

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.

Dr. Gitanjali Upadhaya
Chairperson, SPARSH Apex Committee