

**IN THE OFFICE OF SHAKIL DURRANI, ADJUDICATOR,**  
**PAKISTAN SPORTS BOARD**

**Petition No.4 of 2025**

Arsalan Khan  
Versus  
Pakistan Sailing Federation

**Date of Hearing: 02-10-2025**

**Present:**

Mr. Arsalan Khan (Petitioner) on Zoom  
Mr. Muhammad Akram Tariq (Secretary General PSAF) on Zoom

**Order:**

A petition (4 of 2025) has been lodged by **Mr. Arsalan Khan** of Karachi against Pakistan Sailing Federation (PSAF). This petition has been referred to the undersigned for adjudication by the President, Pakistan Sports Board **under Rule 23(2) of PSB Constitution, 2022** read with **Clauses 5 and 6** of the Pakistan Code of Ethics and Governance in Sports (2024).

Under **Clause 2(i)** of the Code, an Adjudicator is empowered to resolve disputes, complaints, or grievances concerning governance or conduct of national sports federations and affiliated persons as it falls within the ambit of this Code.

The instant matter involves allegations by the Petitioner **Mr. Arsalan Khan** of systemic discrimination, misuse of power, and retaliation against an athlete/coach. The Adjudicator has full jurisdiction under the Code to hear, determine, and impose sanctions or recommend remedial measures. The adjudication process must ensure fair hearing, transparency, and timely disposal **within 30 days** as mandated.

The petitioner has leveled the following allegations against the PSAF:

- i. Systemic exclusion and discrimination for over 31 years despite his meritorious record in sailing.
- ii. Denial of national representation, funding, training facilities, selection trials, and event access.
- iii. Retaliation by PSAF including his suspension from Karachi Yacht Club following complaints.
- iv. Defamation and rumors circulated to damage his reputation.
- v. Violation of athlete rights, freedom of expression, and protection from retaliation.
- vi. Unlawful holding of elections by Pakistan Sailing Federation.

On receipt of the present case from PSB by the undersigned the Petitioner, **Mr. Arslaan Khan** of Karachi Yacht Club and the Respondent, the Pakistan Sailing Federation were summoned to appear before me in person or on Zoom in Islamabad to proceed with the case on **September 16, 2025**. The representative of the PSB **Mr. Saif Your Rehman Rao** was also present on the date of hearing. Both parties could not be present on the date of first hearing and were then summoned again on **October 2<sup>nd</sup>, 2025**, for hearing under **Clause 7(1)** for submission of replies and recording evidence in person or on Zoom. The list of the proceedings are mentioned below:

 

- i. Regarding the first two allegations of his written complaints, his statement before the Adjudicator, his emails content and in reply to the questions put to him **Mr. Arsalan Khan** had accused the PSF of 'systemic exclusion and discrimination for over 31 years despite meritorious record and denial of national representation, funding, facilities, selection trials, and event access'. He further stated that he has been 'repeatedly denied access to national facilities, coaching, and technical roles for nearly 30 years, solely due to my non-Navy civilian status'. (Extract email dated 20 July 2025).

The Respondent **Mr. Muhammad Akram Tariq**, Commander Pakistan Navy Secretary General PSAF in response denied the accusation stating that the Petitioner was never denied entrance, training facilities or access to events. All members were allowed as of right to entrance and facilities subject to the strict adherence to prevalent rules dealing with security and administration. The Respondent further contended that **Mr. Arsalan Khan** was even not available in Pakistan before 2022. As for training he was approached to provide coaching in the 49er Class boat which he refused.

- i. Regarding the allegation of the Petitioner that no civilian was currently holding any coaching, management or technical sailing positions the Respondent stated that **Mr. Faisal Hameed Khan** of KYC, who is a private member was elected to the PSAF Executive Committee. The Respondent referred to the Petitioner's request for inclusion of the Enterprise Class event, because this was 'a foundational category for Pakistan's sailing development and international representation'. The Respondent stated that Enterprise Class of boat has been excluded from the Olympics and Asian Games for more than two decades and that was why it has been excluded from competition by PSF. For other events held in Pakistan sufficient equipment was provided. The Petitioner was never denied his right to compete but for selection merit is the sole criterion.
- ii. Further, the Petitioner has also charged the PSF of being responsible for defamation and spreading rumors to damage his reputation and of violation of athlete rights, freedom of expression, and protection from retaliation. The Petitioner also alleged 'systemic discrimination, misuse of power, and retaliation' against him as an athlete and a coach. The Respondent rejected the accusations as baseless allegations and misleading statements and asked if the Petitioner had any proof in support of his allegation. No evidence was provide, however to back these charges.
- iii. **Mr. Arsalan Khan** further stated that 'all Pakistani sailors, including civilians, should be allowed to compete without discrimination and that the event should be administered transparently, with adherence to international racing standards and neutrality in judging'. He added that why was a wealthy civilian was allowed to compete while he who has a proven history of excellence in sailing was 'stonewalled through bureaucratic silence'. (Extract from email)

