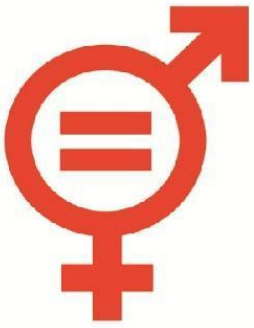
Swami Rama Himalayan University

NAAC A+

Report on

Sustainable Development Goal 5



GENDER EQUALITY

2025

SDG 5: Gender Equality

Swami Rama Himalayan University (SRHU) advances Sustainable Development Goal 5 through its focus on gender-responsive research, equitable access to education, women's academic participation, leadership, and measures supporting women's progress. Since 2004, SRHU has produced 24 publications aligned with SDG 5, including 11 publications during 2021–2025, addressing areas such as women's empowerment, reproductive health, workplace violence, domestic and intimate-partner violence, and diversity and inclusion. During 2024–25, 697 women commenced undergraduate degree programmes, including 6 first-generation female students (0.86 %), supported through admission policies, mentoring, counselling and scholarships. SRHU also tracks women's applications, admissions and enrolment and provides measures such as women's admission policies, fee concessions, non-discrimination provisions and mechanisms for a safe learning environment. Among senior academic staff, 43 of 98 were women, representing 43.87%. In 2024–25, women constituted 522 of 888 graduates (58.78%), including 63.5% of Medicine and Health Sciences graduates. These measures are complemented by initiatives supporting women's participation, empowerment, safety, research, leadership and career development.

5.1 Research

Since the inception of SRHU's research engagement with SDG 5 (Gender Equality) in 2004, the university has produced a cumulative total of 24 publications aligned with the goal. In the most recent five-year period (2021-2025), 11 publications contributed to SDG 5, representing 45.8% of the university's total SDG 5 research output since inception. Of these, 3 publications were published in 2025, accounting for 27.3% of the five-year output.

Research Metric	Value
Total Publications during 2021-2025	11
FWCI	0.46
Citation Count	26
Total Views	365

5.1.1 Gender Equality: Proportion of Female Authors

During the last five (2021-2025) years, the total number of publications is 11, of which 11 male and 18 female authors are presented. So, the proportion of female authors is 62.1%. For 2025 alone, the 3 publications yield 6 classified authorship instances consisting of 1 male and 5 female authors, a proportion of 83.3%. 62.1% of classified authorship instances were attributed to women over 2021-2025, rising to 83.3% in 2025 alone.

List of Publications with Proportion of Female Authors

S. No	Paper Title	Year	Name of Male Authors	No. of Male Authors	Name of Female Authors	. of Female Authors
1.	Born Too Soon: learning from the past to accelerate action in the next decade	2025	Deorari, Ashok K	1	-	0
2.	Navigating Risks: Exploring Sexual and Reproductive Health and Contraceptive Awareness among Adolescent Girls in District Dehradun	2025	-	0	Juyal, Ruchi ; Semwal, Jayanti ; Shikha, Deep ; Vallabh, Vidisha	4
3.	Diversity, equity, inclusivity, and accessibility in Indian academic libraries	2025	-	0	Sinha, Priyanka	1
4.	A study of women entrepreneurs as catalysts for sustainable development	2024	Joshi, Saurabh	1	Bijlwan, Sheela	1
5.	National workshop on Women empowerment in Uttarakhand through S&T interventions	2024	Dobhal, Rajendra	1	Dey, Bindu ; Yadav, Nikku	2
6.	Prevalence of Sexually transmitted infections in females attending community health centres...	2023	Singh, Rajender; Pal, Rahul	2	Mittal, Garima; Rawat, Sangeeta; Kakati, Barnali;	3
7.	Does Female Sexuality Decrease in Pregnancy?	2023	-	0	Dagar, Neha ; Nautiyal, Ruchira	2
8.	Are Health Caregivers safe from workplace violence?	2022	Saini, Ravinder Singh	1	Vyas, Shaili ; ; Semwal, Jayanti; Sharma, Neha	3
9.	Socio-economic Correlates of Body Mass Index, Blood Pressure and Contraceptive Use.	2022	-	0	Deepshikha	1
10.	Domestic Violence: Rehabilitation Programme for the Victim and Violent / Predator	2022	Bhattacharya, Sudip	1	-	0
11.	Effect of COVID-19-Related Lockdown on Intimate Partner Violence in India	2021	Pal, Arghya ; Gondwal, Rohit; Aulakh, Arvinder Pal Singh ; Bhat, Ashwani	4	Paul, Sayanti;	1
Total (2021-2025)			**-**	**11**	**-**	**18**

5.1.2 Gender Equality: Cite Score

During the 2021-2025 reporting period, SRHU produced 11 publications aligned with SDG 5 (Gender Equality), of which 10 report CiteScore data, with an average of 1.96. During 2025, 3 publications reported CiteScore data, with an average of 3.23.

List of Publications with CiteScore

S.No	Paper Title	Authors	Journal / Conference Proceedings/Book Name	Year	Cite Score	DOI
1	Born Too Soon: learning from the past to accelerate action in the next decade	Gruending, A.| Lawn, J.E.| Reid, A.| Langlois, E.V.| Jacobsson, B.| McDougall, L.| Khosla, R.| Bhutta, Z.A.| Deorari, A.K.| Kak, L.| Robb-McCord, J.| Zaka, N.| Decena, D.D.| Fogstad, H.| Banerjee, A.| Kinney, M.V.| Dube, Q.	Reproductive Health	2025	5.6	10.1186/s12978-025-02044-8
2	Diversity, equity, inclusivity, and accessibility in Indian academic libraries	Subaveerapandiyan, A.| Sinha, P.| Kalbande, D.| Shimray, S.R.	IFLA Journal	2025	3.6	10.1177/03400352251392266
3	Navigating Risks: Exploring Sexual and Reproductive Health and Contraceptive Awareness among Adolescent Girls in District Dehradun	Juyal, R.| Semwal, J.| Shikha, D.| Kaur, G.| Vallabh, V.	Indian Journal of Community Health	2025	0.5	10.47203/IJCH.2025.v37i01.014
4	A study of women entrepreneurs as catalysts for sustainable development: An inspirational story of Uttarakhand well known “Mushroom Girl”	Bijlwan, S.| Joshi, S.| Singh, T.	Women Entrepreneurs: Building Sustainable Business Models in Digital Spaces, Case Studies, and Experiences	2024	-	10.1201/9781032725581-6
5	National workshop on ‘Women empowerment in Uttarakhand through S&T interventions’	Sharma, L.M.| Dobhal, R.| Dey, B.| Yadav, N.	Current Science	2024	1.5	-
6	Does Female Sexuality Decrease in Pregnancy?: A Cross-sectional Questionnaire-based Study	Dagar, N.| Nautiyal, R.| Mangla, M.	Current Women's Health Reviews	2023	0.7	10.2174/1573404819666220902113305
7	Prevalence of Sexually transmitted infections in females attending community health centres in the rural area of Dehradun, India	Mittal, G.| Singh, R.| Rawat, S.| Kakati, B.| Pal, R.	Indian Journal of Community Health	2023	0.6	10.47203/IJCH.2023.v35i03.011
8	Domestic Violence: Rehabilitation Programme	Gokdemir, O.| Cabrita, A.L.| Pavlov, R.| Bhattacharya, S.	Social Work in Public Health	2022	3.1	10.1080/19371918.20

S.No	Paper Title	Authors	Journal / Conference Proceedings/Book Name	Year	Cite Score	DOI
	for the Victim and Violent / Predator					21.2019165
9	Are Health Caregivers safe from workplace violence? A cross-sectional study on workplace safety from Tertiary Care Hospital of Uttarakhand	Vyas, S.| Saini, R.S.| Semwal, J.| Sharma, N.| Chaturvedi, M.| Ansari, M.W.F.	Indian Journal of Community Health	2022	0.7	10.47203/IJCH.2022.v34i04.004
10	Socio-economic Correlates of Body Mass Index, Blood Pressure and Contraceptive Use by Reproductive age-group Females	Sinha, R.| Maheshwari, S.| Gupta, P.| Roy, D.| Deepshikha	Indian Journal of Community Health	2022	0.7	10.47203/IJCH.2022.v34i02.020
11	Effect of COVID-19-Related Lockdown on Intimate Partner Violence in India: An Online Survey-Based Study	Pal, A.| Gondwal, R.| Paul, S.| Bohra, R.| Aulakh, A.P.S.| Bhat, A.	Violence and Gender	2021	2.6	10.1089/vio.2020.0050

5.1.3 Gender Equality: Publications

SRHU produced 11 publications aligned with SDG 5 during 2021-2025, spanning maternal and newborn survival, adolescent sexual and reproductive health, workplace violence against healthcare workers, domestic and intimate-partner violence, women's entrepreneurship and empowerment, and diversity/equity/inclusion in academic institutions.

List of Publications

S.No	Paper Title	Authors	Journal / Conference Proceedings/Book Name	Year	DOI
1	Born Too Soon: learning from the past to accelerate action in the next decade	Gruending, A.| Lawn, J.E.| Reid, A.| Langlois, E.V.| Jacobsson, B.| McDougall, L.| Khosla, R.| Bhutta, Z.A.| Deorari, A.K.| Kak, L.| Robb-McCord, J.| Zaka, N.| Decena, D.D.| Fogstad, H.| Banerjee, A.| Kinney, M.V.| Dube, Q.	Reproductive Health	2025	10.1186/s12978-025-02044-8
2	Diversity, equity, inclusivity, and accessibility in Indian academic libraries	Subaveerapandiyan, A.| Sinha, P.| Kalbande, D.| Shimray, S.R.	IFLA Journal	2025	10.1177/03400352251392266
3	Navigating Risks: Exploring Sexual and Reproductive Health and	Juyal, R.| Semwal, J.| Shikha, D.| Kaur, G.| Vallabh, V.	Indian Journal of Community Health	2025	10.47203/IJCH.202

S.No	Paper Title	Authors	Journal / Conference Proceedings/Book Name	Year	DOI
	Contraceptive Awareness among Adolescent Girls in District Dehradun				5.v37i01.014
4	A study of women entrepreneurs as catalysts for sustainable development: An inspirational story of Uttarakhand well known “Mushroom Girl”	Bijlwan, S.| Joshi, S.| Singh, T.	Women Entrepreneurs: Building Sustainable Business Models in Digital Spaces, Case Studies, and Experiences	2024	10.1201/9781032725581-6
5	National workshop on ‘Women empowerment in Uttarakhand through S&T interventions’	Sharma, L.M.| Dobhal, R.| Dey, B.| Yadav, N.	Current Science	2024	-
6	Does Female Sexuality Decrease in Pregnancy?: A Cross-sectional Questionnaire-based Study	Dagar, N.| Nautiyal, R.| Mangla, M.	Current Women's Health Reviews	2023	10.2174/1573404819666220902113305
7	Prevalence of Sexually transmitted infections in females attending community health centres in the rural area of Dehradun, India	Mittal, G.| Singh, R.| Rawat, S.| Kakati, B.| Pal, R.	Indian Journal of Community Health	2023	10.47203/IJCH.2023.v35i03.011
8	Domestic Violence: Rehabilitation Programme for the Victim and Violent / Predator	Gokdemir, O.| Cabrita, A.L.| Pavlov, R.| Bhattacharya, S.	Social Work in Public Health	2022	10.1080/19371918.2021.2019165
9	Are Health Caregivers safe from workplace violence? A cross-sectional study on workplace safety from Tertiary Care Hospital of Uttarakhand	Vyas, S.| Saini, R.S.| Semwal, J.| Sharma, N.| Chaturvedi, M.| Ansari, M.W.F.	Indian Journal of Community Health	2022	10.47203/IJCH.2022.v34i04.004
10	Socio-economic Correlates of Body Mass Index, Blood Pressure and Contraceptive Use by Reproductive age-group Females	Sinha, R.| Maheshwari, S.| Gupta, P.| Roy, D.| Deepshikha	Indian Journal of Community Health	2022	10.47203/IJCH.2022.v34i02.020
11	Effect of COVID-19-Related Lockdown on Intimate Partner Violence in India: An Online Survey-Based Study	Pal, A.| Gondwal, R.| Paul, S.| Bohra, R.| Aulakh, A.P.S.| Bhat, A.	Violence and Gender	2021	10.1089/vio.2020.0050

