

CHAPTER-V

GOVERNMENT OF INDIA GUIDELINES and TWFI Office Order



Tug-of-War Federation of India

Website : www.tugofwarindia.gov.in



Estd. : 1958

Registered in Govt. : 1982

Affiliated with : Tug-of-War International Federation(TWIF) USA
Asian Tug of War Federation, Thailand
South Asian Tug-of-War Federation, Nepal
Gen. Assn. of National Sports Federation (India)
Recognised by : Govt. of India, Deptt. of Youth Affairs And Sports
Ministry of Railway

Recognized by Indian Olympic Association

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GAUTAM KAUL, IPS (Retd.)
PRESIDENT

HARI SHANKAR GUPTA
WORKING PRESIDENT

MADAN MOHAN
SECRETARY GENERAL

MOST IMPORTANT

Ref.No.TWFI/2009-10/Age fraud circular

dt. 03/05/2010

To

The President/Secretary,
All State Tug of War Associations/
Candidate Members of TWFI

Regd. letter

Subject : Issuances of National code Against Age Fraud in Sports.

Sir,

The Ministry of Youth Affairs Sports vide their letter dated 19th March,2010 (copy enclosed) has observed that in the recent past plethora of incidents of age fraud have been committed by athletes, in some major tournaments and selection trials which is a matter of grave concern. The letter contains a number of instructions which are to be complied forthwith.

You are, therefore, requested to please ensure personally that the instructions issued under said letter are strictly followed maintaining proper records failing which action will taken and the concerned person shall be brought to the book under the Law of the Land.

Further to this, it is the duty and responsibility of the Secretary-concerned to ensure that while making selections of player for any National Championships, the record of age proof etc is again checked and verified.

Apart from the above you are also requested to send the record of each player in original under your control after proper verification so that the Federation can maintain a national register as instructed by the Ministry. The original record shall be returned to the Association after the needful. This may please be accorded Top-most Priority.

This circular letter may please be acknowledged.

Yours faithfully,

(MADAN MOHAN)

SECRETARY GENERAL, TWFI

Enclosed : as above

GOVERNMENT OF INDIA GUIDELINES and TWFI office Order

GOVERNMENT OF INDIA GUIDELINE for NATIONAL CODE AGAINST AGE FRAUD IN SPORTS

1. INTRODUCTION

- 1.1. With a view to eliminating age fraud in sport and ensuring fair play, it is imperative to put in place an effective regulatory mechanism so that suitable action is taken against athletes found guilty of committing age fraud. Government has, therefore, decided that all sports Federations/associations /bodies should take appropriate measures to check age fraud, as this amounts to cheating, which is a violation of the basic spirit of sport.
- 1.2. In view of the above, it has become necessary to adopt a National Code against age fraud in sports, which is duly supported by a well laid down mechanism to prevent, detect and penalize such offences.

2. NATIONAL CODE AGAINST AGE FRAUD IN SPORTS

- 2.1. National Code against Age Fraud in Sports (NCAAFS), like competition rules, will form part of sports rules governing the conditions under which sport is played. Athletes and athlete support personnel will have to accept these rules as a necessary pre-requisite for participation in any sporting event. NCAAFS will not be subject to or limited by the requirements and legal standards applicable to criminal proceedings or employment matters. The policies and minimum standards set forth in the Code will be applicable to all sports federations/associations/bodies. Compliance with the code will become part of the eligibility criteria for recognition of National Sports

Federation under Scheme of assistance to National Sports Federation and non-compliance with the code will attract suspension/de-recognition clause in respect of recognition of NSFs.

3. FUNDAMENTAL RATIONALE FOR THE CODE

- 3.1. NCAAFS seeks to preserve the core values of sports which are honesty, fair play and team spirit.
- 3.2. The Athletes who indulge in age fraud in sports not only violate these core values, but also put genuine athletes in a disadvantageous position. Moreover, it also results in sub-optimal level of performance of athletes committing such fraud, as they end up competing with their juniors and not their own age group.

4. SCOPE OF THE CODE

- 4.1. Primarily following agencies are involved in the promotion of sports in the country:-
 1. Recognized National Sports Federations.
 2. Sports Authority of India through various sports promotion schemes of SAI
 3. Sports Control Boards managed by Government Departments and Public Sector undertakings.
 4. State Govts. & Union Territories and their Sports Authorities/Associations.
- 4.2. Recognized National Sports Federations
 - 4.2.1. All recognized National Sports Federations shall accept this Code and incorporate it either directly or by reference to it in their governing documents, constitution and/or competition rules and thus adopt it as part of the rules governing sports and the rights and obligations of those participating in it.