The Respondent in reply stated that all Pakistani sailors, including civilians are allowed to compete without discrimination. Till date entries to the National Sailing Championships are open to member clubs, departments and organisations. The Respondent mentioned that event entry of **Mr. Arsalan Khan** was never received for any of the National event whereas **Mr. Xerxes B. Avari** of the KYC participated in the 470 Class National sailing Championship held in September 2025 who won the Gold Medal. The copies of emails from **Mr. Arsalan Khan** have been forwarded to management of Karachi Yacht Club vide PSAF email dated 24 Jul 25 (Copy attached) with 'a request to advise/ warn the individual and communicate through his club'. The PSF also requested that **Mr. Arsalan Khan** may be advised to avoid such correspondence in future which brings the sport of sailing, the federation and the national institutions/organisations into disrepute.



As the Adjudicator the undersigned put a number of questions to both the Petitioner and the Respondent to arrive at the facts of the matter. Having heard both parties and having perused the available written record I am of the view that all allegations by the Petitioner against the Respondent, the Pakistan Sailing Federation, are vague and without a specific mention of deviation from the Rules or the alleged prejudiced and wrongful conduct of the PSAF and have neither been backed by any documentary proof or precise evidence. The allegations are not borne out from the record. The PSAF is absolved of the alleged failings or wrongdoings.

It is also my understanding that as a former international sailing champion the Petitioner, Mr. Arsalan Khan, appears to be emotionally hurt and annoyed for not being accorded his due regard over his past achievements. It may also be stated that he did offer the magnanimous statement during the hearing that his present unhappy relations with the Pakistan Sailing Federation may be the result of some possible 'misunderstanding' between them. It would be highly desirable that the management of the PSAF may invite Mr. Arsalan Khan to the office or a restaurant to forget the past and to amicably look towards the future of the sports to bring more laurels to the sports persons and the country by a handshake.

In view of the above, the adjudicator is of the considered opinion that the petition filed by Mr. Arsalan Khan is without merit and therefore the same is hereby dismissed.



**Shakil Durrani (Order of Merit Fr)**  
Adjudicator  
Pakistan Sports Board

Assisted BY:

  
14-10-2025  
**Saif Ur Rehman Rao**  
Legal Advisor  
Pakistan Sports Board  
October 14, 2025

Muhammad Waqar Ahmed  
Assistant Director-NF-I  
Thursday, 16 October, 2025, 1:49:34 PM

## **Annexure 1.**

The following provisions of the Pakistan Code of Ethics and Governance in Sports (2024) relating to the allegations of the petitioner and the response of the Respondent need to be borne in mind in deciding such issues.

- I. **Clause 4(1)-(2):** Federations and office bearers must uphold good governance, integrity, inclusivity, and prevent discrimination/misuse of authority.
- II. **Clause 5(i):** Prohibits discrimination or unequal treatment on grounds including social background, age, opinions, or status.
- III. **Clause 5(ii):** Prohibits harassment and actions damaging dignity or reputation.
- IV. **Clause 5(vi):** Prohibits misuse of power to deny opportunities or affect well-being of athletes.
- V. **Clause 7:** Adjudicator to issue notices, conduct hearings, record evidence, and issue a written decision within 30 days.
- VI. **Clause 9:** Adjudicator empowered to impose sanctions ranging from apology/reprimand to temporary or permanent bans; may recommend suspension/disaffiliation of a federation in case of gross violations.

### **4. Issues for Determination framework**

- I. Whether the conduct of Pakistan Sailing Federation amounts to discrimination, harassment, or misuse of power under **Clause 5 of the Code**.
- II. Whether the alleged systematic exclusion and retaliation constitute a violation of athlete rights and fair opportunity principles under the Code.
- III. If violations are established, what sanctions or remedial measures should be imposed under **Clause 9**.

### **5. Powers of the Adjudicator**

- I. To summon parties, call for evidence, and allow written/oral submissions.
- II. To determine liability for code violations.
- III. To impose sanctions (apology, reprimand, bans, referral to investigation agency).
- IV. To recommend suspension/disaffiliation of PSAF to PSB in case of gross violations.

### **6. Recommendations for Adjudicator's Consideration**

- I. Issue notice to both parties (petitioner and PSAF) under **Clause 7(1)** for submission of replies and evidence.
- II. Ascertain whether PSAF has provided transparent athlete selection pathways and equal opportunities in line with PSB/IOC governance standards.
- III. Evaluate the complaint in light of documented exclusion and suspension vis-à-vis Code prohibitions.
- IV. Ensure due process: both sides to be heard, evidence to be recorded.
- V. Consider provisional measures (e.g., interim access to trials or facilities) to prevent irreparable harm pending adjudication.
- VI. If violations are proven, impose proportionate sanctions under **Clause 9** and/or recommend further action to the Board.