Report of the Roundtable Conference on Police Reforms

Chennai, August 30, 2003
Organised by

Commonwealth Human Rights Initiative

In partnership with

Southern India Chambers of Commerce and Industry

Rapporteur
Mandeep Tiwana

Designer
Anshu Tejpal
Contents

1. Introduction…………………………………………………………………………………3
2. The Issues……………………………………………………………………………………5
3. The Solutions………………………………………………………………………………10
4. Getting the Solutions Implemented ……………………………………………………18
5. Resolution………………………………………………………………………………….19
Introduction.....

Police reform is of importance to everyone as functioning of the police affects us directly or indirectly in some way or the other.\textsuperscript{1} It is of significance to the country too, as nations where rule of law and access to justice prevail are known to figure high in the human development index. It is in this context that we have to examine the role and functioning of law enforcement agencies namely the police.\textsuperscript{2}

CHRI as part of its efforts to promote debate on vital issues concerning the police organised a Roundtable on Police Reforms in partnership with the Southern India Chambers of Commerce and Industry (SICCI) at Chennai on 30\textsuperscript{th} August 2003. The Roundtable was designed to be a dialogue among peers where people from all walks of life - former bureaucrats, judges, academics, politicians, police officers, press, civil society, trade unions and minority group representatives came together to chart a path for police reform to follow.\textsuperscript{3} The idea was to find solutions rather than merely discuss problems or apportion blame.\textsuperscript{4}

The basic objectives of the Roundtable were:-

- Identifying areas in need of reform
- exploring mechanisms to usher in the desired reforms; and
- charting a course of action to galvanise movement towards reform.

The major recommendations / highlights of the Roundtable were: -

- The police must be insulated from arbitrary and illegitimate control exercised by politicians and others.
- The new Police Bill that is being formulated by the government must become law only after it has been subjected to a process of public consultation.
- The Police Act must incorporate principles of democratic policing.
- Institutional arrangements must be made to ensure that police performance is monitored and evaluated on a continuous basis. The government should set up a Police Performance Evaluation Board on the lines suggested by the National Police Commission. In any case, a

\textsuperscript{1} Mr. N. Vital, ex Central Vigilance Commissioner
\textsuperscript{2} Mr. S. Ramanathan, Vice President SICCI
\textsuperscript{3} Mr. Henry Tiphange, Director People’s Watch, Tamil Nadu
\textsuperscript{4} Ms. Maja Daruwala, Director CHRI
specially constituted citizens’ committee to be called a Public Safety Committee should start doing this work.

- Besides strengthening the internal accountability mechanisms, a Police Complaints Authority should be set up.
- An understanding that the impetus for legislative change to usher in police reforms will come through public opinion built up by a mass movement.
- There must be greater involvement and participation of the community in policing activities.
- There is considerable scope for the police department to undertake reform initiatives within the existing framework of laws. The police must do some soul searching to identify reasons for its poor image amongst the public and take corrective steps on its own.
At the beginning of the Conference, participants were asked to list out the issues requiring priority attention.

**Politisation of the police**

There was overwhelming agreement that the police had been unduly politicised and that police officers’ functioning was governed more by considerations of political expediency rather than those of strict adherence to law. This has negative repercussions. The participants felt that political interference into police functioning had often gone way beyond what was reasonable and legitimate. For any meaningful reforms, the police must be freed from arbitrary and uncalled for control by the political establishment.

The Roundtable discussed three issues that are directly linked to politicisation of the police. These are:

**Merit based selection of the Head of Police**

The selection of the Director General of Police in a state is often carried out arbitrarily and subjectively. His selection depends on how compliant, subservient and useful he would prove to the party in power. One of the first acts of a newly elected Chief Minister invariably is to remove the existing head of police and appoint “his/her man” for the job. The National Police Commission was alive to this issue and recommended that the selection of the head of police be done from a panel of three IPS officers prepared by a committee headed by the Chairman of the Union Public Service Commission.

**Objectivity in allocation of postings**

Postings to key positions in the state police are again governed not so much by merit but by extraneous considerations. Officers affiliated with the opposition or

---

5 Mr. T. Anantachari ex DG BSF  
6 Mr. C.V. Narasimhan ex Director CBI  
7 Mrs. Maja Daruwala  
8 Mr. P.R. Ambrose, ex Home Secretary Tamil Nadu  
9 Mr. P.R. Ambrose  
10 NPC Second Report, 1979
having no overt political affiliation are often shunted to so called insignificant or ‘punishment postings.’