4.2.2. As a pre-condition of receiving financial and/or other assistance from Government of India, National Sports Federations shall accept and abide by the letter and spirit of the Code, including imposition of penalties against the erring athletes.

4.3. Sports Authority of India

4.3.1. The Sports Authority of India shall implement this Code for its various Sports Promotional Schemes for various age groups and for holding the National Coaching Camps.

4.4. Sports Control Boards managed by Government and Public Sector Undertakings; and State Governments & Union Territories & their Sports Authorities

4.4.1. The above bodies also are required to take suitable measures for adoption and implementation of the Code.

5. IMPLEMENTATION OF THE CODE

5.1. Sports Authority of India, at the time of admitting an athlete into its Sports Promotion Schemes and National Sports Federations at the time of registering or allowing a new athlete to participate in an event, will get all the players in age level competitions medically examined and as per medical report will issue an Identity Card to the athletes as per Annexure-I.

5.2. All the existing athletes who are playing in age level competitions either with SAI or NSF, as the case may be, will also be subjected to medical examination and will also be issued Identity card. If any existing athletes is found over-age even after going through the appeal process (as per procedure indicated in para 7.3 below) be subjected to performance review before re-adjusting in the appropriate age-group as part of the normal weeding out process.

5.3. The Code will be operative from 1st April, 2010

6. POWERS CONFERRED UPON DIFFERENT AUTHORITIES:-

Sl No.	Action	Authority in SAI	Authority in NSFs
1.	Referring the case by SAI or NSF for medical examination	Assistant Director of the Regional Office	Any person authorized by NSFs region wise.
2.	Accepting the report of Medical Examination	-do-	-do-
3	Accepting the appeal of an athlete against medical examination as at Sl. No.2 and referring the matter to appellant medical authority.	Regional Director	A three member committee constituted by NSF
4.	Accepting the report of appellant medical authority.	-do-	-do-
5	Issue of SAI Training Centre/	Assistant Director of authorized by Special Area Games Centre	Any person Identity Card NSFs region wise

7. PROCEDURE FOR MEDICAL EXAMINATION

7.1. Medical and Scientific Testing Parameters

7.1.1. The medical and Scientific Testing parameters on which the medical examination is to be conducted is placed at Annexure-II.

7.2. Authorities for medical examination

7.2.1. Sports Authority of India shall notify a panel of doctors and hospitals, preferably government hospital, state/region-wise comprising of dental surgeon, radiologist and physician (male

and female). The panel will be notified annually in the month of December. Physical examination of female athletes should be done by female doctors only. The list notified by SAI will be applicable to NSFs as well.

The panel will be notified annually in the month of December. Physical examination of female athletes should be done by female doctors only. The list notified by SAI will be applicable to NSFs as well.

7.3. Authorities for medical examination on appeal

7.3.1. SAI shall also notify the list of appellate panels and hospitals, which shall necessarily be Government hospitals. The medical board should also have dental surgeon, radiologist and physician (a female doctor in case of female athlete) and any other medical personnel as deemed necessary by Civil Surgeon. The list of appellant panels and hospitals notified by SAI shall be applicable to NSFs as well.

7.4. Cost for medical examination

7.4.1. The cost for medical examinations conducted by SAI and NSFs shall be reimbursed by the Government.

8. Purpose/Usage and Validity of the Identity Card

8.1. Purpose/Usage of the Identity Card is exclusively to serve as proof of age for participation & training in age restricted events. The Identity Card will not serve as a proof of age for any other purpose.

8.2. The Identity Card issued once will be valid for entire sports career of the athlete. Issuance of duplicate card in the event of loss/damage may be allowed on payment of nominal cost by the Athlete.

9. Management of I-Card Issued and medical examination

9.1. National Sports Federations/Sports Authority of India/Sports Control Boards/State Government/State Sports Authorities shall maintain an exhaustive and diligent record of age, along with proof of the age of athletes who have been issued Identity Cards. Half yearly report shall be submitted by SAI and NSFs on the number of athletes found overage.

ANNEXURE-I

(Para 5.1 refers)

FORMAT OF IDENTITY CARD

Space for Color
photograph
attested by
association officer
FORMAT OF
IDENTITY CARD

1. Name:.....
2. Name of the father:.....
3. Name of the mother:
4. Place & State of birth:
5. Address for communication:
6. Telephone (with STD Code)
7. Identification marks:
 - a).....
 - b).....
8. Date of birth as per documents:
9. Medical age Range:
(As on).....)
10. Signature of the candidate:
- Date of issue:

(Signature of the Issuing Authority & Stamp)

Place of issue:

NOTE: This Identity Card is exclusively to serve as proof of age for participation & training in age restricted events. The Identity Card will not be serving as a proof of age for any other purpose.

