF's Audit Committee in appropriate or exceptional cases; (d) disclose the details of such mechanism on its website and in the Board's report; and (e) implement a mechanism for taking suitable action, including reprimand, against the reporter in case of repeated frivolous and bad faith complaints being filed by such person and other misuse of the mechanism.
3. The Board of the NOC and each NSF shall adopt a Conflict of Interest Policy for Office Bearers, Board Members, committees, employees, staff, vendors, partners, sponsors, coaches, athletes, officials, Members, Affiliates and others within the NOC's/NSF's circle of influence. The Conflict of Interest Policy shall factor both direct and indirect interests, situations where roles may be compromised due to duality of responsibilities, commercial conflicts, prior relationships and positions of influence, which situations might lead to both real and apparent conflicts of interest. The Conflict of Interest Policy will recognise that some conflicts of interest are resolvable and excusable through disclosure and/or recusal and others are intractable and would require removal of the person from a post or position. Where a conflict relates to a position of trust and public responsibility, the Conflict of Interest Policy will ensure that not only is there no real conflict but that there is also no apparent conflict which may lead to a loss of confidence in such person's position or office.



4. The NOC and each NSF shall: (a) develop and maintain regular and effective education and training programmes on ethics and conflict of interest; (b) use audits and other risk evaluation techniques to monitor compliance and identify problems; (c) develop and maintain policies and procedures with respect to the investigation of identified systemic problems (which include direction regarding the prompt and proper response to detected offences, such as the initiation of appropriate corrective action and preventive matters); and (d) develop and maintain a system to respond to allegations of illegal, unethical, or improper activities and enforcement of appropriate disciplinary action against persons who have violated internal compliance policies, applicable statutes, regulations, or other NOC/NSF requirements.
5. The NOC shall constitute a NOC Ethics Committee to enforce the Code of Ethics and the Conflict of Interest Policy of the NOC or any NSF. The NOC Ethics Committee shall handle complaints and provide any clarification or rulings on the Code of Ethics and the Conflict of Interest Policy and shall devise its own procedures in compliance with natural justice principles. The NOC Ethics Committee may also recommend, for the Board's consideration, proposed revisions to the Code of Ethics and the Conflict of Interest Policy of the NOC or any NSF.
6. The NOC Ethics Committee shall comprise of 3 (three) members. The selection of the NOC Ethics Committee members shall be made by the President of the NOC in consultation with the CEO and the Chairperson of the Athletes Commission of the NOC from among qualified persons with knowledge of law, sports administration and/or sports governance. The Chairperson and every other panelist of the NOC Ethics Committee shall hold office for a term not exceeding 4 (four) years from the date of appointment and shall retire on attaining the age of 70 (seventy) years.
7. No member of the NOC Ethics Committee shall, after serving as a member, be entitled to seek any position or benefit in the NOC or any NSF.
8. The NOC Ethics Committee shall establish its own procedures as may be determined by the Chairperson in consultation with the members thereof. The NOC Ethics Committee shall not be a permanent body and shall meet from time to time, as required, and may constitute emergent meetings where required. The costs of the NOC Ethics Committee shall be borne by the NOC. The Government may provide additional funding, over and above the NOC's contribution, to support the operations of the NOC Ethics Committee.

#### **Article IX. Grievance Redressal and Dispute Resolution; Ombudsman**

1. The NOC shall, through a resolution of the NOC Board, create and appoint an independent Sports Dispute Resolution Committee ("SDRC") for the purpose of providing an independent dispute resolution mechanism to the NOC, the NOC's Member NSFs and their respective stakeholders and otherwise monitoring compliance by the NOC's Member NSFs with the Sports Code. The Government may by notification establish and provide for a similar



16  
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independent dispute resolution and monitoring mechanism for all other NSFs from time to time.