Curricular Integration and Academic Mapping for SDG 5 Alleviation

Program Name	Course Name	Course Code
MBBS First Prof	Human Anatomy	1101301
MBBS First Prof	Physiology	1101301
MBBS Second Prof	Pharmacology	1101301
MBBS Second Prof	Pathology	1101301
MBBS Third Prof Part I & Part II	Forensic medicine & toxicology	1101301
MBBS Third Prof Part I & Part II	Community medicine	1101301
MBBS Third Prof Part I & Part II	General Medicine and allied	1101301
MBBS Third Prof Part I & Part II	Obst. & Gynae.	1101301
MD Physiology	Basic sciences as applied to the subject (General and Cellular Physiology including Genetic basis and historical perspectives)	1101515
MD Physiology	Systemic Physiology (system providing transport, nutrition and energy) including comparative Physiology	1101515
MD Physiology	Systemic Physiology (system concerned with regulation, neural control and procreation)	1101515
MD Physiology	Recent advances in the subject (including applied Physiology)	1101515
MD Biochemistry	Enzymes, Bioenergetics, Biological oxidation, Intermediary metabolism and inborn errors of metabolism, Nutrition, Vitamins and Minerals, Detoxification and metabolism of xenobiotics, Free radicals, and antioxidant defence systems.	1101508
MD Biochemistry	Molecular biology, Molecular and genetic aspects of cancer, Immunology, and Environmental Biochemistry.	1101508
MD Pathology	Systemic pathology – surgical and cytopathology	1101513
MD Pharmacology	Basic sciences as applied to Pharmacology	1101514
MD Pharmacology	Systemic Pharmacology	1101514
MD Community Medicine	Conceptual (and applied) understanding of Public Health, Community Medicine, Communicable and Non- Communicable diseases, emerging and re-emerging diseases, Applied Epidemiology, Health research, Biostatistics.	1101509
MD Community Medicine	Nutrition, Environmental Health, Primary Health Care system, Panchayat Raj system, National health Programs, RCH, Demography and Family Welfare, Health Care Administration, Health Management and Public Health Leadership.	1101509
MD Community Medicine	Social & Behavioural sciences- applied aspects, Scientific communications & Medical writing, Research Methodology, Public Health Legislations, International Health & Global Disease Surveillance.	1101509
MD Community Medicine	Health Policy planning, Medical Education technology, Information Technology, Integration of alternative Health system including AYUSH,	1101509

Program Name	Course Name	Course Code
	Occupational Health, Recent advances in Public Health & Miscellaneous issues, Health Economics.	
MD General Medicine	Basic Sciences as applied to the subject	1101510
MD General Medicine	Therapeutics and tropical medicine	1101510
MD General Medicine	Systemic medicine of all organ systems	1101510
MD General Medicine	Recent advances in the subject	1101510
MD Respiratory Medicine	General pulmonary medicine and basic sciences.	1101516
MD Respiratory Medicine	Clinical pulmonary medicine including medical emergencies.	1101516
MD Respiratory Medicine	Clinical pulmonary medicine including critical care medicine.	1101516
MD Respiratory Medicine	Recent advances in pulmonary medicine and research methodology.	1101516
MD Dermatology, Venerology and Leprosy	Basic Science as applied to Dermatology, STDs and Leprosy	1101519
MD Dermatology, Venerology and Leprosy	Dermatology	1101519
MD Dermatology, Venerology and Leprosy	STD & Leprosy	1101519
MD Dermatology, Venerology and Leprosy	Recent advances in the field of Dermatology, Applied Sciences about skin /VD & internal medicine and skin	1101519
MD Emergency Medicine	Respiratory Medicine, CNS, Surgical Emergencies, Obstetric and Gynaecological Emergencies, Surgical Specialities, Procedures	1101521
MD Psychiatry	Basic sciences as related to Psychiatry	1101520
MD Psychiatry	Clinical Psychiatry	1101520
MD Psychiatry	Psychiatry specialities	1101520
MD Psychiatry	Recent advances	1101520
MD Pediatrics	Basic Sciences as applied to the subject	1101512
MD Pediatrics	General pediatrics	1101512
MD Pediatrics	Systemic pediatrics	1101512
MD Pediatrics	Recent advances	1101512
MD Anaesthesiology	Practice of Anaesthesia: Anaesthesia in relation to associated systemic and medical diseases.	1101507
MD Anaesthesiology	Anaesthesia in relation to subspecialties/superspecialties	1101507
MD Anaesthesiology	Intensive Care Medicine, Pain Medicine and Recent Advances.	1101507
MD Radiation Oncology	Basic Principles in Practice of Radiotherapy (Physics, Biology, Pathology, Equipment & Techniques of Radiotherapy)	1101518
MD Radiation Oncology	Clinical Radiation Oncology	1101518
MD Radiation Oncology	Allied Oncology Practices (Surgical oncology, medical oncology & Palliative Care)	1101518
MD Radiation Oncology	Recent Developments in Oncology, Cancer Control Programmes, Research methodologies in oncology	1101518

Program Name	Course Name	Course Code
MS General Surgery	Basic Sciences	1101501
MS Orthopaedics	Traumatology and Rehabilitation	1101504
MS Orthopaedics	Orthopaedic diseases	1101504
MS Obstetrics &Gynaecology	Obstetrics including social obstetrics and Diseases of newborn	1101502
MS Obstetrics &Gynaecology	Gynaecology including fertility regulation	1101502
MS Obstetrics &Gynaecology	Recent Advances in Obstetrics & Gynaecology	1101502
M.Ch Surgical Oncology	Principles and practice of surgical oncology- Genitourinary system, Gynaecological cancer, breast cancer, cancer of endocrine system, Skin cancer	1101602
M.Sc. Clinical Research	Gender inequality and gender studies	CDSs102
M.Sc. Clinical Research	Introduction to Clinical and Pharmacoepidemiology	CMCR604
M.Sc. Epidemiology	Gender Inequality and Gender Studies	CDGI102
M.Sc. Epidemiology	Introduction to Management	CDMT105
M.Sc. Epidemiology	Causation in Epidemiology, Disease Prevention and Screening	CMEP506
M.Sc. Epidemiology	Demography and population studies	CMEP511
M.Sc. Epidemiology	Epidemiology of Common Diseases	CMEP508
M.Sc. Epidemiology	Health Care Planning and Management (including Health Economics and Budgeting)	CMEP509
M.Sc. Epidemiology	Nutritional Epidemiology	CMEC003
M.Sc. Epidemiology	Geriatric and Adolescent Health	CMEC004
M.Sc. Epidemiology	Maternal and Child Health	CMEC005
M.Sc. Medical Anatomy	General Embryology & Genetics-I	MMAN1102
M.Sc. Medical Anatomy	Foundation of Communication-I	MMAN1107
M.Sc. Medical Anatomy	Systemic Embryology-I & Genetics-II	MMAN1202
M.Sc. Medical Anatomy	Foundation of Communication-II	MMAN1206
M.Sc. Medical Anatomy	Research Dissertation-I	MMAN1207
M.Sc. Medical Anatomy	Research Dissertation-III	MMAN2206
Bachelor of Physiotherapy (BPT)	Human Anatomy - 1	BPT 101
Bachelor of Physiotherapy (BPT)	Sociology	BPT 104
Bachelor of Physiotherapy (BPT)	General and clinical psychology	BPT 204
Bachelor of Physiotherapy (BPT)	English, communication and soft skills	ECS201
Bachelor of Physiotherapy (BPT)	Basic computer and information sciences	CIS 201

Program Name	Course Name	Course Code
Bachelor of Physiotherapy (BPT)	Exercise Therapeutics II	BPT 402
Bachelor of Physiotherapy (BPT)	Medical Physiotherapy law and ethics	BPT 404
Bachelor of Physiotherapy (BPT)	General surgery including burns and Plastic surgery and Obstetrics and Gynaecology	BPT 502
Bachelor of Physiotherapy (BPT)	General medicine, Paediatrics and psychiatry	BPT 503
Bachelor of Physiotherapy (BPT)	Physiotherapy in orthopaedics and sports	BPT 602
Bachelor of Physiotherapy (BPT)	Professionalism and values	BPT 604
Bachelor of Physiotherapy (BPT)	P.T in Orthopaedics	BPT 401
Bachelor of Physiotherapy (BPT)	General Physiotherapy	BPT 404
B.Sc. Medical Technology (Radiotherapy-BRT)	Human Anatomy-I	BRT101
B.Sc. Medical Technology (Radiotherapy-BRT)	Human Physiology-I	BRT102
B.Sc. Medical Technology (Radiotherapy-BRT)	Human Anatomy-II	BRT201
B.Sc. Medical Technology (Radiotherapy-BRT)	Human Physiology- II	BRT202
B.Sc. Medical Technology (Radiotherapy-BRT)	English, Communication & Soft Skills	ECS 201
B.Sc. Medical Technology (Radiotherapy-BRT)	Principles of Cancer Control and Oncology Care-I	BRT302
B.Sc. Medical Technology (Radiotherapy-BRT)	Health Care and Radiotherapy Ethics-I	BRT303
B.Sc. Medical Technology (Radiotherapy-BRT)	External Beam Radiotherapy Techniques-I	BRT304
B.Sc. Medical Technology (Radiotherapy-BRT)	Principles of Cancer Control and Oncology Care-II	BRT402
B.Sc. Medical Technology (Radiotherapy-BRT)	Health Care and Radiotherapy Ethics- II	BRT403
B.Sc. Medical Technology (Radiotherapy-BRT)	External Beam Radiotherapy Techniques-II	BRT404
B.Sc. Medical Technology (Radiotherapy-BRT)	Brachytherapy & Nuclear Medicine-I	BRT501
B.Sc. Medical Technology (Radiotherapy-BRT)	Advanced radiotherapy techniques-I	BRT502

