

**REPORT ON SENSITIZATION, PREVENTION & REDRESSAL OF SEXUAL
HARRASMENT [SPARSH]**

Central University of Himachal Pradesh is committed to create a workplace environment for its employees, students, staff and all other stakeholders free from any form of sexual harassment. In compliance to statutory obligations under following statutes amended from time to time, the University has taken proactive steps such as formation of regulatory committees, organising awareness and sensitization programmes etc. to make the workplace safe and secured from all possible angles in letter and spirit:

1. Central Universities Act 2009 [Section 28(n)];
2. Ordinance No. 29 of Central University of Himachal Pradesh.
3. SHWW(PPR) Act, 2013 - The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013;
4. SHWW (PPR) Rules, 2013 - The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Rules, 2013 reg. GSR 769(E);
5. Office Order of DOPT, GOI dated 27. 11. 2014 - Alignment of Service Rules with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013; and
6. CCS (Conduct) Rules, 1964 and CCS (CCA) Rules, 1965

Ordinance 21 of Central University of Himachal Pradesh

In order to ensure Gender Equity and avoid any kind of sexual harassment at the workplace, two committees are formed as per Ordinance 21 of the Central University of Himachal Pradesh as below:

- i) Apex Committee, SPARSH (Committee for Sensitization, Prevention, and Redressal of Sexual Harassment) and
- ii) University Complaints Committee (UCC)

Both the Committees are bound by the roles as mentioned in Ordinance 21 of the Central University of Himachal Pradesh.

FORMATION OF APEX COMMITTEE ON SPARSH

In order to reiterate its commitment to creating a sexual harassment-free work environment, the Central University of Himachal Pradesh has constituted an Apex Committee on Sensitization, Prevention, and Redressal of Sexual Harassment (SPARSH), which shall be committed to the elimination of all forms of discrimination against women and shall take proactive steps towards gender sensitization and elimination of sexual harassment. To fulfil the objectives of the University, Apex Committee is dedicated to providing, for all women who fall within its jurisdiction including academic and non-academic staff, students, and other employees, a place of work and study free from gender discrimination, sexual harassment, and exploitation. SPARSH, CUHP seeks to encourage all employees, etc. to express their opinions and feelings about any related problem or complaint of sexual harassment in a freely, responsibly, and orderly manner.

The role of the Apex Committee is to take proactive steps and spread awareness to avoid any kind of sexual harassment in the workplace. In that attempt, the Apex Committee organizes various events, invited lectures, student activities, etc. focused on sensitizing students and staff toward sexual harassment and maintaining a cordial working environment in the University. No discrimination is made in the University with respect to the payment of salaries or providing promotions etc. based on gender. Awareness campaigns are organized from time to time as part of the activities of Apex Committee SPARSH. Legal experts are also invited to make women aware

of their legal rights. Apex Committee takes all initiatives to create a social and psychological environment for harmonious and healthy relationships in the workplace. It also works towards empowering women by way of organizing various capacity-building programs for female students on all three campuses of the University. International Women's Day is also celebrated at the University each year with the enthusiasm and participation of students and staff. It has the following members:

SPARSH APEX COMMITTEE

Prof. Surya Rashmi Rawat, Professor, Chairperson

Dr. Preeti Singh, Member

Prof. Sanjeet Singh, Professor, Member

Mrs. Deepika Pagotra, Member

Mrs. Ashima Rani, Member

Ms. Babita, Department of Social Work Sapt Sindhu Parisar, Dehra

Mr. Sahil, Department of Chemistry and Chemical Sciences, Shahpur Parisar-Shahpur (CUHP21RDCHEM11), Member

Ms. Anita Thakur, Community Development Worker(senior), CORD Training Centre, Sidhbari, Near Tapovan Ashram, Member

Ms. Diksha, School of Education,(CUHP22MAEDU01), Member

FORMATION OF UNIVERSITY COMPLAINTS COMMITTEE (UCC)

The University has also formed a University Complaints Committee (UCC) as per the provisions of the SHWW (PPR) Act, 2013 to deal with the complaints, if any. The University Complaint Committee is formed to take action in case of any complaint against sexual harassment at the workplace. The University Complaint Committee (UCC) has further three sub-committees for each of the three campuses of the University viz. Shahpur, Dehra, and Dharamshala.