Security of tenure

There is no fixed tenure for police officers. Therefore as soon as an officer refuses to toe the line of political bosses s/he is shifted from the post to accommodate someone more malleable. This erodes integrity and discipline within the police and discourages honest and upright officers who wish to follow the letter and spirit of law.\(^{11}\)

Need for attitudinal change

The image of the police in the eyes of the common person is very low\(^{12}\). The police are being increasingly seen as corrupt and brutal especially by economically weaker sections, vulnerable groups and minorities who are at the receiving end of deviant police behaviour. The traditional stereotype of police personnel who exercise their authority by instilling fear needs to be replaced with an image that inspires confidence in the minds of the public.\(^{13}\) The police must realise that they have to work towards securing justice to people.\(^{14}\) Attitudinal and behavioural issues must be addressed.\(^{15}\)

Three groups that are particularly vulnerable and have to bear the brunt of deviant police behaviour are:

Women

Women are often at the receiving end of police brutality. The police is perceived to be a male dominated and patriarchal organisation. The ratio of women police to male police is 1: 52\(^{16}\) while the nationwide sex ratio is 933: 1000.\(^{17}\) There is urgent need for gender balancing within the police as women in our cultural context find it extremely difficult to go to a male police officer if they have a problem. They identify themselves more comfortably with women police officers who are rare to find.\(^{18}\)

\(^{11}\) Prof. N. Manohar, Head in Charge, Dept. of Legal Studies University of Madras
\(^{12}\) Mr. K. Srinivasan, Chairman Power Point Foundation
\(^{13}\) Mr. Vijay Kumar Bafna
\(^{14}\) Dr. V. Suresh, Gen Secy PUCL
\(^{15}\) Mr. M.H. Jawahariullah, President Tamil Nadu Muslim Munnetra Kazhagam
\(^{16}\) Crime in India 2000 National Crime Records Bureau, Ministry of Home Affairs
\(^{17}\) Census of India 2001
\(^{18}\) Ms. Geeta Madhavan,
Minorities

The police is increasingly seen as a partisan organisation that is institutionally discriminative towards minorities. The fact that they are inimical to minorities has been borne out time and again by various commissions of enquiry into communal riots. This was proved recently by what happened in Gujarat. The police must show minorities that once they don their uniform, they rise above narrow religious differentiations and can be expected to act impartially.\(^{19}\) A common complaint is that rather than being a protective agency against communal strife, the police are feared by minorities even during normal times.

Socially and economically disadvantaged groups

Members of scheduled castes/tribes and other vulnerable sections of society fear the police and there is a deep sense of alienation amongst them as they feel that the police is an instrument of repression used by dominant classes to further their interests and maintain iniquities in society. Distrust of the police by tribals and disadvantaged groups prevents them from approaching the police.\(^{20}\)

Use of police resources

A major concern expressed by the participants was that the resources of the police were stretched beyond limits by assigning it new roles. Security considerations often put heavy strain on the scarce resources of the police and this leads to weakening, if not the neglect, of their traditional role.\(^{21}\)

Participants were of the view that deployment of the police in the following two activities was causing undue strain on the police apparatus:

VIP security

The deployment of the police on V.I.P security duties prevents them from concentrating on their core functions.\(^{22}\) Law and order *bandobast* and guarding form a major chunk of police activities.\(^{23}\) Security arrangements for VIP visits throw the whole police administration of a district in a flutter and ordinary

\(^{19}\) Mr. M.H. Jawahariullah

\(^{20}\) Mr. Anthony K. Saran

\(^{21}\) Rear Admiral Mohan Raman, Catalyst Trust

\(^{22}\) Mr. P.R. Ambrose

\(^{23}\) Rear Admiral Mohan Raman
citizens are forced to fend for themselves\textsuperscript{24} as officers especially at the cutting edge level are unavailable to tackle the needs of the general public.

\textit{Counter-terrorism operations}

Civil police is not designed to tackle organised militant activity. With the growing incidence of terrorism and insurgency in the country, the police is being increasingly deployed in situations that it is not fully equipped to handle. It is time to think about creating a separate force for countering terrorism and insurgency, which will free the police to perform its mandated duties.\textsuperscript{25}

\textbf{Lack of responsiveness towards the community}

The police is not responsive to people’s needs and tends to function independently of society.\textsuperscript{26} Police persons must see themselves as the regulating arm of society.\textsuperscript{27} There is a need to usher in people-oriented policing which essentially means establishing greater and increasing contacts with the public\textsuperscript{28} and involves community participation in policing at planning, implementation and follow-up stages.

Public dissatisfaction with police functioning is due to:

\textit{Lack of community consultation}

Police hierarchies often impose policing strategies in an area based on their exclusive evaluation of the law and order/security requirements. There is no consultation with the public about their needs. There is a perceptible lack of institutionalized interaction between the police and the community. This may be a legacy of the colonial origins of the Indian police. Even after 56 years of independence, police strategies are still not being tailored to people’s needs after due consultation. The police must listen to public voices.\textsuperscript{29}

\textit{People’s involvement in policing}

Involvement of the community in policing functions is minimal. People have a very limited role to play in an activity that affects them the most. People should

\begin{footnotesize}
\begin{itemize}
\item \textsuperscript{24} Mr. N. Vital
\item \textsuperscript{25} Mr. B.S. Raghavan ex Policy Advisor to the U.N
\item \textsuperscript{26} Dr. M. Anandakrishnan, Chairman, Madras Institute of Development Studies
\item \textsuperscript{27} Mr. R. Swaminathan ex DG (Security) Government of India
\item \textsuperscript{28} Mr. B.S. Raghavan
\item \textsuperscript{29} Col. Srikrishnan
\end{itemize}
\end{footnotesize}
be allowed to evolve their own system of policing\textsuperscript{30} as they best understand the needs of their community. The argument that people do not come forward to assist the police is hollow as engagement of communities with the police can only come about if the image of the police is friendly.

