

## **Action Plan of SPARSH Committee 2019-2020**

1. The Central University of Himachal Pradesh is committed to creating a congenial working environment at the University Campus. In order to ensure Gender Equity and avoid any kind of sexual harassment at the workplace,
2. Ordinance 21 has been framed which provides guidelines for the constitution of a committee named Sensitization, Prevention, and Redressal of Sexual Harassment (SPARSH).
3. As per this Ordinance, there are two Committees named the (i.) the SPARSH Apex Committee and (ii) the University Complaints Committee (UCC) working under SPARSH. Both the committees are bound to follow the roles and responsibilities as specified in the Ordinance.
4. The major role of the Apex Committee is to take proactive steps and spread awareness to avoid any kind of sexual harassment in the workplace.
5. In that respect the Apex Committee organizes various student events, invited lectures, competitions among students and other student activities, etc. focused on sensitizing students and staff toward sexual harassment and maintaining a cordial working environment in the University. In this regard following action plan was decided:
  - i. To organize gender sensitization programs, orientation, and training for sensitizing the students, staff, and teachers of the University in each campus of CUHP.
  - ii. To organize awareness campaigns by inviting legal experts for counselling and guidance aimed at preventing and protecting women against discrimination and sexual harassment.
  - iii. To organize some outreach programs to sensitize students towards gender equality and sexual harassment at workplace in other educational institutions.
  - iv. To take steps for empowering of local women by involving them in community development programs.
  - v. To showcase short movies to sensitise the students.

Dr. Manpreet Arora  
Chairperson, SPARSH Apex Committee

## Report **2019-2020**

### **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. ManpreetArora, Chairperson SPARSH 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 visits were also conducted to take stock of the working environment of the campuses till February 5<sup>th</sup> 2019 before lockdown. Gender awareness program on weekly basis was conducted in Dharamshala Campus and certain short movies on the themes, Sanitation, Female hygiene, Female feticide, rape, eve teasing, etc followed by interaction session by the students was conducted. 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.



#### **SENSITIZATION LECTURES DURING ORIENTATION PROGRAMME OF STUDENTS BY SPARSH CHAIRPERSON**

Orientation Programme for newly admitted students in different Programmes of study on 15-07-2019 was conducted by Central University of Himachal Pradesh. Honourable Vice Chancellor was the Chief Guest on the occasion to address the students at TAB Shahpur, Dhauladhar Parisar-1, Dharamshala and Sapt-SindhuParisar, Dehra.

Chairperson SPARSH Dr. ManpreetArora, delivered three lectures on VISHAKHA Guidelines and the provisions of the Act.

The schedule of the Orientation Program was as follows:

S. No	Place of Lecture	Timing	Date of Lecture
1.	Shahpur Campus, TAB II Shahpur CUHP	10.30 a. m.	15-07-2019
2.	Dhauladhar Pariser, Dharamshala, TAB II, Behind Boys School Building CUHP	02.30 p.m.	15-07-2019
3.	SaptSindhu Pariser, Dehra CUHP	11.30 p.m.	16-07-2019

#### **LECTURE BY RENOWNED LAWYER ORGANIZED BY SPARSH COMMITTEE IN SHAHPUR CAMPUS**

As per the written directions of Dr. Bhawna, HPAS, Member Secretary, HP state commission for women, at Central University of Himachal Pradesh conducted three lectures/ sensitization series in all three campuses on the topic "Gender Justice and the Law : Protecting Women in the workplace and at home". The Resource person was Dr Meghna Pathania, School of Law, HPU Regional Centre Dharmshala.

The following was the schedule of the lectures:

S. No	Place of Lecture	Timing	Date of Lecture
1.	Dhauladhar Pariser, Dharamshala, TAB II, Behind Boys School Building CUHP	12.15 to 1.15 p.m	12-09-2019
2.	Shahpur Campus, TAB II Shahpur CUHP	3.00 to 4.00 p.m	12-09-2019
3.	SaptSindhu Pariser, Dehra CUHP	2.00 to 3.00 p.m	13-09-2019



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