ANNEXURE-II
(Para 7.1.1 refers)

Age Estimation Format



A. Informed consent

B.

I.....

S/D/O or Guardian of

voluntarily give my consent for complete medical examination for the purpose of age estimation. I understand that this examination may involve physical examination including genital examination, dental examination and radiography. The purpose, procedure and use of such examination have been explained to me in the language which I understand.

Signature of the candidate/ guardian:

Signature of the accompanying person/witness:

(Note: Consent by guardian is essential in respect of athletes below 12 years)

C. Preamble

1. Age category.....
2. Sports Discipline.....
3. Events to be participated.....
4. Case Serial No.....
5. Name.....
6. Age as stated (Any documentary evidence like birth certificate)
.....
7. Sex.....
8. Permanent Address.....
.....
.....
9. Corresponding address.....
.....
.....
10. Name of school/college/Institute.....
11. Tel. No. & e-mail.....
12. Father's name.....
13. Mother's name.....
14. Name of the person accompanying.....
15. Date and Time of examination.....
16. Place of examination.....
17. Marks of identification (Scar/mole/deformity,etc.) :
1.....
2.....
18. Thumb impression (right in female and left in male)

19. Signature
- D. General Physical Examination
1. Height (cm):
 2. Weight (kg):
 3. Chest girth at the level of nipples:
 4. Abdominal girth at the level of naval:
 5. For calculating Body development index (BDI) :
 - I. Biacromial breath(cm):
 - II. Biliospinale breath (cm):
 - III. Forearm circumference(cm) in males:
 - IV. Mid thigh circumference(cm) in females:
 6. Voice (Hoarseness of voice):
- E. Dental Examination
- i. Dental Data: (S)8765432112345678(S)
(Rt.).....(Lt.)
(S)8765432112345678(S)
 - a. Temporary
 - b. Permanent
 - c. Space for third molar (S)
 - d. Partially erupted/completely erupted
 - ii. Dental X-ray : Oral pantogram (OPG)
 - iii. Dental X-ray findings :
- F. Radiological Examination/MRI/CT Scan (as applicable)

Note : A single film of hand and wrist is sufficient for age below 13 years. Wherever radiological examination is not indicated MRI/CT Scan may be done.

1. X-ray advised (as per requirements):
 - i. Shoulder joint: A.P view
 - ii. Elbow joint: A.P and lateral view
 - iii. Hand with wrist: A.P view
 - iv. Pelvis with hip joint: A.P view
2. Date of radiological examination:
3. Name of the radiographer:

Radiological findings:

S.no. X-ray advised Findings Age inference

G. Age Certificate

After performing general physical, dental and radiological examination, we are of the considered opinion that the biological age of the person is about..... years which is consistent /not consistent with birth certificate/ age document.

Dated :.....

Signature:

Name:

Designation:

(All the parameters should be considered for the age estimation)

H. Body development index method : Optional method(BDI method is valid upto 18 years)

$$\text{BDI} = \frac{\text{Middle breadth} \times 2 \text{ forearm circumference (corrected)}}{\text{Body height} \times 10}$$

$$\text{Middle breadth} = \frac{\text{Biacromial breadth} + \text{Biliospinale breadth}}{2}$$

$$\text{Forearm circumference (corrected)} = \text{Forearm circumference given} - \text{Rohrar index (RI) (Corrected)}$$

$$\text{Rohrar index} = \frac{\text{Body weight (kg)} = \text{Kg}}{\text{Body height}^3 \times 10 \text{ M}^3 \times 10}$$

Corrected Rohrar index = Corresponding corrected value to the calculated Rohrar index (Correlate with table 1 : Rohrar index – corrected value)

Biological age = Corresponding age to the BDI index value

(Correlate with table 2 : Mean value of body development index children, wutschrk, 1973)