**Police accountability**

Last but certainly not the least and perhaps the issue that was at the forefront of everyone’s mind was the question of police accountability. An overwhelming majority of the participants felt that police accountability was an area requiring urgent intervention as ineffectiveness of accountability mechanisms was directly contributing to a culture of impunity. The conference expressed dissatisfaction with the lack of openness displayed by the police establishment in disclosing action taken against police personnel guilty of misconduct or negligence. The necessity for people to know about disciplinary action against errant police personnel was stressed, as transparency of accountability mechanisms would go a long way in inspiring public confidence and in improving police image.\textsuperscript{31}

\textsuperscript{30} Mr. Anthony K.Saran
\textsuperscript{31} Mr. Sreeram Panchu
The Solutions.....

While frustration and discontent about police functioning is widespread, participants did make suggestions about the lines on which reforms in the police should be introduced.

Changing the Act

*Why the police Act of 1861 will not do?*

The existing Police Act of 1861 was introduced in the aftermath of the First War of Independence or Mutiny of 1857. The Indian police was set up to function as the coercive arm of the imperial government. The provisions of the Police Act of 1861 are in conflict with principles of democratic policing. It vests the superintendence of the police in the State Government but does not define the word “superintendence” giving it discretionary powers which have been abused. The present Act does not recognize the responsibility of the government to establish an efficient and people friendly police.

The need to replace the old and archaic Police Act with a new piece of legislation requiring the police to be professional, service oriented, accountable and free from illegitimate extraneous influence was recognised at the Roundtable. It was realised that if Reforms are to be meaningful and enduring, they must be brought about through legislative change.

The National Police Commission (NPC) drafted a Model Police Bill in 1981 to replace the old Act, which has not been accepted by the state governments. Some state governments have realised the need to enact new legislation in place of the 1861 Act and have taken initiatives in this direction. For instance, the Government of Tamil Nadu has constituted a committee to suggest a new Police Act. Fresh legislation must reflect on the paramount obligation of the police to function according to the requirements of the Constitution, law and democratic aspirations of the people. The new Act should be geared towards converting the existing regime police force into a democratic police service.

---

32 Mr. R. Swaminathan  
33 Section 3 The Police Act 1861  
34 Mr. G.P. Joshi, Programme Coordinator CHRI  
35 Mr. G.P. Joshi
What principles should a model Police Act encapsulate?

It is an essential requirement of good and democratic governance that certain basic principles must be incorporated in the Police Act such as:

Political Insulation

The new Police Act should insulate the police from illegitimate political control and interference. The recommendations of the National Police Commission in its Second Report provide a model. The Commission recommended the constitution of a statutory body called the State Security Commission, which would help the state government in exercising control over the police in a manner that is in accordance with the requirements of rule of law. The NPC recommended that “the power of superintendence of the State Government over the police should be limited for the purpose of ensuring that police performance is in strict accordance with law.” This would mean giving functional autonomy to the police

Accountability

The Act must contain provisions for setting up institutional arrangements, both internal and external, to ensure police accountability. Sadly, the Police Act of 1861 talks only of control and not of accountability. In any democratic set up, all arms of the executive have to be accountable and an arm that exercises tremendous powers over the lives and liberties of citizens must be made additionally accountable to different mechanisms.

Community Consultation

Wants and needs of the community must be taken into account by the police before a policing strategy is implemented. The U.K Police Act requires that arrangements be made in each police area to obtain (a) the views of the people in that area about matters concerning policing of the area, and (b) their cooperation with the police in preventing crime in that area.

Conformity with present day realities

The Act must take into account the prevalent socio-economic conditions and should be sensitive towards people’s aspirations, particularly those who belong to poor and disadvantaged groups.

---

36 National Police Commission, Second Report
37 U.K. Police Act, 1996, Section 96.A
**Duties and responsibilities**

The Police Act of 1861 prescribes a very limited charter of duties for the police. The new Act must take into account the enlarged role of the police and the enormous changes that have occurred in the country since then. It must have a focus on service-oriented functions that should be performed by the police. The new Act must clearly outline duties and responsibilities of police personnel in the light of principles of democratic policing.

**A Police Performance Evaluation Board**

The Roundtable recognised the need for arrangements that would ensure evaluation of police performance on a continual basis. Both the National Police Commission and the Padmanabhaiah Committee had recommended the establishment of an Independent Directorate of Police Evaluation in each state. The Ribeiro Committee also expressed more or less the same view when they proposed the setting up a Police Performance and Accountability Commission to oversee performance of the police. It is the responsibility of the government to set standards for the police and to evaluate performance against those standards.38

**What sort of evaluation?**

The rising incidence of complaints against the police and general dissatisfaction with police working require shifting of emphasis merely from control over the police to auditing its performance from the public point of view.39 The present methods to judge police performance rely heavily on statistics, which is not the right way of evaluating police performance. Statistical methods not only produce unreliable results but also encourage the police to adopt short cuts and undesirable practices to deal with crime.40

Evaluation of the police must be carried out from the people’s perspective and should be based on issues such as the degree of peace and security enjoyed by citizens; citizen’s perceptions of corruption levels in the police; incidence of police brutality and sensitivity of the police towards human rights; willingness of the police to punish deviant behaviour; and its readiness to work with the community. It must be a continuous evaluation and not a one-time activity.