2. The SDRC shall consist of 3 (three) panelists: 1 (one) Chairperson and 2 (two) members. The Chairperson of the SDRC shall have been a Judge of the Supreme Court of India or a Chief Justice of a High Court and the other SDRC members shall be qualified persons with knowledge of law, sports administration and/or sports governance. The Chairperson and every other member of the SDRC shall hold office for a term not exceeding 4 (four) years from the date of appointment and shall retire on attaining the age of 70 (seventy) years.
3. The SDRC shall adjudicate, pass appropriate orders, impose penalties and provide relief in any dispute:
  - (a) amongst Office Bearers, Board Members or members of the NOC/its NOC's Member NSFs;
  - (b) amongst athletes and/or sports personnel and/or technical officials or others and the NOC/its Member NSFs;
  - (c) between sponsors and the NOC/its Member NSFs;
  - (d) between a member of the public and the NOC/its Member NSFs relating to a ticketing matter of access and facilities at a stadium; and
  - (e) that otherwise relates to the NOC/its Member NSFs.
4. In addition to the powers granted to it in clause 3 of this Article IX, above, the SDRC of the NOC shall adjudicate, pass appropriate orders, impose penalties and provide relief in any dispute:
  - (a) between the NOC and any Member NSF of the NOC;
  - (b) between two factions claiming to represent any Member NSF of the NOC; and
  - (c) amongst two or more NSFs or between a NSF and any other authority.
5. The SDRC shall proceed within the parameters of the dispute and shall follow principles of natural justice. The SDRC shall exercise all powers of enquiry and hearing as the SDRC deems fit before appropriate orders are passed. The decision of the SDRC shall come into force forthwith on being pronounced and delivered.
6. No member of the SDRC shall, after serving as a member thereof, be entitled to seek any position or benefit in the NOC or any of the NOC's Member NSFs.

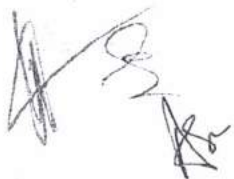
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7. The SDRC shall not be a permanent body and shall conduct hearings from time to time, as required, and may call for emergent hearings where required. The costs of the SDRC shall be borne by the NOC. The Government may provide additional funding, over and above the NOC's contribution, to the NOC to support the SDRC's operations.
8. The final decision of a referee during a competition regarding a field of play decision (a matter set forth in the rules of the competition to be within the discretion of the referee) shall not be reviewable by the SDRC unless the decision is (a) outside the authority of the referee to make, or (b) the product of fraud, corruption, demonstrable partiality or other misconduct of the referee.
9. The NOC and each of its Member NSF's shall provide in their constitutional documents and incorporate in their dispute resolution procedures that an aggrieved party of a decision made by the SDRC may, but shall not be obliged to, submit an appeal to the Court of Arbitration for Sport (CAS) in Lausanne, Switzerland, which will resolve the dispute definitively in accordance with the Code of Sport-related Arbitration, *provided that*, any such appeal must without exception be submitted to the CAS within 21 (twenty one) days after the receipt of the decision from the SDRC.
10. The NOC and each of its Member NSFs shall appoint an Ombudsman who shall (i) provide independent advice to athletes at no cost about any matters relating to their relationship with the IOC/International Federation/NOC/NSF, their eligibility for and participation in international or national events, the resolution of any disputes relating thereto; (ii) assisting in mediating any aforesaid disputes; and (iii) report to the NOC/NSF Athletes Commission on a regular basis. The Ombudsman shall be appointed by the President of the NOC/NSF in consultation with the CEO and the Chairperson of the Athletes Commission of the NOC/NSF. The Ombudsman shall be a qualified person with knowledge of law, sports administration and/or sports governance. The Ombudsman shall hold office for a term not exceeding 4 (four) years from the date of appointment and shall retire on attaining the age of 70 (seventy) years and upon completion of the term shall not be entitled to seek any position or benefit in the NSF. The costs of the Ombudsman shall be borne by the NOC/NSF and the Government may provide additional funding, over and above the NOC's/NSF's contribution, to support the Ombudsman's operations.