Table-1: ROHRAR INDEX AND CORRECTED VALUE

RI	Correction	RI	Correction	RI	Correction
0.90	+3.7	1.13	0.0	1.36	-3.7
0.91	+3.5	1.14	0.2	1.37	-3.8
0.92	+3.4	1.15	0.3	1.38	-4.0
0.93	+3.2	1.16	0.5	1.39	-4.2
0.94	+3.1	1.17	0.6	1.40	-4.3
0.95	+2.9	1.18	0.8	1.41	-4.5
0.96	+2.7	1.19	1.0	1.42	-4.7
0.97	+2.6	1.20	1.1	1.43	-4.8
0.98	+2.4	1.21	1.3	1.44	-5.0
0.99	+2.3	1.22	1.5	1.45	-5.1
1.00	+2.1	1.23	1.6	1.46	-5.3
1.01	+1.0	1.24	1.8	1.47	-5.5
1.02	+1.8	1.25	1.9	1.48	-5.6
1.03	+1.6	1.26	2.1	1.49	-5.8
1.04	+1.5	1.27	2.3	1.50	-5.9
1.05	+1.3	1.28	2.4		
1.06	+1.1	1.29	2.6		
1.07	+1.0	1.30	2.7		
1.08	+0.8	1.31	2.9		
1.09	+0.6	1.32	3.1		
1.10	+0.5	1.33	3.2		
1.11	+0.3	1.34	3.4		
1.12	+0.2	1.35	3.5		

Table-2 Mean Values of Body Development Index of GDR Children(WUTSCHRK, 1973)

Biological Age in Years	Boys	Girls
4	0.52	0.52
5	0.57	0.57
6	0.57	0.61
7	0.59	0.64
8	0.62	0.67
9	0.65	0.70
10	0.67	0.73
11	0.69	0.75
12	0.70	0.75
13	0.72	0.79
14	0.80	0.84
15	0.83	0.87
16	0.84	0.88
17	0.86	0.91
18	0.90	0.97
Adult	0.00(?)	0.97



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GAUTAM KAUL, IPS (Retd.)

PRESIDENT

HARI SHANKAR GUPTA

WORKING PRESIDENT

MADAN MOHAN

SECRETARY GENERAL

Ref.No. : TWFI/2010-11/Circular for Sexual Harassment

To,
The President/Secretary,
All State Units/District Tug of War Association/TWFI Club.

Subject: Prevention of Sexual Harassment of Women in sports.

Madam/Sir,

I invite your kind attention on the subject mentioned above and to say that with a view to addressing complaints concerning Sexual Harassment of Women sportspersons and to promote a healthy environment in sports, a need has been felt to put in place, an effective redressal mechanism to deal with the issue.

Perhaps you are well aware that the Apex Court, in the case of Vishakha and Others Vs State of Rajasthan and Others [JT. (7) SC], had laid down the specific guideline and norms to be strictly observed to prevent Sexual Harassment of Working Women (here sports women). In view of the Judgment {Supra}, it is the duty of your Association to prevent or deter the commission of acts of Sexual Harassment and to provide the procedure for the resolution, settlement or prosecution of acts of Sexual Harassment by taking all remedial steps required as per the cited Judgment/Guidelines.

1 To sum up, you are requested to follow the guidelines strictly taking the following steps:

- Notify, publish and circulate in appropriate ways, express prohibition of Sexual Harassment.
- Include rules/regulations prohibiting sexual harassment in their rules and regulations and provide for appropriate penalties in such rules against the offender.
- Provide appropriate conditions in respect of work, leisure, health and hygiene to further ensure that there is no hostile environment towards women and no employee woman/participant/sport person under your control should have reasonable grounds to believe that she is disadvantaged in connection with her carrier.
- The sports women person Player or Official should be allowed to raise issues of sexual harassment in appropriate forums and it should be affirmative discussed.
- Complaint Mechanism: The Association should set up a complaint mechanism for redressal of the complaint made by the victim and the complaint mechanism should ensure time bound treatment of the complaint.
- Disciplinary action : Where such conduct amounts to misconduct, appropriate disciplinary action should be initiated in accordance with rules and the Federation is to be submitted the proceedings and report of the complaint.
- Criminal Proceedings: Where such conduct amounts to a specific offence under the I.P.C. or under any other Law, the Association shall initiate appropriate action in accordance with Law by making a complaint with the appropriate authority under intimation to the Federation. In particular, it should ensure that the victim(s), or witnesses are not victimized or discriminated against while dealing with

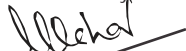
complaints of Sexual Harassment. The victims of sexual harassment should have the option to seek transfer of perpetrator or their own transfer.

- h) Complaints Committee: The complaint mechanism, referred to in [g] above, should be adequate to provide, where necessary, complaints committee, a special counsellor or other support service, including the maintenance of confidentiality. The complaints committee should be headed by a Woman and not less than half of its member should be women- Further, to prevent the possibility of any undue pressure or influence from senior levels, such complaints committee should involve a third party, either NGO or other body who is familiar with the issue of sexual harassment.
- i) Awareness : Awareness of the rights of female participants.employees in this regard should be created in particular by prominently notifying the guidelines in a suitable manner.
- ii) Third Party Harassment: Where Sexual Harassment occurs as a result of an actor omission by any third party or outsider, the Association will take all steps necessary and reasonable to assist the affected person in terms of support and preventive action.
2. All state Association and District Association of TWF1 arc requested to take necessary action as par the above guidelines .
3. The all State Association and District Association of TWFI may also issue similar instruction to their members/ clubs

You are, therefore, requested to ensure that the guidelines in Vishakha's case and instructions {Supra} are strictly followed forth-with.