---

38 Mr. G.P. Joshi  
39 Mr. C.V. Narasimhan  
40 Mr. C.V. Narasimhan
In the U.K, objectives for policing of different areas are determined by consultations between the government, the police department and the Police Authority, which represents the community. This exercise lays down publicly, broad goals that are defined through a process of consultation and lays down a public standard of performance, which is then monitored.41

**Evaluation by whom?**

Evaluation should be done on the basis of objective indicators through a citizens’ monitoring forum that is representative of society.42 It should be a politically neutral and balanced body.43 It may be called a Public Safety Committee and could be based somewhat loosely on the Public Accounts Committee but with wider scope and having representation of both the ruling and opposition party. It should include persons of high calibre, integrity and experience of public life such as a retired judge, an eminent academic, a former bureaucrat or police officer44 with proven integrity.

**Police Complaints Authority**

*Why is an independent police complaints authority needed when internal disciplinary mechanisms exist in the police?*

Dissatisfaction of a large number of participants with disciplinary action taken by the police is indicative of the larger public perception that police personnel are functioning with impunity. The NPC has also stressed the need “for an effective machinery” to deal with public complaints against the police.45 Internal inquiries into public complaints regarding misconduct do not inspire confidence as:

- there is an innate desire for the department to protect its image;
- some questionable practices find widespread acceptance within the police;
- inquiry officers do not wish to be seen as turncoats and inimical to the feeling of camaraderie; and
- many a time the person under inquiry is personally known to inquiry officer/s.

---

42 Mr. P.K. Doraiswamy ex Chief Secretary Government of Andhra Pradesh
43 Mr. C.V. Narasimhan
44 Mr. C.V. Narasimhan
45 National Police Commission, First Report
It is therefore necessary to set up an independent police complaints authority that is able to speedily and impartially inquire into citizens’ complaints against police personnel and provide redress to victims of police misconduct.

**Would not the Police Complaints Authority duplicate the functions of human rights commissions?**

Undoubtedly human rights commissions are doing good work in dealing with police related complaints. However, they suffer from structural limitations as police oversight is just one area of their wide charter. Most human rights commissions are deluged with complaints on a variety of issues and are already functioning beyond capacity. The scope of their work is extensive but their resources are limited. They can barely manage to do justice even to very serious complaints against the police such as extra-judicial killings, custodial death, torture or extortion. To expect them to go through large numbers of complaints that they receive against the police is somewhat unrealistic.

**What kind of persons will a Police Complaints Authority comprise of?**

Police complaints authorities exist in a number of countries. In the U.K, the Police Complaints Authority comprises exclusively of civilians who have must never have served in the police and includes persons with experience of and interest in public affairs such as academics, legal luminaries, civil servants and professionals.

A basic requirement of a Police Complaints Authority is that it must consist of persons of unimpeachable character who must also have substantial experience of public matters to ensure effective adjudication of complaints.

**What are the principles that should govern the functioning of a Police Complaints Authority?**

While basing a Police Complaints Authority on the fundamental premise that good governance is the right of the individual and not something that is bestowed by the government, we must also look at developments across the Commonwealth and other parts of the world.46

---

46 Dr. V. Suresh
Certain basic principles that govern the establishment and functioning of a Police Complaints Authority are:

*Independent investigation*

There must be independent investigation of complaints. The South African Independent Complaints Directorate (ICD) fills its posts of investigators through direct recruitment by advertising positions in the media.

*Decentralisation*

It must be sufficiently decentralised to ensure that all categories of police related complaints are heard and local issues are addressed. Persons should not be made to go to the state capital as in the case of human rights commissions to pursue their complaints against police personnel.47 The NPC, Ribeiro Committee and the Padmanabhaiah Committee all recommended the formation of a complaints authority at the district level.

*Obligatory nature of determinations*

Apportioning of guilt by the complaints authority should cast an obligation on the government to ensure punitive action.48

*Transparency of proceedings*

Copies of the proceedings should be a matter of public record and should be freely available. The Independent Police Complaints Commission (IPCC) envisaged in the United Kingdom has provisions to provide complainants with a summary of the proceedings with due explanation as to how conclusions were reached.

**Catalysing the movement for reforms from within**

A large section of people at the Roundtable felt that many of the ills plaguing the police could be rectified internally by police officers themselves.49 Any impetus by external sources to bring about police reforms will not bear fruit unless there is an acknowledgement within the service50 that it is imperative to bring about

47 Mr. G. Ramakrishnan, Secretary CITU
48 Mr. Sreeram Panchu
49 Mr. T. Anantachari
50 Col. Srikrishnan
necessary behavioural and attitudinal changes in police personnel. There is resistance within the police to make necessary changes\textsuperscript{51} that needs to be broken down.