#### **Article X. Operational Integrity**

1. The NOC and each NSF shall as a matter of procedure and obligation:
  - (a) develop a strategic plan that is capable of supporting athletes in achieving sustained competitive excellence, and in developing the sport;
  - (b) implement a talent identification programme and competition structure, executed with frequency, punctuality and efficiency with a national





spread of camps and competitions, including the organisation of regular National Camps and annual National Championships for seniors and juniors and, preferably, also for sub-juniors;

- (c) establish and implement a long term development plan for successfully identifying, training and monitoring elite athletes, coaches and technical officials;
- (d) adopt an athlete safety programme consistent with industry standards to enhance safe sport practices and to investigate and resolve safe sport violations;
- (e) adopt an unbiased and transparent anti-doping programme, consistent with industry standards and procedures of the independent anti-doping organisation designated by the NOC/NSF, so as to effectively prevent, investigate and deal with doping in sports;
- (f) adopt measures and programmes to prevent, identify and punish match fixing of any sort of competition manipulation by any participants, including athletes, coaches, officials and others in a competitive event;
- (g) adopt monitoring and testing protocols and procedures that are based on contemporary science and well established procedural norms to prevent, identify and punish the deliberately inaccurate disclosure of an athlete's age at a national camp, national competition or other competitive event and to maintain the integrity of eligibility criteria for age-group programmes, competitions and events;
- (h) adopt measures and programmes to prevent, identify and punish sexual harassment of any sort in its affairs, events or competitions;
- (i) maintain written selection procedures to fairly and consistently select athletes and team officials for the Olympic, Paralympic, Asian and Commonwealth Games and other international and national events and to disseminate such procedure to the athletes and team officials in a timely manner well ahead of the selection process or qualification period;
- (j) adopt measures oriented towards achieving the objective of 'sports for all', including programmes on gender inclusion, disability sport and other programmes aimed at inclusion and increasing diversity among participants and competitors;
- (k) adopt measures for athlete welfare and medical care, including for retired and indigent athletes;
- (l) develop a commercial plan that actively seeks to generate revenue sufficient to achieve ongoing financial sustainability and growth for the NOC/NSF..

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2. In the spirit of incentivising good governance that translates into the achievement of performance goals and targets, high-performing NSFs will be entitled to receive up to a 25% enhancement in their Annual Calendar of Training and Competition (ACTC) grant from the Government to be utilised in accordance with Government norms. The performance metrics that will be considered for this enhanced grant shall include the number of events held, the consistent and organisation-wide implementation of good governance practices, the steps taken for athlete welfare, scouting and nurturing of talent, coaching and technical officials development, and the implementation of the long term athlete development programme, among others. The Government shall notify a performance measurement procedure and process.

#### **Article XI. Sanctioning of Events by the NOC and NSFs**

1. For the sport(s) that it governs, the NOC and each NSF shall promptly:
  - (a) review a request by an organisation or person for a sanction to hold a contest, game, meet, match, tournament, regatta, league or other event in India; and
  - (b) grant the sanction if:
    - i. the NOC/NSF does not decide by clear and convincing evidence that holding the event would be detrimental to the best interest of the sport; and
    - ii. the organisation or person has:
      - A. paid the NOC/NSF any required sanctioning fee, if the fee is reasonable and non-discriminatory;
      - B. demonstrated that appropriate provision has been made for validation of any records established during the competition;
      - C. provided adequate assurances that the competition will be conducted by qualified officials;
      - D. made arrangement for proper medical supervision for athletes who will participate in the competition; and
      - E. taken proper safety precautions to protect the personal welfare of the athletics and spectators at the competition.

#### **Article XII. Monitoring of Compliance and Interim Measures**

1. In case the memorandum of association or articles of association or bye-laws or rules, as the case may be, of the NOC/NSF contains on the date of publication of the Sports Code, any provision contrary to the provision of the Sports Code, the NOC/NSF shall within 6 (six) months of notification of the Sports Code, duly amend all such documents so as to make them fully in conformity with the requirements of the Sports Code.