UNIVERSITY COMPLAINTS COMMITTEE

Dr. Shashi Punam, Associate Professor,

Dr. Preeti Singh, Assistant Professor, Chairperson

Dr. Archana Kumari, Assistant Professor,

Dr. Neha Choudhary, Assistant Professor,

Mrs. Anupam Thakur, UDC, Member

Shahpur Campus

Dr. Dimple Patel, Associate Professor, Coordinator

Dr. Manorama Patri, Associate Professor, Member

Dr. Reshma Sinha, Assistant Professor, Member

Dr. Noorjahan, Assistant Professor, Member

Ms. Smriti Chaudhary, Laboratory Assistant, Member

Ms. Nancy Jaiswal, Srinivasa Ramanujam Department of Mathematics (CUHP23IAM15), Member

Mr. Vikas Koundal, Srinivasa Ramanujam Department of Mathematics (CUHP23IAM35), Member

Sapt-Sindhu Parisar- Dehra

Prof. Nirupama Singh, Professor. Coordinator

Dr. Shashi Punam, Associate Professor, Member

Dr. Vishav Jyoti, Associate Professor, Member

Dr. Jyoti, Assistant Professor, Member

Dr. Shreeya Bakshi, Assistant Professor, Member

Dr. Arundhati Sharma, Assistant Professor, Member

Mr. Suresh Kumar, Department of Social Work (CUHP22RDSW03), Member

Ms. Yukta Tomar, Department of Social Work (CUHP22RDSW04), Member

Dhauladhar Parisar-I and II, Dharamshala

Dr. Manpreet Arora, Coordinator

Dr. Priya Sharma, Member

Dr. Rita Devi, Member

Dr. Archana Katoch, Member

Dr. Aditi Sharma, Member

Ms. Nisha Devi, Member

ANNUAL REPORT OF UCC

S.No.	Items	Number of Cases
1.	Number of complaints of Sexual Harassment received in the year (2023-2024)	04
2.	Number of complaints disposed of during the year (2023-2024)	04
3.	Number of cases pending for more than 90 days (2023-2024)	Nil
4.	Nature of Action	Appropriate actions were taken as per Ordinance 21 and SPARSH Guidelines

AWARENESS AND SENSITIZATION PROGRAMMES

ORGANIZED BY SPARSH APEX COMMITTEE

S. No.	Occasion	Date	Activity	Remarks
1.	Orientation and Induction Program (OIP) of batch of 2024-26	5th August, 2024	Gender sensitization workshop for the students of HPKV Business School	The event was chaired by Prof. Pardeep Kumar, Dean Academics, CUHP. Prof. Surya Rashmi Rawat, Chairperson SPARSH Apex Committee spoke on “Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013” and “UGC (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions) Regulations, 2015”. All the other members of SPARSH APEX Committee, UCC and Campus complaint committee Dehra campus were introduced to the fresh students of batch 2024-26. Prof. Sanjeev Gupta, Dean of School of Commerce and Management, Prof. Dipankar Sharma, Heads of HPKV BS and all the faculty members of the Department attended the session.
2.	Gender Sensitization	9th August, 2024	Gender sensitization workshop for the students of History Department	The event was chaired by Prof. Surya Rashmi Rawat, Chairperson SPARSH Apex Committee, The chairperson spoke on “Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013” and “UGC (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions)

				Regulations, 2015". All the other members of SPARSH APEX Committee, UCC and Campus complaint committee Dehra campus were introduced to the fresh students of batch 2024-26. Prof. Sanjit, Dean of Social Sciences, Prof. Kanwar Chandradeep Singh, Head of the History Department, and all the faculty members of the History Department attended the session.
3.	Gender Sensitization	13th August, 2024	Gender sensitization workshop for the students of Visual Arts and School of Social Sciences (Saptindhu Parisar I& II)	The event was chaired by Prof. Surya Rashmi Rawat, Chairperson SPARSH Apex Committee, the chairperson spoke on "Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013" and "UGC (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions) Regulations, 2015". All the other members of SPARSH APEX Committee, UCC and Campus complaint committee Saptindhu Parisar were introduced to the fresh students of batch 2024-26. The campus director, dean of the school and heads of the departments and all the faculty members of the Saptindhu Parisar I& II) attended the session.
4.	Gender Sensitization	14th August, 2024	Gender sensitization workshop for the students of Department of Journalism and Mass Communication	The event was chaired by Prof. Surya Rashmi Rawat, Chairperson SPARSH Apex Committee, the chairperson spoke on "Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013" and "UGC (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions) Regulations, 2015". All the other members of SPARSH APEX Committee, UCC and Campus complaint committee Dehra campus were introduced to the fresh students of batch 2024-26. Dr. Archana Katoch, Head of the department, and all the faculty members of the Department of Journalism and Mass Communication attended the session.
5.	Gender	3rd	Gender	The event was chaired by Prof. Surya

	Sensitization	September, 2024	sensitization workshop for the students of Department of Visual Arts, Dehra Campus for UG Students	Rashmi Rawat, Chairperson SPARSH Apex Committee, the chairperson spoke on “Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013” and “UGC (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions) Regulations, 2015”. All the other members of SPARSH APEX Committee, UCC and Campus complaint committee Dehra campus were introduced to the fresh students of batch 2024-26. Prof. Sanjit, Dean of Social Sciences, Prof. Nirupama, Head of Department, Visual Arts and all the faculty members of the Department of Visual Arts , Dehra Campus attended the session.
6.	Gender Sensitization	20th September, 2024	Gender sensitization workshop for the students of School of Life Sciences, Shahpur Campus	The event was chaired by Prof. Surya Rashmi Rawat, Chairperson SPARSH Apex Committee, the chairperson spoke on “Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013” and “UGC (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions) Regulations, 2015”. All the other members of SPARSH APEX Committee, UCC and Campus complaint committee Dehra campus were introduced to the fresh students of batch 2024-26. Prof. Sunil Thakur, Dean, School of Life Sciences, & Head, Department of Animal Sciences, Dr. Sachin Upmanyu, Head Department of Plant Sciences and all the faculty members of the Department of Plant Sciences and Animal Sciences attended the session.