Some significant ways in which the police can contribute to reforms are:

\textit{Close and effective supervision}

Senior officers have a vital role to play in improving police performance by exercising close and effective supervision over the performance and behaviour of subordinates. It is for supervisory officers to ensure that their subordinates do not overstep authority vested in them and function strictly within the parameters of law. Supervision within the police has to be professional, pointed and effective.\textsuperscript{52}

\textit{Strengthening internal disciplinary mechanisms}

It is imperative to fortify and sharpen internal accountability mechanisms to ensure police accountability at all levels.\textsuperscript{53} Efficacy of internal accountability mechanisms to a large extent depends on the willingness of the department to unearth the truth and punish delinquent personnel.

\textit{Working with and through the community}

Tailoring policing to community needs is an essential requirement of democratic governance. Since policing is a people-oriented activity, active engagement with the community will help the police perform its job with greater efficiency and responsiveness. The police needs to build up a culture, which makes it more accessible to common persons and sensitive to their problems and requirements.\textsuperscript{54}

\textit{Emphasis on training}

Training is not given due importance in the police unlike the military. There is an urgent need to improve training of the police and the quality of people manning police organisations.\textsuperscript{55} Training at police academies is still based on colonial practices and needs to be reviewed in respect of content and methodology.

\textsuperscript{51} Ms. Geeta Ramaseshan
\textsuperscript{52} Mr. T. Anantachari
\textsuperscript{53} Dr. V. Suresh
\textsuperscript{54} Col. Srikrishnan
\textsuperscript{55} Mr. N. Vital
must help police personnel in understanding the limitations of their powers and in correlating powers with duties.\textsuperscript{56} Behavioural, attitudinal and human rights aspects need to be addressed in training curricula, which must be updated periodically. Social scientists must be consulted while preparing training manuals for the police.\textsuperscript{57}

\textit{Developing an ethos}

The police need to develop a sub-culture where officers take pride in their integrity and incorruptibility. Peer pressure must be built up within the organisation to subject politically pliable and dishonest officers to rigorous disapproval. The police must realize that by their own conduct i.e. by being impartial, by being law abiding they can inculcate a healthy respect for law amongst citizens.\textsuperscript{58}

\textit{Optimum Utilization of manpower and resources}

A frequent alibi used by the police to escape responsibility is manpower shortage.\textsuperscript{59} This is often due to faulty allocation. There is increasing public discontent with misuse of resources by police officers for personal purposes. Police personnel should be freed from orderly duties and the issue of misuse of vehicles should be addressed so that police resources are utilised exclusively for policing functions.\textsuperscript{60}

\textsuperscript{56} Mr. R. Swaminathan
\textsuperscript{57} Mr. G. Ramakrishnan
\textsuperscript{58} Mr. T. Anantachari
\textsuperscript{59} Mr. T. Anantachari
\textsuperscript{60} Ms. Sudha Ramalingam
Getting the solutions implemented……

The demand for police reform has to come from citizens.\textsuperscript{61} It must be the business of the public\textsuperscript{62} to demand reforms as their opinion is the most powerful vehicle to herald change in a democratic nation.\textsuperscript{63} Workers movements, peasant unions, women’s organisations, students groups and mass organisations should hold mass meetings with people to advocate urgent implementation of police reforms by the government.\textsuperscript{64} Governments must be forced to acknowledge that police reform is too important to neglect and too urgent to delay. It must be put on voters’ agendas, as there is need to create a mass movement for reform.\textsuperscript{65} In Kerala, significant initiatives have been taken recently to insulate the police from political interference and provide considerable functional autonomy to the police. At the Roundtable on Police Reforms organised by CHRI in Thiruvananthapuram on 26\textsuperscript{th} – 27\textsuperscript{th} July, 2003 these initiatives were discussed where the need to institutionalise the changes on a statutory basis was stressed. The suggestion of the conference that a Police Performance Evaluation Board should be set up in Kerala was accepted in principle by the Chief Minister who announced during the valedictory session that the State Government would consider setting up such a Board.

Reforms in the police will not come easily as powerful lobbies have a vested interest in maintaining status quo. A number of committees and commissions have made recommendations, which have not been implemented,\textsuperscript{66} perhaps because there has been no mass movement to force the government to implement reforms. Governments should be made to know that people are watching the police and are constantly scrutinizing its functioning.\textsuperscript{67} Meaningful reforms will come about only when governments are made to realise that the strength of public opinion must never be underestimated and that public satisfaction with policing will ultimately benefit them.\textsuperscript{68}

\textsuperscript{61} Mr. R. Swaminathan  
\textsuperscript{62} Ms. Maja Daruwala  
\textsuperscript{63} Dr. M. Anandakrishnan  
\textsuperscript{64} Mr. G. Ramakrishnan  
\textsuperscript{65} Mr. Venkatasubramaniam  
\textsuperscript{66} Mr. P.R. Ambrose  
\textsuperscript{67} Ms. Maja Daruwala  
\textsuperscript{68} Mr. P.K. Doraiswamy
RESOLUTION

A resolution was adopted at the end of the Roundtable which is reproduced below:

1. The Conference notes with appreciation the initiative of the Government of Tamil Nadu to legislate for much-needed police reforms in the state. To enable the Government to have the benefit of different points of view, this meeting calls upon the Government to circulate for public opinion the draft of the proposed Police Bill.

2. The proposed Police Bill should provide for the establishment of a Performance Evaluation Group as well as a Police Complaints Authority. It should also prescribe duties and responsibilities of the police with particular reference to weaker sections of society.