2. The applicable Competent Authority as may be created and notified by the Government or provided for in the Sports Code shall be the monitoring and implementing authority of the Sports Code. The Government shall discharge the functions and exercise the powers of the Competent Authority pending its creation and notification.
3. The Competent Authority may act *suo moto*, and shall also accept complaints from third parties. A third party complaint under this clause shall be accepted by the Competent Authority only after exhausting all available remedies with the NOC/NSF for correcting deficiencies, unless it can be shown by clear and convincing evidence that those remedies would have resulted in unnecessary delay.
4. Prior to any action being taken in respect of the NOC or any NSF, a hearing shall be held by the Competent Authority at which the NOC/NSF shall be given a reasonable opportunity to present factual evidence and legal arguments regarding the allegations with respect to a complaint or the basis of the *suo moto* action.
5. If the Competent Authority finds that the NOC's/NSF's non-compliance with the Sports Code can readily be rectified, then, prior to making a determination of probation, suspension or revocation of recognition, the Competent Authority may issue an order directing that the NOC/NSF take such action as is appropriate to correct the deficiency which may also include the removal of a particular Office Bearer(s) or Board Member(s) who is/are found to have been responsible for the violation or infraction, and if and when such deficiency is corrected, the Competent Authority may then make a finding of compliance.
6. The Competent Authority may, where it is satisfied that there is reasonable cause to do so, place the NOC/NSF on probation or suspend (suspension not to exceed 180 consecutive days in each instance of suspension, and 360 days in total where such suspension is extended) or permanently revoke the recognition of the NOC/NSF in case of material breach of the Sports Code or applicable law or regulations.
7. Where any NSF's recognition has been suspended or permanently revoked, the Competent Authority may, with the help of the NOC, during this period, take any and all steps that may be necessary to protect the right of Indian athletes to participate in international competitions under the Indian flag. The interim measures may include appointment of a 3-member Ad Hoc Committee, constituted by the Competent Authority in consultation with the President of the NOC and the Chairperson of the NOC Athletes Commission, which shall function as the interim governing body for the said sport discipline, *provided that*, the Ad Hoc Committee shall have as its Chairperson a Board Member of the NOC and as its members one person who shall be a reputed athlete from the sports discipline who has retired from active


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competition and one person who shall be a person with knowledge of law, sports administration and/or sports governance.

#### **Article XIII. Amendments**

1. The NOC and any NSF shall not alter, amend or repeal its constitutional documents (including its memorandum of association, articles of association or bye-laws) without a special resolution, i.e., 3/4 (three fourth) vote, of its General Body of full Members taken at the appropriate Annual General Meeting or an emergency meeting of the General Body of full Members.
2. The NOC and any NSF shall not alter, amend or repeal its constitutional documents (including its memorandum of association, articles of association or bye-laws) in any manner that would result in the NOC's/NSF's structure, operations or practices becoming non-compliant with the Olympic Charter, the charter of its International Federation, the provisions of the Sports Code or the law in force in India.

#### **Article XIV. Legal Effect**

1. The Sports Code, while establishing a framework of good governance and good practice, will be implemented as a binding code of mandatory minimum requirements for sports governing bodies without precluding the application of and compliance with any other requirements or standards that are legally binding and as may be applicable to the NOC or any NSF.
2. The Government may, from time to time, issue such guidelines and directions that are consistent with the provisions of the Sports Code, to any person or entity as may be necessary to carry out the provisions of the Sports Code and such person or entity shall comply with such guidelines and directions.
3. The Government shall have the power to relax any of the provisions of the Sports Code for the NOC or any NSF, in whole or part, as a special exemption where considered necessary and expedient for the promotion of sports, sportspersons or to remove difficulties, always being guided by and not inconsistent with the overarching spirit of good governance and ethical conduct enshrined in the Sports Code. The reasons for such relaxation shall be recorded in writing.
4. In due course, the NCGGS 2017 may be replaced by, or have its provisions incorporated by reference into, a specific central legislation covering the issue of autonomy and good governance of the NOC and NSFs, including creation of appropriate statutory bodies for, *inter alia*, monitoring and implementation of the Sports Code; dispute resolution; conduct of elections to the NOC and NSFs; measurement of performance of the NOC and NSFs; redress of grievances; and maintenance of ethics.



