



THE INDIAN GOLF UNION
24, Adchini, 1st Floor,
New Delhi, INDIA

THE IGU'S POLICY ON THE PREVENTION OF SEXUAL HARRASMENT OF WOMEN IN GOLF

A. INTRODUCTION

The IGU is committed to maintaining an environment where all women, while participating in IGU activities, enjoy a safe and supportive environment, free of harassment and exploitation. Every woman should be aware that the IGU is strongly opposed to sexual harassment and that such behaviour is prohibited by IGU policy. Sexual harassment and abuse damage, both individual and organizational health. The IGU shares the responsibility to identify and prevent sexual harassment and to develop a culture of dignity and respect in sport. The IGU will respond promptly to reports of sexual harassment and will take appropriate action to correct, and, if necessary, to discipline behaviour that violates this policy.

B. SEXUAL HARASSMENT

This policy is intended as a guideline only for circumstances under which conduct may or may not constitute sexual harassment. Any such determination made by the IGU is not intended to constitute a determination that sexual harassment has occurred pursuant to Indian laws or statutes but instead only that the IGU's policy has been violated.

Pursuant to this policy, sexual harassment is defined as unwelcome sexual advances, requests for sexual favours, and other verbal or physical conduct of a sexual nature, when submission to or rejection of this conduct explicitly or implicitly affects a woman's golf performance, competition, or training, unreasonably interferes with a woman's golf performance, competition, or training, or creates an intimidating, hostile or offensive performing, competing, or training environment. In the interest of preventing sexual harassment, the IGU will respond and evaluate reports of any such alleged conduct.

Sexual harassment may include incidents between any member of the IGU community, including coaches, players, officials, and volunteers. Sexual harassment may occur in hierarchical relationships or between peers, or between persons of the same sex or opposite sex. Some examples of sexually inappropriate or offensive conduct include:



- (1) Unwanted physical contact or conduct of any kind, including sexual flirtations, touching, advances, or propositions;
- (2) Verbal harassment of a sexual nature, such as lewd comments, sexual jokes or references, and Offensive personal references;
- (3) Demeaning, insulting, intimidating, or sexually suggestive comments about an individual;
- (4) The display of demeaning, insulting, intimidating, or sexually suggestive objects, pictures, or photographs; and
- (5) Demeaning, insulting, intimidating, or sexually suggestive written, recorded, or electronically transmitted messages (such as email, instant messaging, and Internet materials)

In determining whether the reported conduct constitutes sexual harassment under this policy, consideration shall be given to the record of the conduct as a whole and to the totality of the circumstances, including the context in which the conduct occurred.

This policy covers unwelcome conduct of a sexual nature. Harassment that is not sexual in nature but is based on gender is also prohibited by the IGU. While discrimination based on these factors may be distinguished from sexual harassment, this type of discrimination may contribute to the creation of a hostile performing, competing, training, or learning environment. Thus, in determining whether a hostile environment due to sexual harassment exists, IGU may take into account acts of discrimination based on gender.

C. RETALIATION

This policy also prohibits retaliation against a person who reports sexual harassment, assists someone with a report of sexual harassment, or participates in any manner in an investigation or resolution of a sexual harassment report. Retaliation includes threats, intimidation, reprisals, and/or adverse actions related to athletic performance, competition, or training.

D. DISSEMINATION OF THE POLICY

As part of the IGU's commitment to providing a harassment-free performing, competing, and training environment, this policy shall be disseminated widely to the IGU community through publications, websites, and other appropriate channels of communication.



E. REPORTS OF SEXUAL HARASSMENT

Any aggrieved person who believes conduct that may constitute sexual harassment under this policy has occurred has a responsibility to report the situation as soon as possible. The report or complaint should be made to the Director General of the IGU.

All individuals are required to cooperate in any investigation. A timely resolution of each complaint should be reached and communicated to the parties involved.

Complaints of harassment will be investigated promptly and in as impartial and confidential a manner as possible by, or at the direction of, the office of IGU's Secretariat. An investigation should be completed within thirty (30) days of receiving a complaint and a report written of the investigation findings. The office of IGU's Secretariat shall determine the appropriate response to any complaint of sexual harassment, which response may include early resolution and/or targeted training or educational programs.

Upon completion of the investigation and report, the office of IGU's Secretariat may reinstate the alleged harasser's IGU membership.

F. DISCIPLINARY ACTION

Any person of the IGU community who is found to have engaged in sexual harassment in violation of this policy is subject to appropriate disciplinary action, up to and including termination or permanent banishment from all IGU activities, including from volunteering or participating on behalf of the organization. Generally, disciplinary action will be recommended when the harassing conduct is sufficiently severe, persistent, or pervasive that it alters or limits the opportunity to participate in and benefit from IGU membership. Any person disciplined under this policy with termination or permanent banishment from all IGU activities shall have a right to appeal said discipline.

G. CRIMINAL PROCEEDINGS

Where such conduct amounts to a specific offence under the Indian Penal Code or under any other law, the IGU shall initiate appropriate action in accordance with the law by making a complaint with the appropriate authority. The IGU will ensure that the affected person or witnesses are not victimized or discriminated against while dealing with complaints of sexual harassment. The affected person shall have the option to seek transfer of the perpetrator or her own transfer.



H. COMPLAINTS COMMITTEE

Any complaint so received will be forwarded by the Director General to the Complaints Committee which will comprise of the following members:

Chairperson of the Ladies Committee	: As Chairperson of the Complaints Committee
The Immediate past Chairperson of The IGULS/Ladies Committee	: As Member
Lady Captain of the Delhi Golf Club	: As Member
Lady Captain of the Madras Gymkhana Club	: As Member
One Ladies Committee Representative from each of the 4 Zones	: As Members
The President of the IGU	: As Member
The Vice President of the IGU	: As Member
The Chairman – Technical of the IGU	: As Member
The Director General of the IGU	: As Member
Nominee of the YWCA, New Delhi	: As Member

I. THIRD PARTY HARRASMENT

Where sexual harassment occurs as a result of an act or omission by any third party or outsider, the IGU will take all steps necessary and which are reasonable to assist the affected person in terms of support and preventive action.

Issued by:

**The Chairman-Technical, Rules & Amateur Status Committee,
The Indian Golf Union,
New Delhi, INDIA
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