

CENTRAL UNIVERSITY OF HIMACHAL PRADESH

REPORT ON THE ACTION PLAN DECIDED IN THE FIRST MEETING OF THE NEWLY APPOINTED SPARSH APEX COMMITTEE

The first meeting of the newly appointed SPARSH Apex Committee was held on 08-12-2021 in Dhauladhar Campus, Parisar-I, Dharamshala. The members of the SPARSH Apex Committee took some decisions and formed a plan of action which will be implemented on all three campuses of the Central University of Himachal Pradesh.

Plan of Action by SPARSH Committee:

1. The Central University of Himachal Pradesh has framed an Ordinance 21 named Sensitization, Prevention, and Redressal of Sexual Harassment (SPARSH). As per this Ordinance, there are two Committees named the (i.) the 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.
2. The Apex Committee is committed to taking proactive steps towards gender sensitization and the prevention of workplace harassment of all kinds. In this regard following action plan was decided:
 - i. To facilitate legal aid services in all three campuses for counselling and guidance aimed at preventing and protecting women against discrimination and sexual harassment.
 - ii. To organize awareness campaigns, gender sensitization programs, orientation and training for sensitizing the students, staff and teachers of the University in each campus of CUHP.
 - iii. To put on new flex boards of the newly appointed SPARSH Committee in all the three campuses of CUHP for easy access of the contact details of SPARSH members.
 - iv. To upload the list of new SPARSH members on the University website.

- v. To create a social and psychological environment for harmonious and healthy relationship at workplace.

3. The University Complaint Committee (UCC) is formed for effective and efficient discharge of the complaints against sexual harassment. In this regard, it was decided that there will be zero-tolerance against any case of sexual harassment at the workplace. SPARSH Guidelines have been framed by the University which will be followed in case of any complaint of sexual harassment by any female student, staff and/or teacher. Since there are three campuses and it would not be feasible for the UCC to deal with cases in different campuses, three more committees for each campus have been constituted which will work under UCC and would be easily available for dealing with any case of sexual harassment in their respective campuses. Hence, in case of any complaint, the first committee with whom any female student or employee can contact is the campus-based committee. In case, the complaint could not be resolved at the campus level, and/or the complainant is not satisfied with the decisions taken by the campus-based committees, it can be forwarded to the University Complaints Committee (UCC) which will then deal with the complaint in the manner specified in the SPARSH Guidelines. The UCC shall submit a detailed report of its findings to the Chairperson of SPARSH Apex Committee. In the event, the defendant is found guilty of sexual harassment, it shall recommend the nature of disciplinary action to be taken on the complaint.

The meeting ended with a vote of thanks!