**Model Election Guidelines**

It is in the interest of the NOC, the NSFs (each a "**Federation**"), their respective Members and the candidates ("**Candidates**") for elections ("**Elections**") to posts ("**Posts**") therein that respect for "universal fundamental ethical principles", one of the foundations of Olympism and the Sports Movement should prevail. It is also essential that equality be observed between the Candidates and an atmosphere of mutual respect prevail amongst them. Notwithstanding the confidence that the Candidates enjoy, there is also a need to ensure a degree of harmonisation in the conduct of the Elections and the procedures employed therein.

Therefore, these Model Election Guidelines ("**Election Guidelines**") are issued to govern the Elections to all Posts, including Officer Bearers, Board Members and Athlete Commission representatives in the NOC and each NSF. These Election Rules are incorporated by reference into the National Code for Good Governance in Sports, 2017 ("**Sports Code**").

**Clause 1: Scope and Applicability**

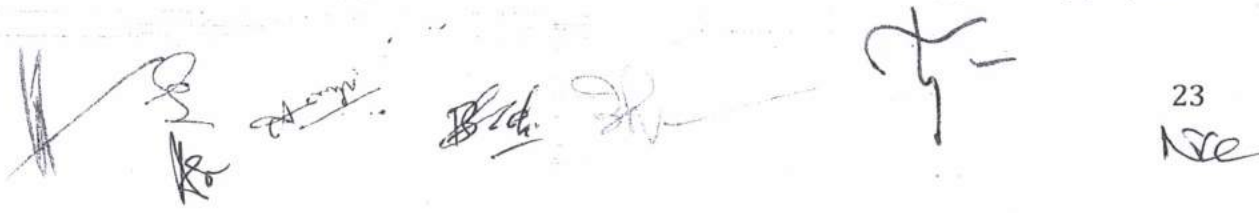
- (i) These Election Guidelines apply to all Elections to Posts in the Federation.
- (ii) As from the moment that the Election Guidelines apply to a particular Candidate, voting Member or other participant in the Election, that person shall also be subject to the Sports Code and the Federation's Code of Ethics if he/she is not otherwise already bound and covered by these.

**Clause 2: Conduct of Elections**

- (i) The Elections shall generally take place at the General Body Meeting (GBM) of the Federation and, where so required, may also take place at a specially convened General Meeting.
- (ii) Elections shall always be by secret ballot.

**Clause 3: Returning Officer**

- (i) As soon as may be after the issue of the Notice for the General Meeting (AGM), the President of the Federation, or the Secretary-General of the Federation (if so requested by the President or in his/her absence), shall nominate a qualified person as Returning Officer for conduct of the Elections.
- (ii) The Returning Officer shall be responsible for supervising the administrative process relating to the Elections, including (a) ensuring the correct application of the Sports Code and the Election Guidelines in matters relating to the Elections; (b) setting reasonable deadlines for each stage of the Elections and enforcing these deadlines strictly; (c) determining and distributing the appropriate


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documentation and forms (including nomination forms and ballot papers) for each stage of the Elections and enforcing and verifying their proper use; (d) distributing information to voting Members; (e) managing relations with government bodies, including any Government Observer; and (f) all other tasks necessary to ensure the smooth running of the electoral process.

#### **Clause 4: Calling Elections and the Electoral College**

(i) The President of the Federation, supported by a resolution of the Board, shall call the Elections in accordance with the relevant provisions of the Federation's constitutional documents and the call for Elections shall be included in the agenda of the applicable General Meeting.

(ii) The call for Elections shall contain, at a minimum, the following: (a) Name of the Returning Officer; (b) the Posts that are the subject of such Elections and any pre-requisites or qualifications for Candidates to contest such Posts; and (c) The electoral calendar, which shall be determined in consultation with the Returning Officer.

