

REPORT ON SENSITIZATION, PREVENTION & REDRESSAL OF SEXUAL HARRASMENT [SPARSH] (2020-2021)

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

FORMATION OF APEX COMMITTEE ON SPARSH

In order to reiterate its commitment towards creating a sexual harassment free work environment, 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 provide, 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.

FORMATION OF UNIVERSITY COMPLAINTS COMMITTEE

As on date of reporting, the University has also formed a University Complaints Committee (UCC) in September, 2017 as per the provisions of SHWW (PPR) Act, 2013 to deal with the complaints, if any.

ANNUAL REPORT OF SPARSH

S.No.	Items	Number of Cases
1.	Number of complaints of Sexual Harassment received in the year (2020-2021)	Nil
2.	Number of complaints disposed off during the year (2020-2021)	Nil
3.	Number of cases pending for more than 90 days (2020-2021)	Nil
4.	Nature of Action	Nil

AWARENESS AND SENSITIZATION PROGRAMMES ORGANIZED BY SPARSH

SPARSH AND GENDER CHAMPIONS CLUB REPORT

CUHP is committed to the elimination of all forms of discrimination against women and takes proactive steps towards gender sensitization and elimination of sexual harassment. The SPARSH Committee is fully committed in creating

awareness among the students, faculty and non teaching by conducting various events from time to time, which connects to the heart of students particularly. In this pursuit Dr Manpreet Arora, along with her team which works at all three campuses kept CUHP busy by conducting gender sensitization programmes periodically.

In the beginning of the academic session a detailed presentation was made by the Chairperson in regards to the provisions of Vishaka guidelines relating to sensitization of the workforce at the workplace. The lectures were conducted in all three campuses of CUHP, i.e Dharamshala, Shahpur and Dehra. Frequent online discussions by the committee members are done in their respective online classes to address if any issue was there. As due to pandemic the physical campuses are closed for more than one and a half year, the SPARSH and Gender Champions action committee involving the teaching and non teaching staff at all three campuses was created on 27th January 2021. The members are expected to bring to notice of the core committee if any student or faculty reports any kind of problem during online conduct of the classes.

A unique drive was started in this regard to talk five minutes with students about gender sensitization in each class. A good response in this regard was achieved especially in case of Management students, who came up with various innovative ideas to sensitize the stakeholders at workplace. The committee members periodically discuss in their online classes various gender related issues, causes and their possible solutions to make students aware of such issues.

SENSITIZATION LECTURES DURING ONLINE CLASSES BY SPARSH CHAIRPERSON AND THE TEAM MEMBERS

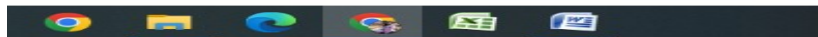
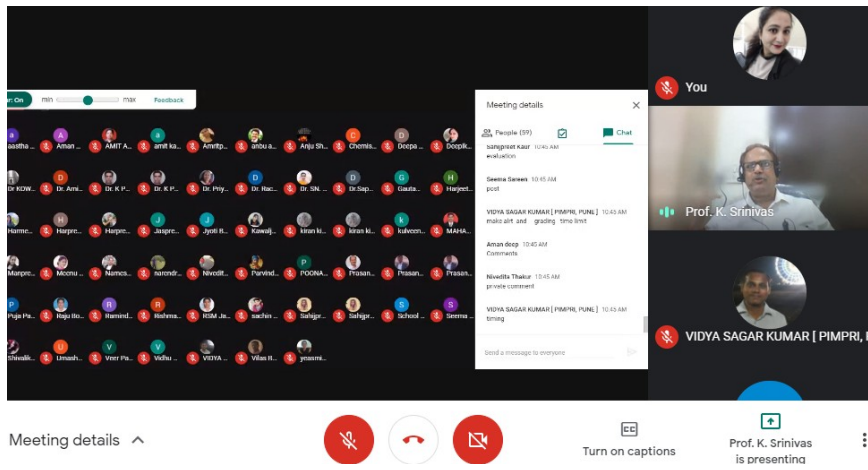
The following team members of SPARSH and Gender Champions core and working committee had frequent discussions in their respective online classes about creating awareness of gender related issues during 2020-21:

1. Dr Manpreet Arora
2. Dr Archana Katoch
3. Dr Renu Bhandari
4. Dr Shreya Bakshi
5. Dr Rita Sharma
6. Dr Shabab Ahmad
7. Dr Ashish Nag
8. Dr Aditi Sharma
9. Dr Arun Bhatia
10. Dr Sunita Bodh
11. Dr Naresh Sharma
12. Dr Divya Nair
13. Dr Jagdeesh

Mr Sanjay Singh, Ms. Navneet, Mr Virender, and all the Non teaching staff members play an important role in making a gender sensitized environment among non teaching staff of CUHP. They play a pivotal role in the conduct of various activities of the committee from time to time whether it was in physical mode or is in online mode.

STUDENT COUNSELING DURING SPREAD OF CORONA VIRUS IN THE PERIOD OF LOCKDOWN

SPARSH chairperson, Dr Manpreet Arora along with a renowned lawyer Dr Meghana from HPU RC conducted counseling sessions during Lockdown period to motivate and solve psychological problems of the students during the period of lockdown. A good number of students participated in these sessions which were conducted by online platforms. Many students shared their personal problems and suggestive measures were offered to the students in this regard. In one session Dr Roshan Lal Sharma, Dr Renu Bhandari, Dr Shreya Bakshi was invited to discuss various measures. Telephonic conversation was done by the SPARSH Chairperson with some female students who wanted to have private conversations for stress and other issues.



Dr. Manpreet Arora
Chairperson, SPRASH Apex Committee