Program Name	Course Name	Course Code
B.Sc. Medical Technology (Radiotherapy-BRT)	Radiation safety & Quality assurance-I	BRT503
B.Sc. Medical Technology (Radiotherapy-BRT)	Brachytherapy & Nuclear Medicine -II	BRT601
B.Sc. Medical Technology (Radiotherapy-BRT)	Advanced radiotherapy techniques-II	BRT602
B.Sc. Medical Technology (Radiotherapy-BRT)	Radiation safety & Quality assurance-II	BRT603
Bachelor of Occupational Therapy (BOT)	Human Anatomy- I	BOT101
Bachelor of Occupational Therapy (BOT)	Human Physiology-I	BOT102
Bachelor of Occupational Therapy (BOT)	Human Anatomy-II	BOT201
Bachelor of Occupational Therapy (BOT)	Human physiology-II	BOT202
Bachelor of Occupational Therapy (BOT)	Introduction to Quality, Patient safety and Patient care - II	BOT205
Bachelor of Occupational Therapy (BOT)	Considerations in special surgical procedures (General surgery, Obstetrics and gynae, ENT, Ortho)	BOT501
Bachelor of Optometry (B.Optom)	Biochemistry	BOPT103
Bachelor of Optometry (B.Optom)	Basic Orthoptics	BOPT203
Bachelor of Optometry (B.Optom)	Optics	BOPT204
Bachelor of Optometry (B.Optom)	Pathology	BOPT302
Bachelor of Optometry (B.Optom)	Environmental Science – I*	EVS301
Bachelor of Optometry (B.Optom)	Optometric investigations	BOPT401
Bachelor of Optometry (B.Optom)	Low visual aids	BOPT403
Bachelor of Optometry (B.Optom)	Environmental Science - II	EVS301
Bachelor of Optometry (B.Optom)	Advanced contact lens	BOPT502
Bachelor of Optometry (B.Optom)	Advanced Low visual aids	BOPTO503
Bachelor of Optometry (B.Optom)	Community optometry	BOPT601

Program Name	Course Name	Course Code
Bachelor of Optometry (B.Optom)	Advanced orthoptics	BOPT602
Bachelor of Audiology and Speech-Language Pathology (BASLP)	Anatomy and Physiology of Speech & Swallowing	B1.3MC
Bachelor of Audiology and Speech-Language Pathology (BASLP)	Practical Speech-Language Pathology	B1.5M
Bachelor of Audiology and Speech-Language Pathology (BASLP)	Linguistics and Phonetics	B2.3MC
Bachelor of Audiology and Speech-Language Pathology (BASLP)	Otolaryngology	B2.4MC
Bachelor of Audiology and Speech-Language Pathology (BASLP)	Speech Sound Disorders	B 3.2
Bachelor of Audiology and Speech-Language Pathology (BASLP)	Clinicals in Speech-Language Pathology	B3.5
Bachelor of Audiology and Speech-Language Pathology (BASLP)	Clinicals in Audiology	B3.6
Bachelor of Audiology and Speech-Language Pathology (BASLP)	Child Language Disorders	B4.2
Bachelor of Audiology and Speech-Language Pathology (BASLP)	Diagnostic Audiology–Physiological Tests	B4.3
Bachelor of Audiology and Speech-Language Pathology (BASLP)	Implantable Hearing Devices	B4.4
Bachelor of Audiology and Speech-Language Pathology (BASLP)	Clinicals in Speech Language	B4.5
Bachelor of Audiology and Speech-Language Pathology (BASLP)	Clinicals in Audiology	B4.6
Bachelor of Audiology and Speech-Language Pathology (BASLP)	Environmental Sciences	EVS
Bachelor of Audiology and Speech-Language Pathology (BASLP)	Structural Anomalies & Speech Disorders	B5.1

Program Name	Course Name	Course Code
Bachelor of Audiology and Speech-Language Pathology (BASLP)	Fluency and its Disorders	B5.2
Bachelor of Audiology and Speech-Language Pathology (BASLP)	Aural Rehabilitation in Children	B5.4
Bachelor of Audiology and Speech-Language Pathology (BASLP)	Clinicals in Speech-Language Pathology	B5.5
Bachelor of Audiology and Speech-Language Pathology (BASLP)	Clinicals in Audiology	B5.6
Bachelor of Audiology and Speech-Language Pathology (BASLP)	Language Disorders in Adults	B6.2
Bachelor of Audiology and Speech-Language Pathology (BASLP)	Aural Rehabilitation in Adults	B6.3
Bachelor of Audiology and Speech-Language Pathology (BASLP)	Audiology in Practice	B6.4
Bachelor of Audiology and Speech-Language Pathology (BASLP)	Clinicals in Speech-Language Pathology	B6.5
Bachelor of Audiology and Speech-Language Pathology (BASLP)	Clinicals in Audiology	B6.6
Bachelor of Audiology and Speech-Language Pathology (BASLP)	Clinicals in Audiology	B 7.2
Master of Physiotherapy (MPT)	Musculoskeletal Disorders: Clinical Sciences I	MPT1 301
Master of Physiotherapy (MPT)	Neurological Disorders: Clinical Sciences I	MPT2 301
Master of Physiotherapy (MPT)	Neurological Disorders: Physiotherapeutics I	MPT2 302
Master of Physiotherapy (MPT)	Musculoskeletal Disorders: Physiotherapeutics II	MPT1 402
Master of Physiotherapy (MPT)	Musculoskeletal Disorders: Advanced Physiotherapeutics II	MPT1 404
Master of Physiotherapy (MPT)	Neurological Disorders: Physiotherapeutics II	MPT2 402
Master of Physiotherapy (MPT)	Neurological Disorders: Recent Advances II	MPT2 403

Program Name	Course Name	Course Code
Master of Physiotherapy (MPT)	Neurological Disorders: Advanced Physiotherapeutics II	MPT2 404
Master of Hospital Administration	Human Resource Management	MHA126
Master of Hospital Administration	Concept of Health and Disease, Demography and Health Information	MHA130
Master of Hospital Administration	Quality Management in Hospitals	MHA215
Master of Hospital Administration	Legal Implications in Hospital Administration	MHA217
Master of Hospital Administration	Epidemiology, Health Communication and Health Economics	MHA218
Master of Hospital Administration	Patient Safety	MHA220
B.Sc. Nursing	Midwifery/Obstetrics and Gynaecology (OBG) Nursing I including SBA Module - Theory*	N-MIDW (I) / OBGN 335
B.Sc. Nursing	Midwifery/Obstetrics and Gynaecology (OBG) Nursing I including SBA module – Practical*	N-MIDW (I) / OBGN 335
B.Sc. Nursing	Midwifery/Obstetrics and Gynaecology (OBG) Nursing II including Safe Delivery App Module - Theory	N-MIDW (II)/OBG N 410
B.Sc. Nursing	Midwifery/Obstetrics and Gynaecology (OBG) Nursing II including Safe Delivery App Module - Practical	N-MIDW (II)/OBG N 410
B.Sc. Nursing	Community Health Nursing	INTE 415
B.Sc. Nursing	Adult Health Nursing	INTE 420
B.Sc. Nursing	Child Health Nursing	INTE 425
B.Sc. Nursing	Mental Health Nursing	INTE 430
B.Sc. Nursing	Midwifery	INTE 435
Post Basic BSc Nursing	Maternal Nursing	PBN104
Post Basic BSc Nursing	Maternal Nursing – Practical	PBN104
Post Basic BSc Nursing	Introduction to Nursing Administration	PBN202
Post Basic BSc Nursing	Mental Health Nursing	PBN205
Post Basic BSc Nursing	Mental Health Nursing – Practical	PBN205
Post Basic BSc Nursing	Sociology	PBN206
M.Sc. Nursing	Advanced Nursing Practice	MSN101
M.Sc. Nursing	Child Health Nursing - I	MSN102 A
M.Sc. Nursing	Obstetric & Gynaecological Nursing - I	MSN102 E
M.Sc. Nursing	Child Health Nursing - I Practical	MSN102 A
M.Sc. Nursing	Obstetric & Gynaecological Nursing - I Practical	MSN102 E
M.Sc. Nursing	Child Health Nursing – II	MSN-201 A
M.Sc. Nursing	Obstetric & Gynaecological Nursing -II	MSN201E

Program Name	Course Name	Course Code
M.Sc. Nursing	Child Health Nursing – II Practical	MSN201 A
M.Sc. Nursing	Obstetric & Gynaecological Nursing – II Practical	MSN201E
M.Sc. Nursing	Nursing Management	MSN202
B.Sc. Biotechnology	Public Health & Hygiene	BBTSE 111
B.Sc. Biotechnology	Entrepreneurship Development	BBTOE 122
B.Sc. Biotechnology	Basics of Forensic Sciences	BBTOE 123
B.Sc. Biotechnology	English Communication	AECC 121
B.Sc. Biotechnology	Lab course based on course BBTC 232	BBPTC 232
B.Sc. Microbiology	Entrepreneurship Development	BBTOE 122
B.Sc. Microbiology	English Communication	AECC 121
BSc. Yoga Science and Holistic Health	Human Anatomy and Physiology-I	BYSC103
BSc. Yoga Science and Holistic Health	Public Health and Hygiene	BYSC105
BSc. Yoga Science and Holistic Health	Human Anatomy and Physiology Practical - I	BYSC108
BSc. Yoga Science and Holistic Health	Human Anatomy and Physiology-II	BYSC203
BSc. Yoga Science and Holistic Health	Yogic concept of Human Anatomy & Physiology	BYSC204
BSc. Yoga Science and Holistic Health	Human Anatomy and Physiology Practical – II	BYSC208
BSc. Yoga Science and Holistic Health	Yoga Education & Teaching Methodology	BYS302
BSc. Yoga Science and Holistic Health	Yoga Practical – V	BYS305
BSc. Yoga Science and Holistic Health	Yoga Practical – VI	BYS306
BSc. Yoga Science and Holistic Health	Holistic Health Practical	BYS307
BSc. Yoga Science and holistic health	Yoga Psychology	BYS402
BSc. Yoga Science and holistic health	Yoga Diet & Nutrition	BYS403
BSc. Yoga Science and holistic health	Fundamentals of Ayurveda	BYS404
BSc. Yoga Science and holistic health	Yoga Practical – VII	BYS405
BSc. Yoga Science and holistic health	Yoga Practical – VIII	BYS406

Program Name	Course Name	Course Code
BSc. Yoga Science and Holistic Health	Ayurveda Practical	BYS407
BSc. Yoga Science and Holistic Health	Bhagavadgita	BYS501
BSc. Yoga Science and Holistic Health	Yoga Principles & Practices of Healthy Living	BYS502
BSc. Yoga Science and Holistic Health	Generic Elective –I Applied Astrology, Vastu Shastra & Holistic Healing Methods	BYS504(ST)
BSc. Yoga Science and Holistic Health	Generic Elective –II Fundamentals of Naturopathy	BYS504(ST)
BSc. Yoga Science and Holistic Health	Yoga Practical – IX	BYS505
BSc. Yoga Science and Holistic Health	Applied Astrology, Vastu Shastra & Holistic Healing Methods	BYS506(SP)
BSc. Yoga Science and Holistic Health	Naturopathy Practical	BYS506(SP)
BSc. Yoga Science and Holistic Health	Yoga Management of Lifestyle-related disorders	BYS602
BSc. Yoga Science and Holistic Health	Elective-I Fundamentals of Homoeopathy	BYS604
BSc. Yoga Science and Holistic Health	Elective-II Applied Alternative Therapies	BYS605
BSc. Yoga Science and Holistic Health	Yoga Practical – X	BYS606
BSc. Yoga Science and Holistic Health	Yoga Field Work	BYS607
BSc. Yoga Science and Holistic Health	Internship-II	BYS608
MSc. Yoga Science and Holistic Health	Human Anatomy and Physiology-I	MYS103
MSc. Yoga Science and Holistic Health	Fundamentals of Ayurveda and Naturopathy	MYS202
MSc. Yoga Science and Holistic Health	Human Anatomy and Physiology-II	MYS203
MSc. Yoga Science and Holistic Health	Yoga Practical III	MYS205
MSc. Yoga Science and Holistic Health	Yoga Practical IV	MYS206
MSc. Yoga Science and holistic health	Yoga Psychology	MYS301
MSc. Yoga Science and holistic health	Elective II - Applied Astrology, Vaastu Shastra	MYS304