3. The Conference calls upon all Police departments in the country to carry out introspection and to initiate such action on reforms as is necessary on the lines of the recommendations of the National Police Commission within the existing legislative frame work.

4. The Conference calls upon the state governments to set up Police Performance Evaluation Groups representing different political, social and citizens’ interests to assist the government in overall assessment & evaluation of the police on the basis of specified performance indicators.

5. In the meantime, while the constitution of the Police Performance Assessment Group and the Police Complaints Authority is underway, the Conference calls upon all civil society groups to undertake such tasks through a Citizens’ Committee that acts on behalf of the Police Complaints Authority at the state and district levels to exclusively deal with misconduct by individual police personnel. This Committee will include representatives of the Police Department, Bar Association and Civil Society to attend to complaints in the nature of a departmental ombudsman.

6. Since a socially responsive and professionally competent police administration is essential for the peace and prosperity of society, this Conference calls upon all civil society groups - organisations of professionals, organised and un-organised workers, women, students, farmers, and other interested citizen groups to inform and mobilise public opinion in favour of much required police reforms.
An action group was formed to carry forward the resolution with the political establishment and to give thrust to the issues contained in it. Persons nominated as members of the Action Group are Mr. C.V. Narasimhan, Chairman; Mr. T. Anantachari, Convenor; Mr. R. Swaminathan; Mr. Henry Tiphagne and Ms. Sudha Ramalingam
<table>
<thead>
<tr>
<th>Name</th>
<th>Title/Position</th>
<th>Address</th>
<th>Phone/Fax/E-mail</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mr. A. Antony Sola</td>
<td>Social Worker</td>
<td>Tamil Nadu Women’s Collective, Sangaman, E-53, 15th Street</td>
<td>Tel: 044-25505853</td>
</tr>
<tr>
<td>Mr. A. Arumuganainar</td>
<td>Vice President</td>
<td>Bank Employees Federation of India TN, 16 New Tank St. Nungambakkam, Chennai-34</td>
<td>Tel: 28229411/ 9444010933</td>
</tr>
<tr>
<td>Mr. A. Kumaresan</td>
<td>Sub Editor, Theekkathir</td>
<td>2/38 Potters Street, Est Jones Road, Saidapettai, Chennai-600015</td>
<td>Tel: 44-4167738/ 24338538</td>
</tr>
<tr>
<td>Mr. A.K. Venkata Subramanian</td>
<td>Trustee, The Catalyst Trust</td>
<td>4/386 Singara Illam, Ram Garden Road, Anna Salai, Palavakkam, Chennai-600041</td>
<td>Tel: 24512585/ 86</td>
</tr>
<tr>
<td>Ms. A. Maria Stephen</td>
<td>Advocate/Co-ordinator</td>
<td>Human Rights Promotion Cell, Rural Uplift Centre, Nanguneri, Trinveli Dist, Tamil Nadu</td>
<td>Tel: 04635250430</td>
</tr>
<tr>
<td>Mr. Andrea Giorgetta</td>
<td>People's Watch- TN</td>
<td>6 Vallabh Road, Madurai-625002</td>
<td>Tel: 0452-2539520 / 2531874</td>
</tr>
<tr>
<td>Mr. A. Renga Rajan</td>
<td>General Secretary</td>
<td>Bank Employees Federation of India, 27, V. V Koli Street, Vellala Teyampet, Chennai-86</td>
<td>Tel: 24356932/ 24311613 / 24311583</td>
</tr>
<tr>
<td>Mr. A. V. Vijayakumar</td>
<td>Member, SICCI</td>
<td>Indian Chambers Building, Chennai-600108</td>
<td>Tel: 25223845-46</td>
</tr>
<tr>
<td>Dr. B. Dharmalingam</td>
<td>Senior Lecturer</td>
<td>Centre for Women’s Studies, Alagappa University, Karaikudi-630003</td>
<td>Tel: 04565-225209</td>
</tr>
<tr>
<td>Mr. B.S. Raghavan, IAS (Retd.)</td>
<td>Ex. Policy Adviser to UN</td>
<td>3 Second Street, Nehru Nagar, Adyar, Chennai-20</td>
<td>Tel: 044-24919436</td>
</tr>
<tr>
<td>Mr. C.M. Gerald</td>
<td>Advocate/Organiser</td>
<td>Human Rights Promotion Cell, Ruc Nanaguneri, Tirunelveli Dist, Tamil Nadu</td>
<td>Tel: 04635250430</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Fax: 04635250111</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>E-mail: <a href="mailto:rucnng@sancharnet.in">rucnng@sancharnet.in</a></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Mr. C. Nambi  
Director  
Centre for Social Education and  
Development  
38, Narara Street  
Avinashi-647634  
Coimbatore,  
Tamil Nadu  
Tel: 04296-272969/ 270089/ 270089

Mr. C.V. Narasimhan  
Former Director, CBI  
40 (Old 32) Third Street  
East Abhiramapuram  
Chennai- 4  
Ph 24995954  
Email: cvn@vsnl.com

Ms. Dhanalakshmi Ayyer  
9 Rineview Apartment  
Old 12/New 23,  
1st Crescent Paul Road Gandhi Nagar  
Chennai-60020  
Tel: 24910718/ 9841010718

