



Tug of War Federation of India (TWFI)

POLICY ON PREVENTION OF SEXUAL HARASSMENT OF WOMEN (POSH) IN TWFI

1. Introduction:

Sexual harassment in the workplace is a violation of a woman's fundamental rights, including the right to equality under Articles 14 and 15 of the Constitution of India, the right to life, and the right to live with dignity under Article 21 of the Constitution. It also infringes on the right to practice any profession, occupation, trade, or business in a safe environment free from sexual harassment.

Protection against sexual harassment and the right to work with dignity are universally recognized human rights, as established by international conventions and instruments, including the Convention on the Elimination of all Forms of Discrimination against Women, ratified by the Government of India on 25 June 1993.

The Tug of War Federation of India (TWFI) is a National Sports Federation committed to creating a safe and harassment-free environment for all sports women players. This policy applies to all affiliated state associations and all district Tug of War associations.

2. Scope:

This policy extends to all sports persons and employees of the TWFI and is deemed to be incorporated into the service conditions of all sports persons in India. In other geographies, local country laws will take precedence if applicable.

3. Definitions:

Sexual Harassment: Sexual harassment may occur not only where a person uses sexual behavior to control, influence, or affect another person's sports career, salary, or job but also between co-players or between a sports person and someone they deal with in the course of their work who is not affiliated with the Federation.

Sexual Harassment includes any one or more of the following unwelcome acts or behaviors (directly or by implication), including but not limited to:

- a. Unwelcome sexual advances, involving verbal, non-verbal, or physical conduct, implicit or explicit.**
- b. Physical contact and advances, including touching, stalking, or sounds with explicit or implicit sexual connotations.**
- c. Teasing, voyeurism, innuendos, and taunts with implicit sexual connotations, physical confinement or touching against one's will.**

- d. Demand or request for sexual favors.**
- e. Sexually colored remarks or remarks of a sexual nature about a person's clothing or body.**
- f. Display of pictures, signs, etc., with sexual nature or connotations in the work area and work-related areas.**
- g. Showing pornography, making or posting vulgar/indecent/sexual pranks, teasing, jokes, demeaning or offensive pictures, cartoons, or other materials through email, SMS, MMS, gestures, etc.**
- h. Repeatedly asking to socialize during off-duty hours or continued expressions of sexual interest against a person's wishes.**
- i. Giving gifts or leaving objects that are sexually suggestive.**
- j. Eve-teasing, innuendos, and taunts, physical confinement against one's will, or any such act likely to intrude upon one's privacy; persistent watching, following, contacting a person, and any other unwelcome physical, verbal, or non-verbal conduct of a sexual nature.**

The following circumstances or any other act as per the provisions of The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and the rules made thereunder; if they occur in relation to any sexually determined act or behavior, amount to sexual harassment:

- a. Implied or explicit promise of preferential treatment in sports/employment.
- b. Implied or explicit threat of detrimental treatment in sports/employment.
- c. Implied or explicit threat about the present or future sports/employment status.
- d. Interference with the person's work or creating an intimidating, offensive, or hostile sports/work environment.
- e. Humiliating treatment likely to affect health or safety.

An alleged act of sexual harassment committed during or outside of sporting events/ground falls under the purview of this policy. Whether harassment has occurred depends on the experience of the aggrieved woman, not on the intention of the individuals involved.

Aggrieved Woman: In relation to a sporting event/workplace, an aggrieved woman is a woman of any age, whether player/official/employed or not, who alleges to have been subjected to any act of sexual harassment by the respondent.

Complainant: Any aggrieved woman who makes a complaint alleging sexual harassment under this policy.

Respondent: A person against whom a complaint of sexual harassment has been made by an aggrieved woman under this policy.

4. Reporting and Complaint Handling:

At TWFI, we are committed to providing a safe and supportive environment for all sports persons/officials. If you/anybody experiences or witness any form of sexual harassment, you are encouraged to report it immediately to the appropriate authorities, including the Presiding Officer, Internal Complaint Committee (ICC). We will promptly and impartially investigate all complaints and take appropriate corrective actions as per law. The Internal Complaint Committee (ICC) of TWFI shall work and hold Inquires in terms of the provisions of The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and the rules made thereunder.

5. Non-Retaliation:

TWFI strictly prohibits any form of retaliation against individuals who report sexual harassment or participate in an investigation. Any act of retaliation will be subject to disciplinary action.

6. Awareness and Training:

TWFI is committed to providing regular training on this policy to all sports persons and maintaining awareness programs to prevent sexual harassment.

7. Review and Revision:

This policy will be reviewed annually and updated as necessary to ensure its effectiveness and compliance with relevant laws and regulations.

Internal Complaint Committee (ICC)

Internal Complaint Committee (ICC) for prevention of Sexual Harassment of Sportspersons of TWFI constituted under the direction of MAYS vide letter dt 23.01.2023.

Review and approval of the members appointed to the Internal Complaint Committee.

SI No.	Name	Designation	Status	E mail ID
1.	Mrs. Madhavi B. Patil	Presiding Officer	Being a women of sufficient seniority	madhavi0904@yahoo.com Mobile No. 9892556293
2.	Mrs. SatnamShawany	Member	Being committed to the cause of women	Mobile No. 9811680161
3.	Mr. Sumeet Shokeen Advocate	Member	Being having legal knowledge	sumeetshokeen@gmail.com Mobile No. 9891659697
4.	Mrs. Neeta Prohit Social Worker	Member	Being familiar with the issues related to sexual harassment	Mobile No. 9099730129

Note: In case of any complaints filed by sportspersons regarding the prevention of sexual harassment within TWFI, the complaint should be addressed to the Presiding Officer of the Internal Complaint Committee.

The complaint should be sent via email/in person to the official TWFI email ID: tugofwarfederationofindia@gami.com .

Additionally, it should be copied (CC) to the President and Secretary General of TWFI.

**(Hari Shanker Gupta)
President, TWFI**

**(Madan Mohan)
Secretary General, TWFI**

Dated : 25-05-2023

Please Click following Link :

- 1. [GOI Circular F.No. 8-10/2010 SP-III dated 12th August 2010 regarding prevention of sexual harassment of women](#)**
- 2. [GOI Circular F.No. 8-9/2023 SP-III dated 23rd January 2023 regarding prevention of sexual harassment of women](#)**
- 3. [POSH Act 2013 \(1\)](#)**
- 4. [The Gazette of India dated 9th December, 2013](#)**
- 5. [Handbook on Sexual Harassment of Women at Workplace](#)**