Program Name	Course Name	Course Code
MSc. Yoga Science and holistic health	Alternative Therapy	MYS305
MSc. Yoga Science and holistic health	Yoga Practical - V	MYS306
MSc. Yoga Science and holistic health	Yogic Management of Diseases	MY402
MSc. Yoga Science and holistic health	Elective I - Holistic Health	MYS403
B.Tech CSE	Human Values & Professional Ethics	HST121
B.Tech CSE	Personality Development Programme-II	PPD102#
B.Tech (Hons.) CSE with AI & ML	Human Values & Professional Ethics	HST121
B.Tech (Hons.) CSE with AI & ML	English-II	HS601T
B.Tech (Hons.) CSE with DS & ML	Human Values & Professional Ethics	HST121
B.Tech CSE – Cyber Security	Human Values & Professional Ethics	HST121
Bachelor of Computer Applications (BCA)	Human Values & Professional Ethics	BCT126
B.Sc. Data Science	Human Values & Professional Ethics	BD116T
BBA	Computing For Business	BBA 101
BBA	Financial Accounting	BBA 103
BBA	Micro Economics	BBA 105
BBA	Organizational Behavior	BBA 204
BBA	Macro Economics	BBA 205
BBA	English	BBA 206
BBA	Cost & Management Accounting	BBA 301
BBA	E-Commerce	BBA 303

Program Name	Course Name	Course Code
BBA	Production & Operations Management	BBA 305
BBA	Business Laws	BBA 402
BBA	Business Policy and Strategic Management	BBA 501
BBA	Human Values & Ethics	BBA 601
BBA	Undergraduate Research Project	BBA 604
B.Com	Business Communication	BCM 101
B.Com	Business Statistics	BCM 102
B.Com	Macro Economics	BCM 205
B.Com	Financial Institutions & Services	BCM 302
B.Com	Accounting Standards	BCM 401
B.Com	Management Accounting	BCM 404
B.Com	Company Law	BCM 501
B.Com	Income Tax	BCM 504
MBA	Management Information Systems	MBA 202
MBA	Legal Aspects Of Business	MBA 205
MBA	Career Advancement Course For Managers	MBA304
MBA	Business Research Project	MBA 401
B.Pharm	Communication Skills – Practical	BP111P

5.2 Proportion of First-Generation Female Students

SRHU remains committed to expanding educational opportunities for women from socially and economically disadvantaged backgrounds. During the reporting year, 697 women commenced degree programmes, of whom 6 were first-generation learners, representing 0.86 % of newly admitted female students. The University supports these students through inclusive admission policies, mentoring programmes, academic counselling, scholarships, and a supportive learning environment that enhances retention and academic success. These initiatives contribute to widening participation and promoting equitable access to higher education for women.

5.2.1 Proportion of women First-Generation

First-Generation Female Students

Data Item	Number
Number of Women starting a degree	697
Number of First-generation women starting a degree	6
Percentage of first-generation women starting a degree	0.86 %

5.3 Student Access Measures

Swami Rama Himalayan University (SRHU) has implemented a comprehensive framework of Student Access Measures to promote equitable access and participation of women in higher education. These include the well-defined Policy for Women's Admission, Scholarship and Fee Concession Policy, Policy for Non-Discrimination in Admissions, Accessibility and Inclusion Policy for students with disabilities, and the Policy for Protection and Equal Treatment of Women and Transgender. The University also supports a safe and inclusive learning environment through its Anti-Sexual Harassment Policy, Internal Complaints Committee, Student Grievance Redressal and Anti-Ragging mechanisms. SRHU tracks women's applications, admissions and enrolment to monitor access and participation.

5.3.1 Tracking Access Measures

SRHU has established mechanisms to systematically track and monitor women's application, acceptance/entry, and participation rates across its higher-education programmes. Programme-wise gender-disaggregated data are maintained and reviewed to assess women's access to higher education and identify areas for improvement.

Women starting a degree in 2024-25

Indicator	2024-25 Data	Tracking	Evidence	Public
Total applications received	1868	Yes	Yes	Yes
Women applications received	1240	Yes	Yes	Yes
Women application rate	66.38%	Yes	Yes	Yes
Women accepted/entered	697	Yes	Yes	Yes
Women acceptance/entry rate	56.20%	Yes	Yes	Yes
First-generation women admitted	6	Yes	Yes	Yes
First-generation women as % of women admitted	0.86 %	Yes	Yes	Yes

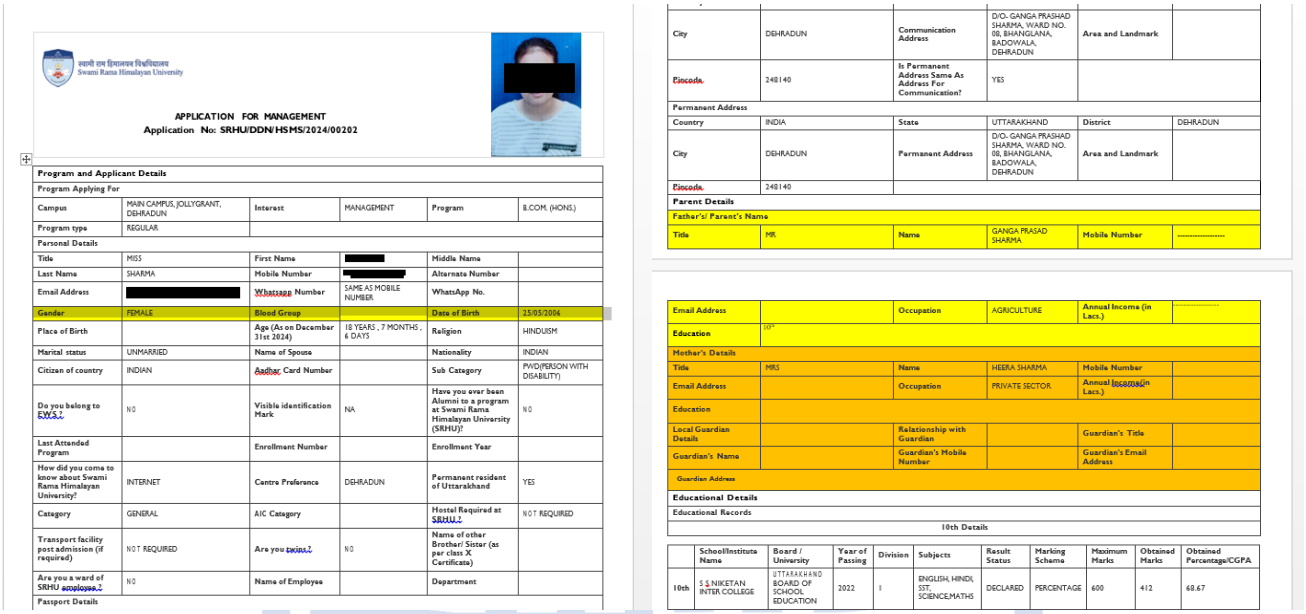
Women Graduated in 2025

Indicator	2024-25 Data
Total number of graduated students	631
Total number of Graduated Women	372
Total number of first-generation women who graduated	11
First-generation graduated women in stipulated time as percentage of total graduating women	2.96%

Particulars	Status	Details
Existence of Action	**Yes**	Systematic tracking of women's applications and acceptance/entry rates is implemented through gender-disaggregated, programme-wise data.
Evidence provided	**Yes**	• Screenshot provided below • Application form for Admission • Screenshot of Registration Form
Is the evidence provided public	**Yes**	URL: admissions.srhu.edu.in/

Evidences

Evidence No. 1:
Application form for Admission



स्वामी राम हिमालयन विश्वविद्यालय
Swami Rama Himalayan University

APPLICATION FOR MANAGEMENT
Application No: SRHU/DDN/HSMS/2024/00202

Program and Applicant Details					
Program Applying For					
Campus	MAIN CAMPUS, JOLLYGRANT, DEHRADUN	Interest	MANAGEMENT	Program	B.COM. (HONS.)
Program type	REGULAR				
Personal Details					
Title	MISS	First Name	[redacted]	Middle Name	
Last Name	SHARMA	Mobile Number	[redacted]	Alternate Number	
Email Address	[redacted]	Whatsapp Number	SAME AS MOBILE NUMBER	WhatsApp No.	
Gender	FEMALE	Blood Group		Date of Birth	25/05/2006
Place of Birth		Age (As on December 31st 2024)	18 YEARS , 7 MONTHS , 6 DAYS	Religion	HINDUISM
Marital status	UNMARRIED	Name of Spouse		Nationality	INDIAN
Citizen of country	INDIAN	Aadhar Card Number		Sub Category	PWD(PERSON WITH DISABILITY)
Do you belong to EWS ?	NO	Visible identification Mark	NA	Have you ever been Alumni to a program at Swami Rama Himalayan University (SRHU)?	NO
Last Attended Program		Enrollment Number		Enrollment Year	
How did you come to know about Swami Rama Himalayan University?	INTERNET	Centre Preference	DEHRADUN	Permanent resident of Uttarakhand	YES
Category	GENERAL	AIC Category		Hostel Required at SRHU ?	NOT REQUIRED
Transport facility post admission (if required)	NOT REQUIRED	Are you ex-srhu ?	NO	Name of other Brother/ Sister (as per class X Certificate)	
Are you a ward of SRHU employee ?	NO	Name of Employee		Department	
Passport Details					

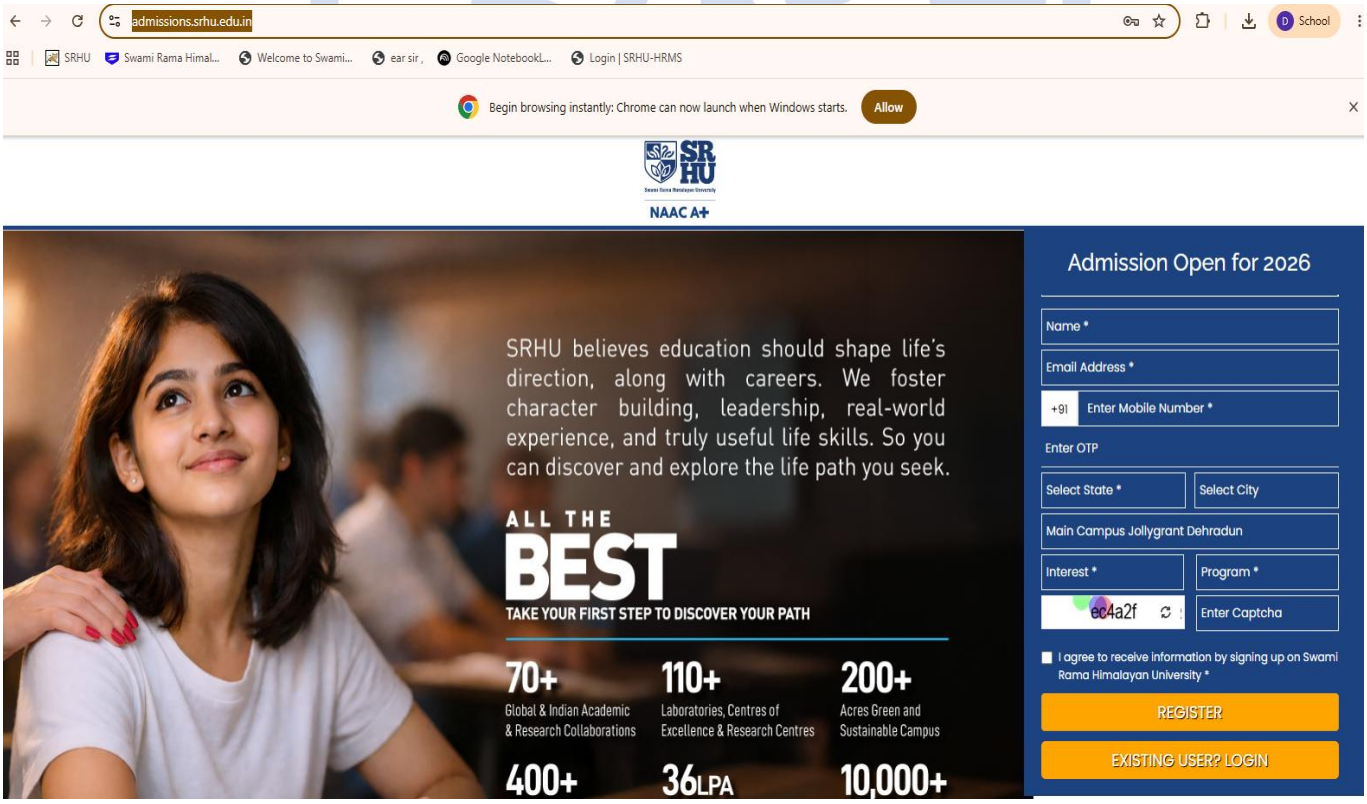
City	DEHRADUN	Communication Address	D/O- GANGA PRASHAD SHARMA, WARD NO. 09, BHANGLANA, BADOWALA, DEHRADUN	Area and Landmark	
Pincode	248140	Is Permanent Address Same As Address For Communication?	YES		
Permanent Address					
Country	INDIA	State	UTTARAKHAND	District	DEHRADUN
City	DEHRADUN	Permanent Address	D/O- GANGA PRASHAD SHARMA, WARD NO. 09, BHANGLANA, BADOWALA, DEHRADUN	Area and Landmark	
Pincode	248140				
Parent Details					
Father's/ Parent's Name					
Title	MR.	Name	GANGA PRASAD SHARMA	Mobile Number	[redacted]