Mr. D. Naga Saila  
President  
PUCL-Chennai Unit  
7/1 Kondi Chetty St  
Chennai-600001

Mr. D. Saravanan  
International Arbitrator  
Indian Centre for International Commerce  
Arbitration  
No. 346, Thambh Chetty St.  
First Floor, Chennai-600001  
Tel: 25341920, Fax: 25355163  
E-mail: advocateayub@hotmail.com

Fr. Jose  
Organiser  
Human Rights Movement  
144 Anna Salai  
Tiruvannamalai-606601  
Tamil Nadu  
Tel: 04175-251564

Dr. Geeta Madhavan  
Advocate  
Madhavan & Associates  
H 37/14 EITA Apartments  
Arundale Beach Road, 3rd Street  
Besant nagar, Chennai-90  
Tel: 24915119/ 24913374  
Email: geeta-madhavan@hotmail.com

Ms. Geeta Ramaseshan  
Advocate, No. 6, 4th Cross St.  
City Colony, Mylapore  
Chennai-4  
Tel: 24991397

Mr. G. Ganesh  
Asst. General Manager  
ICICI Bank  
Prakash Presidium  
110, UMG Salai (NH Road)  
Nungambakram  
Chennai-34  
Tel: 28257321/ 9840166065  
E-mail: gganesh@icicibank.com

Mr. G. Ramakrishnan  
Secretary  
Centre for Indian Trade Unions  
B-7 Ric Flat, Chennai-88  
Tel: 22445058

Ms. Harini Narayanan  
10 Nehru Nagar  
II Main Road, Adyar  
Chennai-20  
Tel: 24410181

Mr. Henri Tiphange  
Executive Director  
People’s Watch- Tamil Nadu  
6, Vallabhai Road  
Madurai -625 002  
Tel 0452- 253 9520, 2531874  
Email: henri@satyam.net.in
Mr. Jacob Hossain  
Deekadheer, K Jones Road  
Saidapetai, Chennai  
Tel: 24329876

Ms. Janaki Krishnan  
No. 2, MAR Road  
Besant Nagar, Chennai-90  
Tel: 24914767  
E-mail: kitto@vsnl.com

Dr. Jaya Shreedhar  
Health Communications Consultant  
On assignment with UNAIDS  
No. 9 (Old No. 6) Nungambakkam  
High Road, Chennai-34  
Tel: 442-8212138/ 8278870

Mr. J.K. Tripathy, IPS  
Joint Commissioner of Police  
South Zone, Greater Chennai  
Tamil Nadu

Mr. K. A. Jacob IPS (Retd)  
Chairperson  
Chhattisgarh Human Rights Commission  
Near Mantralya  
Raipur-492001  
Chhattisgarh  
Tel: 0771-5052265

Mr. K. Elangovan  
Advocate, Private  
93 First Avenue  
Indira Nagar,  
Adyar  
Chennai-20  
Tel: 24455978

Dr. K. Mathiharan  
Advisor  
Institute of Legal Medium  
New No. 53 (Old No. 27)  
Fight St. Padmanabha Nagar  
Adyar, Chennai-20  
Tel: 24913094

Ms. K. Shantha Kumari  
President  
Women Lawyers Association  
High Court, Chennai  
Tel: 24422906/ 24415417/ 9841011545  
Fax: 25340833

Mr. K. Srinivasan  
Chairman  
Prime Point Foundation  
Old No. 8, New No. 14  
Wason St., T Nagar  
Chennai-17  
Tel: 28144285/ 28142005

Mr. K. Thilageswaran  
Advocate, SOCO-Madurai  
300/183 Thamuchetti. St  
Chennai-1, Tel: 25244438

Dr. K. Usha  
Head, Dept. of Public Admin  
Anna Nagar, Chennai-40  
Tel: 26212089-O/ 23726923-R

Mr. K. Vijayakumar, IPS  
Commissioner of Police  
Egmore, Chennai -8

Dr. M. Anandakrishnan  
Chairman  
Madras Institute of Development Studies,  
79, Second Main Road  
Gandhinagar, Adyar  
Chennai-20  
Tel: 2441574/ 2490872

Mr. Manu Alphonse  
Co-convener  
Tamil Nadu Peoples Forum for Social Development  
202 Chitra Avenue Shoppping  
9 Choolaimudn H. Road  
Chennai-600094  
Tel: 044-23746044  
Fax: 044-23746107
Prof. M. H. Jawahirullah  
President  
Tamilnadu Muslim Munnetra Kazhagam  
7 Vadamarai-coir Street  
Chennai-600001  
Tel: 044-25223700/ 25233884/ 9841125428  
Email: jawahir-mh@hotmail.com

Prof. N. Manohar  
Head in Charge  
Dept. of Legal Studies  
University of Madras  
Chennai  
Tel: 25368778

Mr. N. Mohandass  
7B, Old Tower Block  
Nandavanam  
Chennai-35

Mr. N. Sathiya Moorthy  
Hon. Director  
Of Server Research Foundation  
Reliance Infocom Building  
Hadohors Road, Chennai-34  
Tel: 9840054302

