

Activities of SPARSH

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, the Committee for Sensitization, Prevention, and Redressal of Sexual Harassment (SPARSH) has been constituted as per Ordinance 21 of the University. It has two sub-committees- i) SPARSH Apex Committee, and ii) University Complaints Committee.

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. On 8th March 2022, the Hon'ble Vice-Chancellor of Central University of Himachal Pradesh Prof. Sat Prakash Bansal has announced the establishment of the Women's Study Centre in the University to provide special educational facilities to girl students in the University.

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. These committees are formed keeping in view the easy access to the members of the University Complaint Committee (UCC) in each campus as the University is spread in three different locations viz. Shahpur, Dehra, and Dharamshala. It also aims at expediting the process of any kind of complaint against sexual harassment. 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.

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



Dr. Gitanjali Upadhaya
Chairperson, SPARSH Apex Committee

Activities of SPARSH Committee (17th November 2021 to till date)

S. No.	Occasion	Date/Time/Place	Activity	Remarks
1.	Eighth Anniversary of the Notification of the Sexual Harassment Act	09-12-2021 2.00 pm to 4.00 pm For all three campuses.	Online Invited Lecture	Guest speaker- Ms. Kavita Srivastava, a full-time human rights activist.
2.	Eighth Anniversary of the Notification of the Sexual Harassment Act	09-12-2021 11.30 am to 1.30 pm Sapt-Sindhu Parisar, Dehra, CUHP	Lecture and Interaction with the Students on SHWW (Prevention, Prohibition and Redressal) Act, 2013.	Dr. Jyoti, Assistant Professor and Dr. Shweta Sharma, Assistant Professor
3.	Online Capacity Building and Personality Development Programme sponsored by the NCW for female UG&PG Students.	10-12-2021 9.30 am to 4.30 pm For all three campuses of CUHP.	Online Invited Lecture	Resource Persons from different reputed institutions were invited.
4.	Online Capacity Building and Personality Development Programme sponsored by the NCW for female UG&PG students.	18-12-2021 9.30 am to 4.30 pm Government College Lunj, District- Una, H.P.	Online Invited Lecture	Resource Persons from different reputed institutions were invited.
5.	Online Capacity Building and Personality Development Programme sponsored by the NCW for female UG&PG students.	21-12-2021 9.30 am to 4.30 pm Government College Daulatpur Chawk, District Una, H.P.	Online Invited Lecture	Resource Persons from different reputed institutions were invited.
6.	Eve of Foundation Day Celebration of CUHP	30-01-2022 4.00 pm to 5.00 pm All Campuses of CUHP	Online Invited Lecture	Guest Speaker- Ms. Mamta Yadav, National Women Coordinator (Women Coordination) Lecturer Sociology
7.	On the Eve of International	06-03-2022 6.00 pm to 8.00 pm	Speech Competition	Participants from Girl's Hostel,

	Women's Day Celebration			Dharamshala, CUHP
8.	On the Eve of International Women's Day Celebration	07-03-2022 6.00 pm to 7.00 pm Kangra	Speech Competition	Participants from Boy's Hostel, Kangra, CUHP
9.	On the Eve of International Women's Day Celebration	07-03-2022 11.00 am to 12.30 pm Shahpur Campus	Essay Writing Competition	Participants from Shahpur Campus, CUHP
10.	On the Eve of International Women's Day Celebration	07-03-2022 11.00 am to 12.30 pm Dharamshala Parisar-1 and 2	Essay Writing Competition	Participants from Dharamshala Parisar-1 and 2, CUHP
11.	On the Eve of International Women's Day Celebration	07-03-2022 11.00 am to 1.00 pm Sapt-Sindhu Parisar, Dehra, CUHP	Mehndi Competition	Participants from Sapt-Sindhu Parisar, Dehra, CUHP
13.	On the Eve of International Women's Day Celebration	07-03-2022 11.00 am to 1.00 pm Sapt-Sindhu Parisar, Dehra	Speech Competition	Participants from Sapt-Sindhu Parisar, Dehra, CUHP
14.	On the Eve of International Women's Day Celebration	07-03-2022 11.00 am to 1.00 pm Sapt-Sindhu Parisar, Dehra	Poster Making Competition	Participants from Sapt-Sindhu Parisar, Dehra, CUHP
15.	On the Eve of International Women's Day Celebration	07-03-2022 11.00 am to 1.00 pm Sapt-Sindhu Parisar, Dehra	Rangoli Making Competition	Participants from Sapt-Sindhu Parisar, Dehra, CUHP
16.	International Women's Day Celebration	08-03-2022 11.00 am to 1.30 pm Dharamshala	Invited Guest Lectures	Distinguished Speaker Prof. Nishtha Jaswal, Vice Chancellor, H.P. National Law University Chief Guest- Dr. Sunita Bansal (Ayurvedic Doctor) Key Note Speaker-

				<p>Mr. Preethi Pal Singh, Additional Commissioner Nagar Nigam, Dharamshala</p> <p>Presidential Speech by Hon'ble Vice Chancellor Prof. S. P. Bansal</p>
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Action Plan of SPARSH Committee:

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, the Central University of Himachal Pradesh has framed Ordinance 21 for the constitution of a committee named Sensitization, Prevention, and Redressal of Sexual Harassment (SPARSH). 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.
2. 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. 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 counseling and guidance aimed at preventing and protecting women against discrimination and sexual harassment.
 - iii. To put on new flex boards of the newly appointed SPARSH Committee in all the three campuses of CUHP for easy access to the contact details of SPARSH members.
 - iv. To upload the list of newly appointed SPARSH members on the University website for information of all.
 - v. To create a social and psychological environment for harmonious and healthy relationships at the workplace by organizing various activities focused on gender sensitization.
 - vi. To organize some outreach programs to sensitize students towards gender equality and sexual harassment at workplace in other educational institutions.
 - vii. It will also work towards empowering women by way of organizing various capacity-building programs for female students on all three campuses of the University.
 - viii. International Women's Day will be celebrated at the University each year with full enthusiasm and participation of both students and staff.
 - ix. On 8th March 2022, the Hon'ble Vice-Chancellor of Central University of Himachal Pradesh Prof. Sat Prakash Bansal has announced the establishment of the Women's Study Centre in the University to provide special educational facilities to girl students in the University which is

very encouraging for future women students of the University and shows the priorities being given to the girl students.

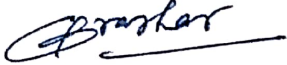
3. The University Complaint Committee (UCC) is formed for the effective and efficient discharge of complaints against sexual harassment. This committee will ensure zero-tolerance against any case of sexual harassment at the workplace. SPARSH Guidelines have been framed by the University which will be 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.



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Specific facilities provided for women:

The University has Security Staff on all three campuses viz. Shahpur Parisar, Sapt-Sindhu Parisar, and Dharamshala Parisar 1 and 2 to keep a record of all the people who visit the University Campus, and no unknown person is allowed to enter any of the Campuses to ensure the security of the students. The Girl's Hostel is taken care of by the female warden appointed for the purpose. 24 hours security is available to the girl students in their hostels with the availability of security staff appointed by the University. In case of any complaint against Sexual Harassment by any female student or staff, the University Complaints Committee is bound to take action immediately as per Ordinance 21 of the Central University of Himachal Pradesh to ensure their safety and security. Female faculty members of the University who have knowledge of the legal aspects related to Sexual Harassment at the Workplace provide counselling to the girl students on matters related to gender equality, sexual harassment, and legal issues related thereto.



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