Email Address		Occupation	AGRICULTURE	Annual Income (in Lacs.)	[redacted]
Education	10TH				
Mother's Details					
Title	MRS	Name	HEERA SHARMA	Mobile Number	
Email Address		Occupation	PRIVATE SECTOR	Annual Income(in Lacs.)	
Education					
Local Guardian Details		Relationship with Guardian		Guardian's Title	
Guardian's Name		Guardian's Mobile Number		Guardian's Email Address	
Guardian Address					
Educational Details					
Educational Records					

10th Details

	School/Institute Name	Board / University	Year of Passing	Division	Subjects	Result Status	Marking Schema	Maximum Marks	Obtained Marks	Obtained Percentage/CGPA
10th	S S NIKETAN INTER COLLEGE	UTTARAKHAND BOARD OF SCHOOL EDUCATION	2022	I	ENGLISH, HINDI, SST, SCIENCE,MATHS	DECLARED	PERCENTAGE	600	412	68.67

Evidence No. 2:
Screenshot of Registration Form

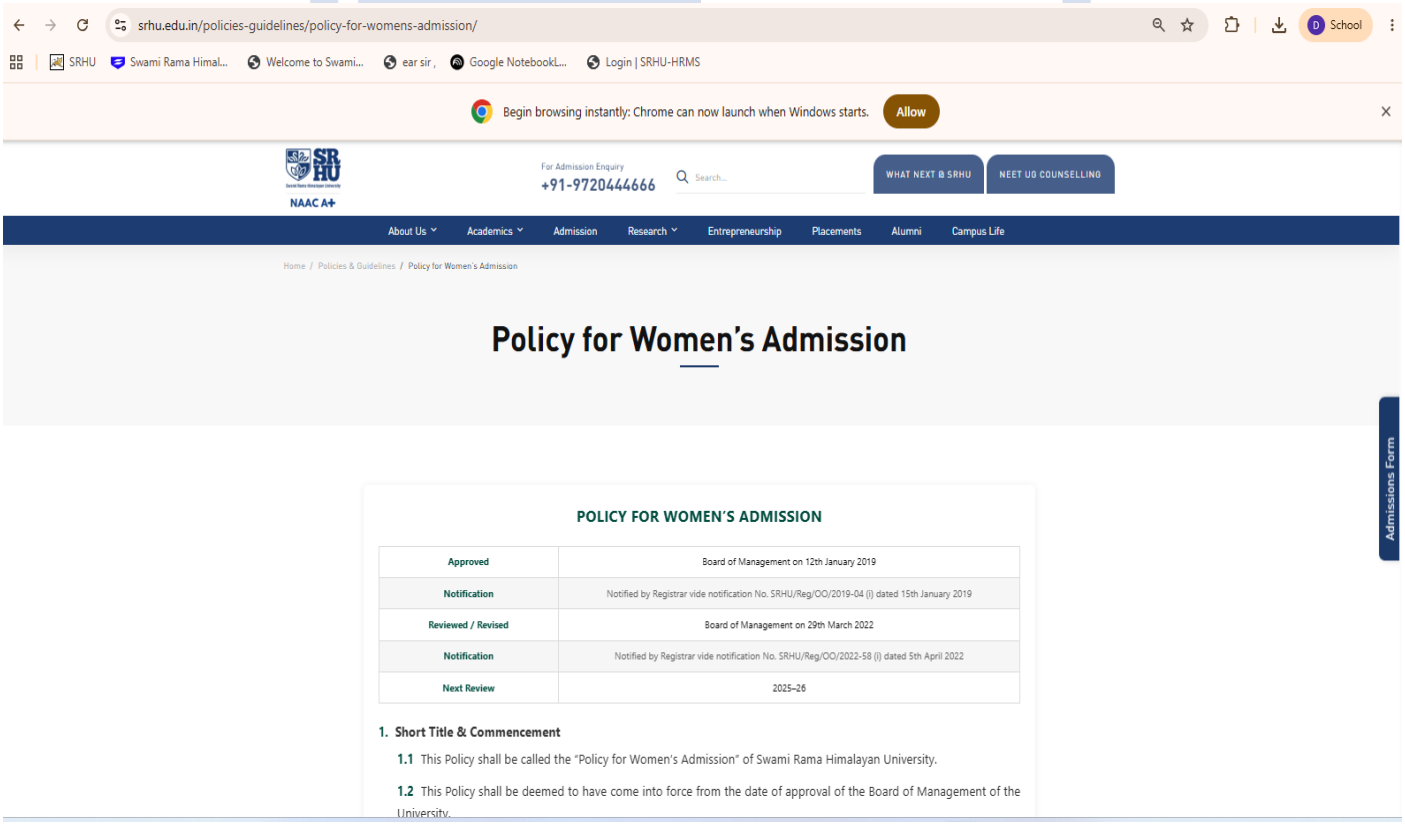


5.3.2 Policy for Women Applications and Entry

SRHU has established a formal policy promoting equitable admission opportunities for women through gender-sensitive admission practices, outreach initiatives, financial assistance, flexible entry pathways, and mentoring support. The policy was initially approved by the Board of Management in 2019 and was reviewed in 2022.

Particulars	Status	Details
Existence of Policy	**Yes**	Policy for Women's Admission since 2019
Evidence provided	**Yes**	Snapshot provided below
Is the evidence provided public	**Yes**	srhu.edu.in/policies-guidelines/policy-for-womens-admission/
Is policy created or reviewed in period 2022-2026	**Yes**	Policy reviewed in 2022

Evidence:
Screenshot of policy for women's admission



5.3.3 Women's Access Schemes

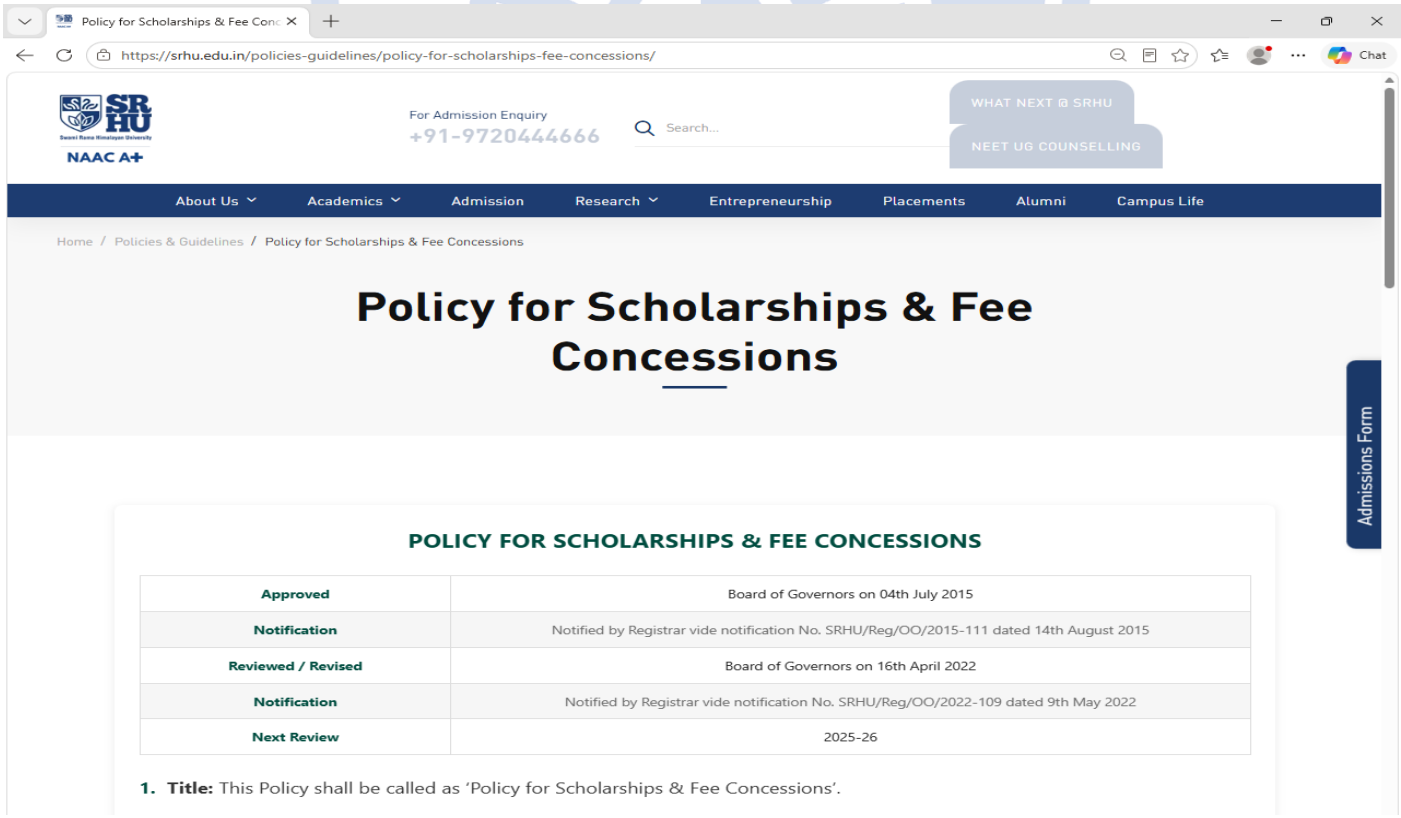
The University provides structured financial assistance to encourage women's participation in higher education through the SRHU Policy for Scholarships and Fee Concessions. Female students receive a one-time tuition fee concession equivalent to 25% of the first-year tuition fee at the time of admission. Additionally, the University offers scholarships for transgender students, reinforcing its commitment to inclusive education and equal access. These initiatives reduce financial barriers, promote diversity, and support equitable participation of women and underrepresented groups in higher education.
SRHU's Policy for Scholarships & Fee Concessions was initially approved by the Board of Governors in 2015 and reviewed by the Board of Governors on 16 April 2022.