(iii) The President shall duly prepare the list of the voting Members in any Elections (and their designated representatives where applicable), and circulate a copy of the list ("Electoral College") so prepared by him to all voting Members with a copy to the Returning Officer.

#### **Clause 5: Nominations**

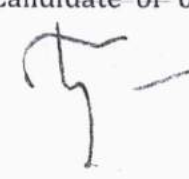
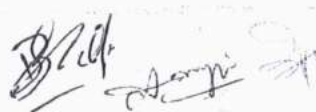
(i) The nomination of a Candidate for Election shall be proposed by 1 (one) of the voting Members (through its authorised representative, where required) included in the Electoral College list, and also subscribed by 1 (one) other voting Member (through its authorised representative, where required) as seconder. Each Nomination Paper shall be delivered personally to the Returning Officer in person by the Candidate himself/herself by the deadline specified.

(ii) No person or Member shall be eligible to nominate more than one Candidate for the same Post, either as proposer or seconder; and, if he/she so does all the nominations shall be deemed to be void and inoperative. No person shall be permitted to withdraw his/her name as proposer/seconder, once the nomination paper subscribed by him/her has been delivered to Returning Officer.

(iii) The Returning Officer shall prepare a list of all nominations received by him, Post wise, and make it available for inspection.

#### **Clause 6: Scrutiny and Finalisation of Nominations**

(i) The Returning Officer shall scrutinise each nomination paper, one by one, received by him/her, and determine its validity or otherwise as per the Sports Code, the constitutional documents of the Federation and the Election Guidelines. At the scrutiny of nominations, each Candidate or one of his/her



authorised representatives shall have the right to be present and raise any objection in relation to nomination of another Candidate for the Post for which he/she has filed his/her nomination. Where the Returning Officer deems fit or necessary, an integrity check shall be conducted by the Returning Officer about the eligibility or otherwise of a Candidate to contest the Elections.

(ii) As soon as may be after the scrutiny of all nomination papers has been completed by him, the Returning Officer shall prepare a list of valid nominated Candidates.

(iii) Each Candidate whose nomination has been found valid on scrutiny shall be entitled to withdraw his/her candidature prior to the commencement of the Election. Notice of withdrawal of candidature shall be final and shall not be allowed to be cancelled. The Returning Officer shall accept the notice of withdrawal if he/she is satisfied as to the genuineness of the notice.

(iv) The Returning Officer shall prepare the final list of contesting Candidates, make it available for inspection, publish it on Federation's official website, and also furnish a copy of the same to each of the Candidates, if they so demand.

(v) The Federation shall produce the ballot papers under the supervision and charge of the Returning Officer. The ballot papers shall be printed clearly and legibly. The names of the contesting Candidates shall be arranged, for each Post, in alphabetical order according to English alphabets.

**Clause 7: Campaign Practices**

(i) Electoral campaigns shall be carried out by the Candidates in a fair and reputable manner and, more generally, in a spirit of respect for fundamental ethical principles.

(ii) Candidates shall conduct all campaigns with dignity and moderation and with respect for any other Candidates, for the Federation and its Members. A Candidate may produce no spoken word, written text or representation of any nature likely to harm the image of another Candidate or cause his/her prejudice. Criticism of other Candidates, when made, shall be confined to their policies and programmes, past record and work. Criticism based on unverified allegations or distortion shall be avoided. There shall be no appeal to caste or communal feelings for securing votes.

(iii) Each Candidate may present to the Electoral College his/her plans and views for the Post, in the form of a written document, whatever the means used to distribute it.

(iv) Candidates shall avoid excessive expenditure in campaigning, recognising that it could become a factor of inequality amongst the Candidates

(v) The promotion of a Candidate shall exclude any form of publicity, including the use of new media or social networks. No public meeting or gathering of any

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kind may be organised in the framework of promoting a Candidature. No use, free of charge or in return for payment, of the services of a journalist or the media may be made in order to place a Candidate at an advantage or a disadvantage.

(vi) All Candidates shall avoid scrupulously all activities that are "corrupt practices", such as bribing of voters, intimidation of voters, impersonation of voters, etc.