ACTIVITIES ORGANIZED BY SPARSH APEX COMMITTEE AND CENTRE FOR WOMEN'S STUDIES AND DEVELOPMENT, CUHP, DURING UNIVERSITY'S 15TH FOUNDATION DAY AND FOUNDATION WEEK CELEBRATIONS

S. No.	Date	Place	Activity
1.	24th January 2025	Government girls' college Dharamshala	Workshop on Mental Health and Wellness at Government girls' college Dharamshala on National Girl Child DAY 2025
2.	24th January 2025	Parisar II, HPKV Business School	workshop on Stress Management through Yoga for Women
3.	24th January 2025	Government nursery school, Dharamshala	Poster-making competition on the theme "Give Her Wings to Fly, Let Her Touch the Sky"

INTERNATIONAL WOMEN'S DAY CELEBRATED WITH A WEEK-LONG PROGRAMME AT CUHP

The Central University of Himachal Pradesh, Dharamshala, along with its various departments, celebrated International Women's Day through a week-long series of activities from March 3 to 9, 2025, focusing on fitness, health awareness, and women empowerment. The events included Diet and Nutrition Awareness Sessions, Yoga Sessions, and Debates/Seminars with active participation from students, faculty, and the local community. The culmination was marked by a Seminar on Women Empowerment at Seminar Hall, Parisar I, attended by Anganwadi workers and Self-Help Group (SHG) members, featuring sessions by a psychologist and a gynecologist on mental health, stress management, and menstrual hygiene. A permanent self-defense training program was also launched, reaffirming the university's commitment to women's safety and empowerment.

Summary of the events

S. No.	Date	Events	Department	Total Activities
1	06/03/2025 09/03/2025	❖ Speech Competition ❖ Pink Marathon/Fitness Rally	Department of Library & Information Sciences	02
2	06/03/2025 07/03/2025 08/03/2025	❖ Rally on TB Mukt Bharat Abhiyan ❖ Group Discussion on Diet and Nutrition with Rural Women, Anganwadi Workers, ASHA Workers, And Schoolgirls at Adopted Village- Gher Mangarh. ❖ Online Lecture on Innovation and Entrepreneurship for Research Scholars & Students ❖ One-Day Lecture Series	Department of Social Work	08

		<p>(Seminar)on the occasion of International Women's Day (Three lectures).</p> <ul style="list-style-type: none"> ❖ Zumba Dance Event on International Women's Day ❖ Promoting Women's Health and Well-Being: A Holistic Initiative 		
	06.03.2025	<ul style="list-style-type: none"> ❖ special discussion on the crucial topic of "Diet and Nutrition for Women's Health 	Department of Journalism & Mass Communication	01
3	06/03/2025 07/03/2025	<ul style="list-style-type: none"> ❖ Debate Competition for M.A. (Education) Students ❖ Panel Discussion for Ph.D. Scholars 	Department of Education	02
4.	06/03/2025 07/03/2025	<ul style="list-style-type: none"> ❖ Special Lecture on "Scientific Basis of Role of Diet/Nutrition on Mood and Well-Being of Women" ❖ promote physical fitness, sportsmanship, and the spirit of empowerment among women 	Department of Chemistry and Chemical Sciences	02
5.	07/03/2025	Seminar on Yog and Wellness	Department of Yoga	01
6.	10/03/2025	Talk on Health and wellness	NATIONAL SERVICE SCHEME (NSS), DEHRA UNIT-1 AND CENTRE FOR KASHMIR STUDIES	01
	10/03/2025	sports activity on fit India initiative	DEPARTMENT OF SOCIOLOGY AND SOCIAL ANTHROPOLOGY	01
8.	10/03/2025	Diet and Nutrition for Women's Health	Department of Plant Sciences	01
	09/03/2025	Pink marathon /rally organized as part of the fit india initiative in collaboration with sai (sports authority of india), centre of excellence, dharamshala	SPARSH Apex Committee and Centre for Women's Studies and Development	01
	10/03/2025	Workshop on Mental Health & Wellness for stress management and emotional	SPARSH Apex Committee and Centre for Women's Studies and	01

		resilience will be organized in the Sharda Girls Hostel, CUHP Dharamshala	Development	
9	10/03/2025	INTERACTIVE LECTURE WORKSHOP	DEPARTMENT OF VISUAL ARTS	02
10.	12/03/2025	SEMINAR ON WOMEN EMPOWERMENT	SPARSH Apex Committee and Centre for Women's Studies and Development	02
	Total			25