Particulars	Status	Details
Existence of Provision	Yes	• Policy for Scholarships & Fee Concessions since 2015 • Mentor Mentee Scheme
Evidence provided	Yes	• Screenshot provided below • Policy for Scholarships & Fee Concessions since 2015 • Mentor Mentee Scheme
Is the evidence provided public	Yes	• URL: srhu.edu.in/policies-guidelines/policy-for-scholarships-fee-concessions/ • URL: https://srhu.edu.in/mission-vision-values/mentorship/

Evidences

Evidence No. 1:

Screenshot of policy for Scholarships & Fee Concessions



The policy for Scholarships & Fee Concessions is published on the website of the University: srhu.edu.in/policies-guidelines/policy-for-scholarships-fee-concessions/

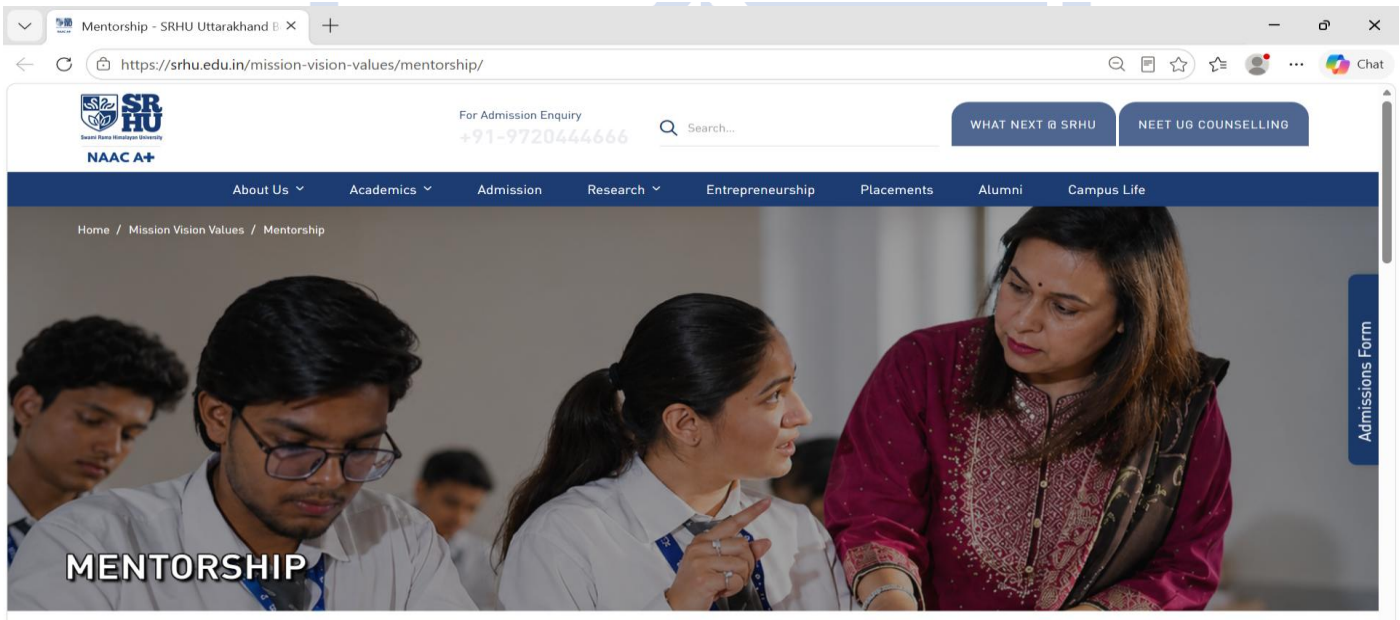
Scholarships Provided During Academic Year 2024-25.

During the academic year **2024–25**, Swami Rama Himalayan University awarded scholarships to 1,853 students**,** of whom 1,079 (58.2%) were female, and 774 (41.8%) were male**.** The higher proportion of female scholarship recipients reflects the University's commitment to promoting equitable access to higher education and supporting the academic advancement of women. Through inclusive scholarship initiatives, SRHU helps reduce financial barriers, encourages female participation across academic programmes, and contributes to the achievement of SDG 5: Gender Equality by fostering equal educational opportunities.

Evidence 2:

Mentor Mentee Scheme





Gender-wise Distribution of Scholarship Recipients at SRHU (2024–25)

Category	Number of Students	Percentage
Female Students	1,079	58.2%
Male Students	774	41.8%
Total Scholarship Recipients	**1,853**	**100%**

5.3.4 Women Applications in Underrepresented Subjects

SRHU actively encourages women's participation in underrepresented academic fields through awareness programmes, outreach activities, workshops, mentoring, and gender-sensitisation initiatives. The University also supports women through its Policy for Women's Admission and Policy for Scholarships & Fee Concessions. Regular activities such as International Day of Women and Girls in Science, Women Empowerment workshops, and Gender Sensitisation Sessions promote awareness, confidence, and equal opportunities for women in higher education and scientific disciplines.

1. International Day of Women and Girls in Science (February 15, 2024)

The Research and Development Cell organised celebrations highlighting the achievements of women scientists and inspiring young female scholars to pursue careers in research and innovation, encouraging female students from nearby schools to consider STEM education.



International Day of Women and Girls in Science

2. Workshop on Women Empowerment through Science and Technology (March 29–30, 2024)

The University hosted a two-day workshop focusing on self-reliance, entrepreneurship, and scientific opportunities for women in Uttarakhand, encouraging greater participation in STEM disciplines.



Workshop on Women Empowerment

3. Awareness and Sensitisation

- Regular workshops, seminars, and awareness drives are conducted to promote gender equity, inclusivity, and sensitivity towards diversity.
- Orientation programs for new students and staff include sessions on institutional policies against discrimination and harassment.
- Observance of important days such as International Women's Day, Constitution Day, and Human Rights Day to reinforce commitment to equality and justice.

Gender Sensitisation Session 1 Date:22/11/2024 No. of Participants: 189

Himalayan College of Nursing, a constituent college of Swami Rama Himalayan University, organised a Gender Sensitisation Session for the B.Sc. Nursing 1st Semester. The session was conducted by Mrs Priya J.P. Narayan as part of the student orientation program. The session focused on creating awareness about gender-related issues, gender equality, and inclusivity in healthcare and society. Through interactive discussions, real-life examples, and case studies, students gained insight into gender stereotypes, respectful communication, and the role of healthcare professionals in fostering safe and inclusive environments. The program encouraged active student participation and meaningful dialogue, helping students develop sensitivity, empathy, and awareness regarding gender-based challenges. The session successfully promoted the values of equality and respect, preparing students to contribute towards a more inclusive healthcare environment and campus culture.





Gender Sensitisation Session for students at SRHU

Gender Sensitisation Session 2 Date: 7/08/24 No. of Participants: 15

A session on Gender Sensitisation was organised by the Department of Clinical Research, Himalayan Institute of Medical Sciences (HIMS), Swami Rama Himalayan University, on 7 August 2024. The session was delivered by Dr Geeta Bhandari, Assistant Professor, School of Biosciences, SRHU. The session focused on promoting awareness of gender equality, addressing gender stereotypes, and fostering an inclusive and respectful environment. The resource person highlighted the impact of unconscious biases on individuals and discussed the importance of policy reforms, education, and behavioural change in achieving gender equity. Real-life examples and interactive discussions encouraged participants to reflect on their own perceptions and attitudes. The session enhanced participants' understanding of gender sensitivity and inspired them to contribute towards creating a more inclusive, equitable, and respectful academic and professional environment.




Gender Sensitisation Session for students at SRHU

Gender Sensitisation Session 3 Date: 05/08/2024 Number of Participants: 54

A Gender Sensitisation session was organised by the Himalayan School of Science and Technology (HSST), Swami Rama Himalayan University, on 5 August 2024 for newly admitted students. The session was delivered by Ms Neelam Danu, Assistant Professor, Department of Applied Sciences & Humanities. It aimed to encourage a profound understanding of gender equality and the importance of gender sensitisation. The need for individuals and institutions to recognise and challenge gender biases, stereotypes, and discrimination, fostering a more inclusive and respectful society for everyone regardless of gender identity, was emphasised. The objective of this session was to create awareness and foster a deeper understanding of gender equality, challenging stereotypes and addressing biases that contribute to discrimination and inequality. It promoted respect, empathy, and fairness among individuals, encouraging inclusive attitudes and behaviours across all genders. Through education and dialogue, gender sensitisation seeks to build a more equitable and respectful environment in both personal and professional settings. The session successfully encouraged students to adopt inclusive attitudes and contribute to building a respectful and equitable environment for all, emphasising the importance of recognising and challenging gender biases at both individual and institutional levels.



Gender Sensitisation Session for students at SRHU

Particulars	Status	Details
Existence of Encouragement	**Yes**	● Sessions at various schools to encourage girls for higher education in STEM-related fields ● Awareness programmes, school outreach activities, workshops, mentoring initiatives, and collaborations with national scientific organisations; Policy for Women's Admission; Policy for Scholarships & Fee Concessions;
Evidence provided	**Yes**	Images of Counselling / Interactive / Workshop / Awareness sessions to pursue higher education in STEM for the below-mentioned school girls: - Genesis International School, Jaspur - The Heritage School, Kashipur - Gyandeep Global School, Harlalpur, Uttarakhand - Sumar Study School Kashipur, Udam Singh Nagar ● Screenshot of International Day of Women and Girls in Science Day Celebration ● Screenshot of workshop on women Empowerment ● Screenshot of Gender Sensitisation Session 1 ● Screenshot of Gender Sensitisation Session 2 ● Screenshot of Gender Sensitisation Session 5
Is the evidence provided public	**Yes**	● srhu.edu.in/media-events/deliberations-on-women-empowerment-at-srhu/ ● srhu.edu.in/media-events/swami-rama-himalayan-university-hosts-women-empowerment-through-science-and-technology-workshop-inaugurates-uttarakhand-chapter-of-national-academy-of-sciences/ ● srhu.edu.in/uncategorized/gender-sensitization-session-held-for-nursing-students/ ● srhu.edu.in/media-events/empowering-change-gender-sensitization-lecture-held-at-department-of-clinical-research/ ● srhu.edu.in/media-events/session-on-gender-sensitization/

Evidences

Evidence No. 1:





Counselling sessions to help school students understand higher education pathways, subject choices, career options, and university programmes for the students of Genesis International School Jaspur (US Nagar)



Conducted awareness sessions in schools to provide information about university programmes, eligibility criteria, admission procedures, and career opportunities for the students of The Heritage School Kashipur