Please acknowledge the receipt of this letter.

Yours faithfully,



(MADAM MOHAN)

SECRETARY GENERAL, TWFI

Copy to:

The Director, Government of India, Ministry of Youth Affairs and Sports (Department of Sports) w.r.t. their letter No. 8-10/2010-SP-III dated 12th August, 2010 for information please.

Government of India Guideline for Prevention of Sexual harassment of women in Sports (Reference Vide Letter No. F.N. 8-10/2010-SP III dt.12-8-10)

1. With a view to addressing complaints concerning sexual harassment of women sports persons and to promote healthy environment in sports, a need has been felt to put in place, an effective redressal mechanism to deal with the issue.
2. Hon'ble Supreme Court, in the case of Vishakha and other vs. State of Rajasthan and Others (JT. 1997 (7) SC 384), had laid down guidelines and norms to be observed to prevent sexual harassment of working women. It has been laid down in the judgment, that it is the duty of the employer or other responsible persons in work place or other institutions to prevent or deter the commission of acts of sexual harassment and to provide the procedure for the resolution, settlement or prosecution of acts of sexual harassment by talking all steps required.
3. The Parliamentary Standing Committee attached to Ministry of Youth Affairs and Sports has also raised issues about the mechanism within various sports bodies and the Ministry to deal with case of sexual harassment of women sportsperson.
4. The Government, after taking the above into account, has concluded that it shall be the responsibility of National Sports Federation and other sports bodies to prevent sexual harassment of women in sports and to ensure their safety. All the National Sports Federations, including Indian Olympic Committee and CWG Organising Committee, are therefore, directed to take appropriate measures, as per the Vishakha judgment (copy enclosed) issued by the Hon'ble Supreme court to prevent sexual harassment of women in sports sector. All institutional sports promotion boards are also requested to take action in this regard.

5. While following these guidelines, the NSFs should necessarily take the following steps:
 - a. Notify, publish and circulate in appropriate ways, express prohibition of sexual harassment.
 - b. Include rules/regulations prohibiting sexual harassment in their rules and regulations and provide for appropriate penalties in such rules against the offender.
 - c. Provide appropriate conditions in respect of work, leisure and hygiene to further ensure that there is no hostile environment towards women and no employee woman should have reasonable grounds to believe that she is disadvantaged in connection with her carrier.
 - d. Women should be allowed to raise issues of sexual harassment in appropriate forums and it should be affirmatively discussed.
 - e. Complaint Mechanism: The NSFs should set up a complaint mechanism for redressal of the complaint made by the victim. Such complaint mechanism should ensure time bound treatment of complaints.
 - f. Disciplinary Action: Where such conduct amounts to misconduct, appropriate disciplinary action should be initiated in accordance with rules.
 - g. Criminal Proceedings: Where such conduct amounts to a specific offence under the Indian Penal Code or under any other law, the NSFs shall initiate appropriate action in accordance with law by making a complaint with the appropriate authority. In particular, it should ensure that victims or witnesses are not victimized or discriminated against while dealing with complaints of sexual harassment. The victims of sexual harassment should have the option to seek transfer of the perpetrator of their own transfer.
 - h. Complaints Committee: The complaint mechanism, referred to in (g) above, should be adequate to provide, where necessary, complaints committee, a special counselor or other support

service, including the maintenance of confidentiality. The Complaints Committee should be headed by a women and not less than half of its member should be women. Further, to prevent the possibility of any undue pressure or influence from senior levels, such Complaints Committee should involve a third party, either NGO or other body who is familiar with the issue of sexual harassment.

- i. Awareness: Awareness of rights of female employees in this regard should be created in particular by prominently notifying the guidelines in a suitable manner.
 - j. Third Party Harassment: Where sexual harassment occurs as a result of an act or omission by any third party or outsider, the NSF's will take all steps necessary and reasonable to assist the affected person in term of support and preventive action.
6. All NSF's are requested to take necessary action as per above guidelines latest by 31st August, 2010, under intimation to this ministry.
 7. The NSF's may also issue similar instructions to their State and District Federations/Association.
 8. These guidelines shall become part of comprehensive guidelines for recognition of NSF's.