(vii) Candidates may in no case and under no pretext give presents, offer donations or gifts or grant advantages of whatever nature, directly or indirectly, to voting Members or their representatives.

(viii) The incumbent Office Bearers and Board Members shall ensure that no cause is given for any complaint that they have used their official position for the purposes of their election campaign and in particular shall not (a) use official transport including, vehicles, machinery and personnel for furtherance of their campaign; (b) issue any advertisement at the cost of the Federation or its Members in the newspapers and other media or misuse the Federation's official media channels during the Elections; (c) sanction grants/payments out of discretionary funds from the time Elections are announced; and (vi) enter into any promise or undertaking to be performed, whatever the timing of such performance, for the direct or indirect benefit of any of the Federation's Members or its partner.

#### **Clause 8: Neutrality and Independence**

(i) As the voting is secret, voting Members are prohibited individually or collectively, from announcing publicly in any form whatsoever their intention to vote or not vote for a Candidate.

(ii) Incumbent Office Bearers and Board Members shall refrain from making any public declaration and may in no way support a Candidate.

(iii) Candidates may not accept mandatory instructions from any public or private, natural or legal person. No direct or indirect assistance, be it financial, material or in kind, be it direct or indirect, may be given to Candidates by any third party. Candidates may not enter into any form of undertaking with any natural or legal person likely to affect the freedom of decision or action of the future Post.

(iv) The Federation's executive team and administration shall maintain a strict duty of neutrality at all times. No support or service in relation to a Candidature may be requested from any member of the Federation's administration or staff.

#### **Clause 9: Polling**

(i) Where the number of contesting Candidates for any Post or category of Post is equal to the number of Posts to be filled, all such contesting Candidates shall be

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71  
deemed to be duly elected unopposed to those Posts, and it shall not be necessary to take a poll for Election to such Post.

(ii) Where the number of contesting Candidates for any Post or category of Post is more than the number of Posts to be filled, a poll shall be taken by secret ballot for those Posts remaining unfilled.

(iii) At the poll, voting Members (through their authorised representatives, where required), who are in the Electoral College, shall be entitled to cast 1 (one) vote for each of the Posts remaining unfilled, where only one such seat is to be filled and cast as many votes as are the number of seats to be filled for any Post, where more than one seat is to be filled. The ballot papers shall contain the name(s) of the Candidate(s), and the voters must mark one Candidate only.

(iv) Each voter shall be required, before he/she is supplied with a ballot paper, to give his/her signature on the authenticated copy of the Electoral College list for taking the poll.

(v) A secret ballot shall always be conducted, regardless of how many Candidates there are. The secrecy of the ballot shall be guaranteed by the provision of a procedure ensuring privacy for the voter. The Returning Officer shall conduct the distribution and counting of the ballot papers and be responsible for ensuring that the process is properly documented.

(vi) Voting Members must vote in person (through their authorised representatives, where required). The voter shall record his/her vote on the ballot paper in secrecy in a voting compartment specially provided for the purpose at the polling station. The voter shall record his/her vote on the ballot paper by placing a tick mark against the name of the Candidate of his/her choice. The tick mark to indicate the vote shall be placed by the voter only by means of an article (such as a stamp) specifically provided for the purpose by the Returning Officer. The ballot paper marked by a voter shall be deposited by him/her in a ballot box specially prepared and sealed by the Returning Officer and placed at such a conspicuous place in the polling station that it shall be constantly visible to all present in the polling station.

(vii) The Returning Officer shall close the poll at the designated time of closure. However, all those voters who are present at the polling station at the appointed closing hour shall be entitled to vote even if the poll proceedings have to be continued for some more time.

(viii) The number of ballot papers that have been distributed shall be announced by the Returning Officer before the commencement of the voting. If the number of ballot papers returned in the poll is equal to or less than the number of ballot papers distributed, the Election shall be declared valid. If the number returned in the poll exceeds that of the ballot papers distributed, the vote shall be declared null and void and another poll shall be taken immediately.