Mr. Ossie Fernandes  
Director  
Human Rights Foundation  
10 Thomas Nagar, Little Mt Saidapet  
Chennai -15  
Tel: 22353503

Mr. P. Laxmi Narayan  
Manager  
Tamil Nadu Jewelers Federation  
2, CAR St., N. S. C Bar Road  
Chennai-79  
Tel: 25381982

Mr. P.K. Doraiswamy I.A.S. (Retd.)  
Former Chief Secretary  
Govt of A.P  
Old 11, New 25, Besant Avenue  
Adyar, Chennai – 20  
Tel: 24914555  
Email: pkdorai@vsnl.net

Mr. P. V. Bakthavat Chalam  
Advocate  
 Organisation for Civil and Democratic Rights  
35 I Main Road, Lake Avenue  
Chennai-34  
Tel: 28170375/ 27170989

Mr. P.V.S. Giridhar  
Lawyer  
319, Hinghi Chetty St.  
George Town, Chennai-1  
Tel: 25243949/ 52163949  
E-mail: giridar@vsnl.com

Rear Admiral M. Raman (Retd)  
The Catalyst Trust  
4/386 Singara Illam  
Ram Garden Road, Anna Salai,  
Palavakkam, Chennai-41  
Tel: 24512585/ 86

Mr. R.L. Handa, IPS (retd)  
Member T.N Commission for Revision of Police & Prisons Laws and Rules  
‘T’ -42, Anna Nagar East, Chennai -02

Mr. R. Swaminathan, IPS (retd)  
Former D.G (Security) GOI  
67/1 Dr Ranga Road  
Abhiramapuram  
Chennai- 18, Ph 24994641  
Email: rsnathan@vsnl.com

Mr. Sairam P. G.  
Programme Officer  
Anitra Trust, 303 B, Shivalaya  
C-in-C Road, Egmore  
Chennai-600008  
Tel: 044-28252702, Fax: 044-28216705  
E-mail: anitra99@md4.vsnl.net.in
Mr. S. Arokia Maniraj  
Advocate & Notary  
Human Rights Lawyers Association  
26/19 Andiappa Gramani St  
Royapuram, Chennai-600013  
Tel: 25957233  

Mr. Shenthamizh Kizhar  
President, Pathikkapattor Kazhagam  
5/105 Periyar Pathai West  
Choolaimedu, Chennai-94  
Tel: 32244663  

Mr. Shobha Menon  
Journalist, Madras Musings  
Old 37, V Padmenlhe Nagar  
Adyar, Chennai-20  
Tel: 24915137  

Mr. S. Martin  
Advocate  
Bar Association Tiruchirappalli  
P-48, III Cross,  
V Main Road, Ramalinga Nagar  
Trichy-620003  
Tamil Nadu  
Tel: 0431-2773761/ 2773989/ 9842410055  
E-mail: matinadvocate@yahoo.co.in  

Mr. S.M. Deenadayalan  
Govt. Advocate,  
High Court Madras  
16/8 Karpagand Avenue  
R.A Puray, Chennai-600028  
Tel: 24953493, Fax: 24957481  

Mr. S.M.D. Hassain  
Secretary, AISHYMA  
53 Raja Muthiah Road  
Periamel, Chennai  
Tel: 25384163/ 25365292  

Mr. S.P. Ambrose, IAS (Retd.)  
Editor – Adyar Times  
14 (29), 7th Cross St.  
Sastri Nagar, Adyar  
Chennai-20  
Tel: 24916494/ 24403217  

Mr. S. Ramani, IPS  
Addl. Director General of Police  
O/o DGP, Mylapore  
Chennai-4  
Tel: 044-28447706/  
Off- 28447703  

Mr. S.S. Vasudevan  
Lawyer  
MHAA- Advocate Association  
110, Addlt.  
Law Chambers- High Court  
Chennai-4 Tel: 2527378  

Mr. T. Anantachari, IPS (Retd.)  
Former DG- BSF  
17 New, 1 Main Road,  
Kottur Garden ,  
Kottur Puram , Chennai  
Ph: 4474700  

Mr. T. R. S. Mani  
Secretary, AITUC  
25 Kovur Vaithidnathan Street  
Chintadripet  
Chennai-600002  
Tel: 28534869  

Mr. T. S. Subramanian  
Special Correspondent  
Frontline  
859-860, Anna Salai  
Chennai-600002, Tamil Nadu  
Tel: 28545435/ 28413344  
E-mail: subbu@thehindu.co.in  

Mr. V. Amruth Kumar  
Executive Committee Member  
SICCI  
Ramswamy Mudaliar  
17 G.A Road, Washerman Pet  
Chennai-25  
Tel: 2595-2161 / 25962888 / 25972882 / 9884052161  

25
Mr. V. P. Sarathi  
Chairperson  
Coimbatore Human Rights Forum  
23/A Arts College Road  
Coimbatore  
Tamil Nadu-641018  
Tel: 0422-2210457/ 09842249605

Dr. V. Suresh  
Advocate & General Secretary  
PUCL- Tamil Nadu and Pondicherry  
Husian House  
7/1 Kondi Chetty St  
Chennai-600001  
Tel: 044-25932459/ 25392464  
E-mail: rights@vsnl.com