## Clause 10: Counting of Votes

(i) The Returning Officer shall take up the counting of votes, post-wise and category-wise, as soon as may be after the polling process is complete. Each contesting Candidate can nominate one authorised representative and he/she shall be entitled to be present at the place of counting of votes. Other than such authorised representative, only the Returning Officer and members of the Federation's executive team (as specifically approved by the Returning Officer) may take part in the count.

(ii) Each ballot paper on which a vote has been recorded shall be treated as one vote for the Candidate for whom it has been validly marked.

(iii) The following ballot papers shall be considered invalid and shall be rejected by the Returning Officer: (a) those that do not bear the official distinctive marks defined by the Returning Officer; (b) those that bear any words other than the names of the Candidates; (c) those that are illegible or have been defaced; (d) those that bear identifying marks; and (e) those that include votes for more Candidates than permitted in a particular Poll. The Returning Officer shall write on the back of any invalid ballot paper (in red) the reasons for its invalidity and confirm with a signature.

(iv) The votes validly cast for each of the contesting Candidates shall be counted post-wise, and category-wise where applicable, and recorded in the descending order of the votes so cast for each Candidate.

(v) The Returning Officer shall thereafter ascertain the result of counting and the Candidates who have secured the maximum number of votes in the said descending order, post-wise and category wise, where applicable, equal to the number of seats to be filled for each Post or category of Posts, where applicable, shall be deemed to have been duly elected to those Posts.

(vi) After completing and verifying the count, the Returning Officer shall put the ballot papers that have been collected and counted into envelopes intended for this purpose and seal them immediately. The general secretariat shall keep these envelopes and shall retain them until the completion of 100 days after the end of the General Meeting.

## Clause 11: Declaration of Results

(i) Once the count has been completed and verified, the names of contesting Candidates who shall be deemed to have been elected at the Elections shall be declared by the Returning Officer at the Federation's General Meeting.

(ii) The results of the Election shall be published on the Federation's official website within 24 hours of completion thereof.

## Clause 12: Sanctions and Complaints

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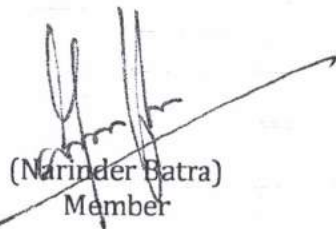
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*[Handwritten initials]*

(i) All administrative matters relating to any Election not covered by the Sports Code or the Election Guidelines shall be ruled upon by the Returning Officer.

(ii) If there is proof of a breach of these Election Guidelines, upon reference from the Returning Officer, the Federation's Ethics Committee may make to the Candidate in question (a) observations, which could be made public; or (b) issue a warning, which will be automatically made public on the Federation's official website.

(iii) In the event of a serious breach of these Election Guidelines, upon reference from the Returning Officer, the case shall be referred to the NOC's Sports Dispute Resolution Committee for possible sanctions.

(iv) If a Candidate or a voting Member has any specific complaint or problem regarding the conduct of Elections he/she may bring the same to the notice of the Returning Officer and if the complaint or problem relates to the Returning Officer he/she may bring the same to the notice of the Government Observer, where one has been appointed.



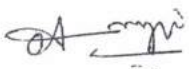
(Narinder Batra)  
Member




(Abhinav Bindra)  
Member



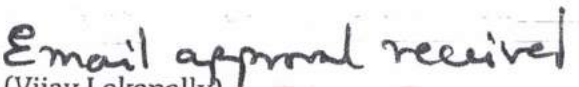
(Prakash Padukone)  
Member




(Anju Bobby George)  
Member



(Nandan Kamath)  
Member



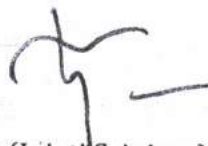
Email approval received  
(Vijay Lokapally)  
Member



(Bishweshwar Nandi)  
Member



(Inder Dhamija)  
Member Secretary



(Injeti Srinivas)  
Chairman