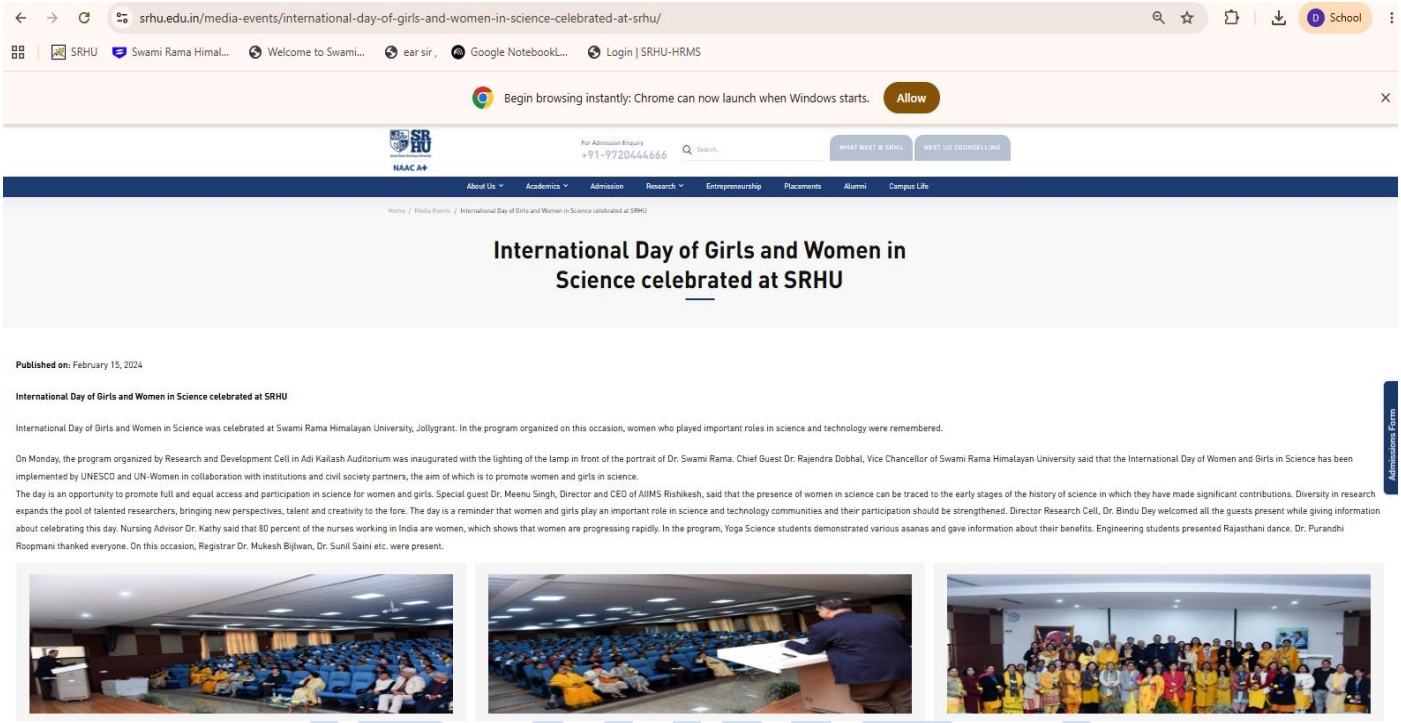
Conducted workshops on science & technology to provide students with exposure to university-level learning for students of Gyandeep Global School



Interactive talks by SRHU faculty at schools on emerging subjects, career opportunities, innovation, and higher education for students of Sumar Study School, Kashipur, Udam Singh Nagar

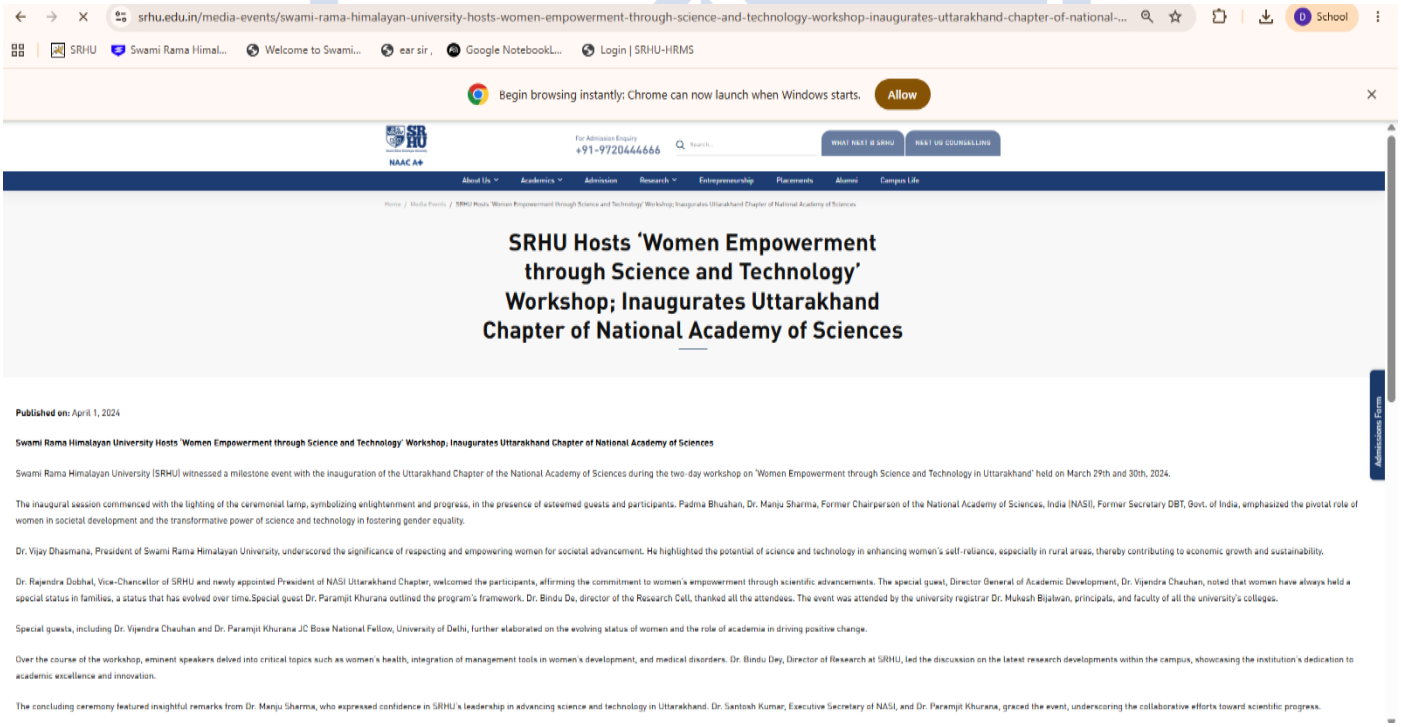
Evidence No. 2:

Screenshot of International Day of Women and Girls in Science Day Celebration



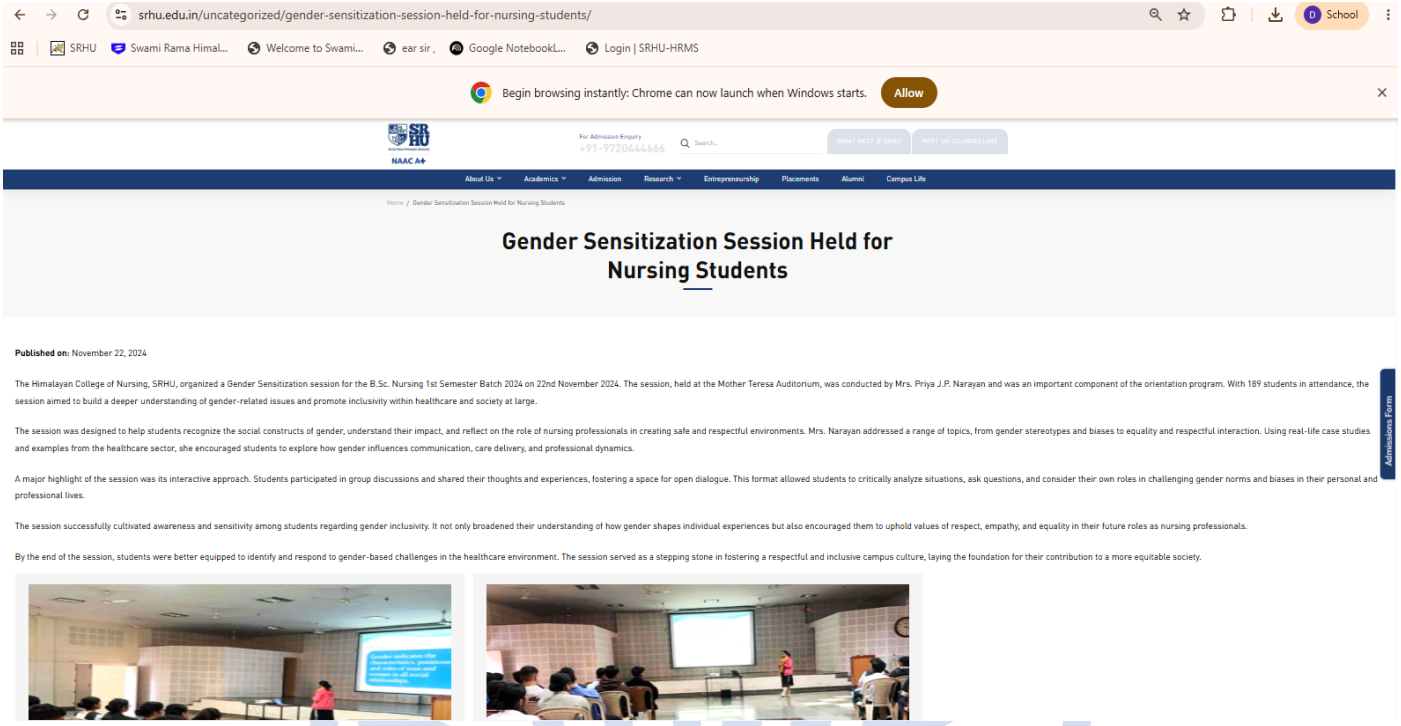
Evidence No. 3:

Screenshot of workshop on women Empowerment



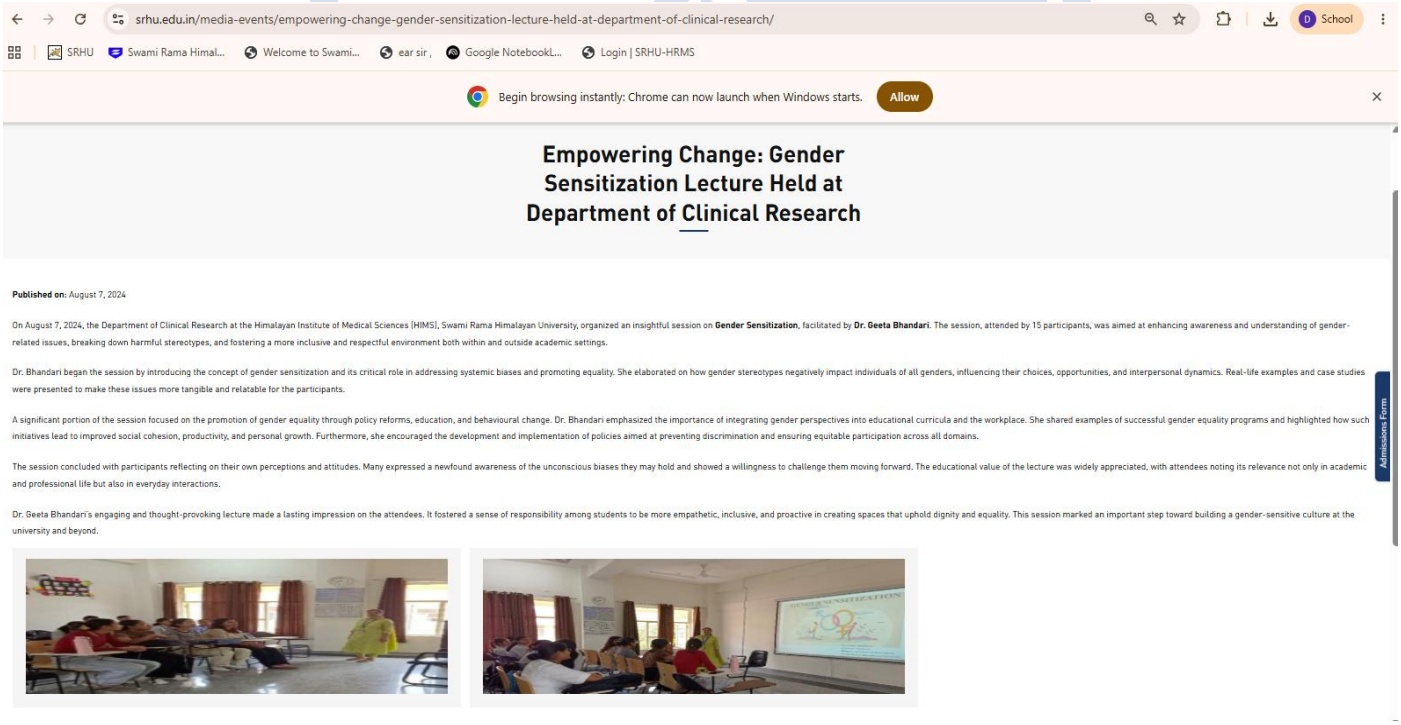
Evidence No. 4:

Screenshot of Gender Sensitisation Session 1



Evidence N.o 5:

Screenshot of Gender Sensitisation Session 2



Evidence No. 6:

Screenshot of Gender Sensitisation Session **5**

srhu.edu.in/media-events/session-on-gender-sensitization/

Begin browsing instantly: Chrome can now launch when Windows starts. Allow

For Admission Enquiry +91-9720444666

About Us | Academics | Admission | Research | Entrepreneurship | Placements | Alumni | Campus Life

Home / Media Events / Session on Gender Sensitization

Session on Gender Sensitization

Published on: August 5, 2024

A Gender Sensitization session was organized by the Himalayan School of Science and Technology (HSST), Swami Rama Himalayan University, on 5th August 2024 for the newly admitted students of HSST. The session was delivered by Ms. Neelam Danu, Assistant Professor, Department of Applied Sciences & Humanities, with 54 students participating. It aimed to encourage a profound understanding of gender equality and the importance of gender sensitization. Ms. Neelam Danu discussed the significance of promoting equality and understanding between genders. She highlighted the need for individuals and institutions to recognize and challenge gender biases, stereotypes, and discrimination, fostering a more inclusive and respectful society for everyone regardless of gender identity.

The objective of this session was to create awareness and foster a deeper understanding of gender equality, challenging stereotypes and addressing biases that contribute to discrimination and inequality. It promoted respect, empathy, and fairness among individuals, encouraging inclusive attitudes and behaviors across all genders. Through education and dialogue, gender sensitization seeks to build a more equitable and respectful environment in both personal and professional settings.

The session successfully encouraged students to adopt inclusive attitudes and contribute to building a respectful and equitable environment for all, emphasizing the importance of recognizing and challenging gender biases at both individual and institutional levels.



Admissions Form

5.4 Proportion of Senior Female Academics

SRHU recognises that gender-balanced academic leadership is fundamental to achieving institutional excellence. The University promotes equal opportunities in recruitment, promotion, professional development, leadership training, and decision-making processes to enhance women's representation in senior academic positions.

5.4.1 Proportion of Senior Female Academics

During the reporting period, Swami Rama Himalayan University employed a total of 3,142 staff members, of whom 1,296 (41.25%) were women, and 1,846 (58.75%) were men. The representation of women across the University's workforce reflects its ongoing commitment to promoting gender equality and inclusive employment practices in line with Sustainable Development Goal (SDG) 5.

The university has 342 academic and research staff, of which 161 are female, and 181 are male. Out of these, the number of senior academic staff (Professors, Deans, and senior University leaders) is 98, and the number of female senior academic staff is 43.

Proportion of Female Senior Academic Staff

Indicator	Value
Number of senior academic staff	98
Number of Female senior academic staff	43
Percentage of female senior academics	43.87 %

5.5 Proportion of Women Receiving Degrees

SRHU continuously monitors gender-disaggregated graduation data to evaluate women's participation and success across all academic disciplines. The University remains committed to ensuring equitable access, progression, completion, and career advancement opportunities for female students while encouraging their participation across Medicine, STEM, Management, Humanities, and Allied Health Sciences.

5.5.1 Proportion of Female Degrees Awarded

During the academic year 2024–25, women accounted for 522 of the 888 graduates, representing 58.78 % of all degrees awarded by the University. Female graduates constituted 63.5% of graduates in Medicine and Health Sciences, 50.2% in STEM disciplines, and 48 % in arts and humanities. These outcomes demonstrate SRHU's sustained commitment to improving women's participation across diverse academic disciplines, including traditionally underrepresented fields such as science and technology.

S.No	Details	Subject Mapping	Total	Female	Male	% Female
Number of Graduates (Total):			888	522	366	58.78%
1	**STEM**		**215**	**113**	**102**	**53%**
	School of Bio Sciences	Life Sciences	69	51	18	74%
	School of Science & Technology	Computer Science	106	31	75	29%
	School of Yoga Sciences	Life Sciences	40	31	09	78%
2	**Medicine**		**558**	**354**	**204**	**63.5%**
	Himalayan College of Nursing	Clinical and Health	154	128	26	83%
	Himalayan Institute of Medical Sciences	Clinical and Health	404	226	178	56%
3	**Arts & Humanities / Social Sciences**		**115**	**55**	**60**	**48%**
	School of Management Studies	Business and Economics	115	55	60	**48%**

5.6 Women's Progress Measures (2024–2025)

SRHU implemented various measures to promote women's access, participation, empowerment, safety, and career development. Key initiatives included the Policy for Women's Admission, a 25% first-year tuition fee concession for female candidates, gender-sensitisation programmes, and mechanisms for sexual harassment prevention and grievance redressal. Women were encouraged to participate in research, conferences, FDPs, leadership roles, and institutional activities. These measures support equitable opportunities and contribute to the achievement of SDG 5: Gender Equality.

5.6.1 Policy of Non-Discrimination against Women

SRHU promotes gender equality and a safe, inclusive, and non-discriminatory environment through its Policy for the Protection and Equal Treatment of Women and Transgender, Policy for Anti-Discrimination at Workplace, Policy for Non-Discrimination in Admissions, Policy for Women's Admission, Policy for Equality, Diversity and Inclusion (EDI), and Policy Against Sexual Harassment. These policies support equal opportunities in admission, employment, career progression, and institutional participation, while providing mechanisms for prevention and redressal of discrimination and harassment.

i) **Policy for Non-Discrimination in Admissions**
University ensures that admission decisions are made fairly and without discrimination based on gender or other prohibited grounds. It promotes transparent, merit-based and equitable access to University programmes.

SRHU's Policy for Non-Discrimination in Admissions was initially approved by the Board of Governors in 2019 and reviewed by the Board of Governors in 2022.

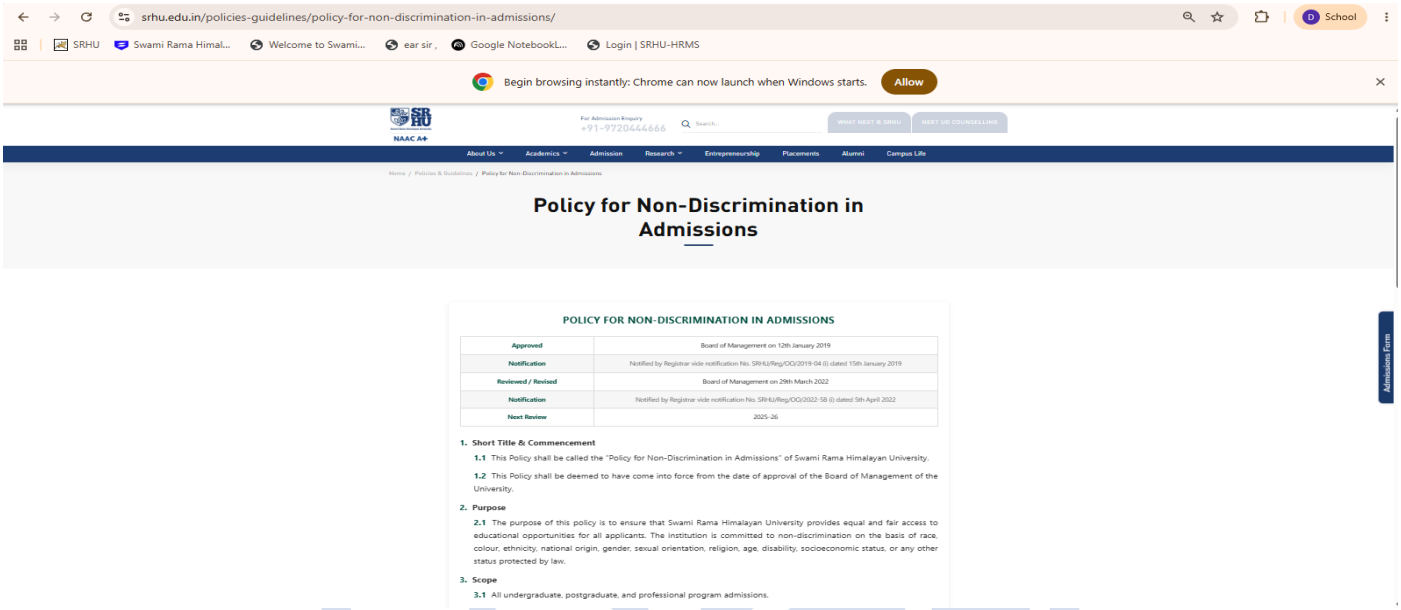
Particulars	**Status**	**Details**
Existence of Policy	Yes	• Policy of Non-Discrimination in Admission Since 2019 • Policy for Anti-Discrimination Since 2019 • Policy for Sexual Harassment Since 2019 • Policy for Equality, Diversity and Inclusion (EDI) Since 2022
Evidence provided	Yes	**Screenshots provided below for the mentioned policies and committees** • Policy of Non-Discrimination in Admission • Policy for Anti-Discrimination • Policy for Sexual Harassment • Policy for Equality, Diversity and Inclusion (EDI) • Equality, Diversity and Inclusion (EDI) Committee • Internal Complaints Committee (ICC) • Recruitment Policy • Anti-ragging Committee
Is the evidence provided public	Yes	**URLs are as follows** • srhu.edu.in/policies-guidelines/policy-for-non-discrimination-in-admissions/ • srhu.edu.in/policy-for-anti-discrimination/ • srhu.edu.in/policies-guidelines/policy-against-sexual-harassment/ • srhu.edu.in/policies-guidelines/policy-for-equality-diversity-and-inclusion-edi/ • srhu.edu.in/wp-content/uploads/2025/03/Office-Order-102-ICC.pdf • srhu.edu.in/naac-ssr/cr6/6.2/6.2.2/Recruitment%20Policy.pdf

		• srhu.edu.in/wp-content/uploads/2025/03/Off.-Order-no.-143-Anti-Ragging.pdf
Is policy created or reviewed in period 2022-2026	Yes	• Policy of Non-Discrimination in Admission reviewed in 2022 • Policy for Anti-Discrimination reviewed in 2022 • Policy for Sexual Harassment reviewed in 2022 • Policy for Equality, Diversity and Inclusion (EDI) created in 2022

Evidence

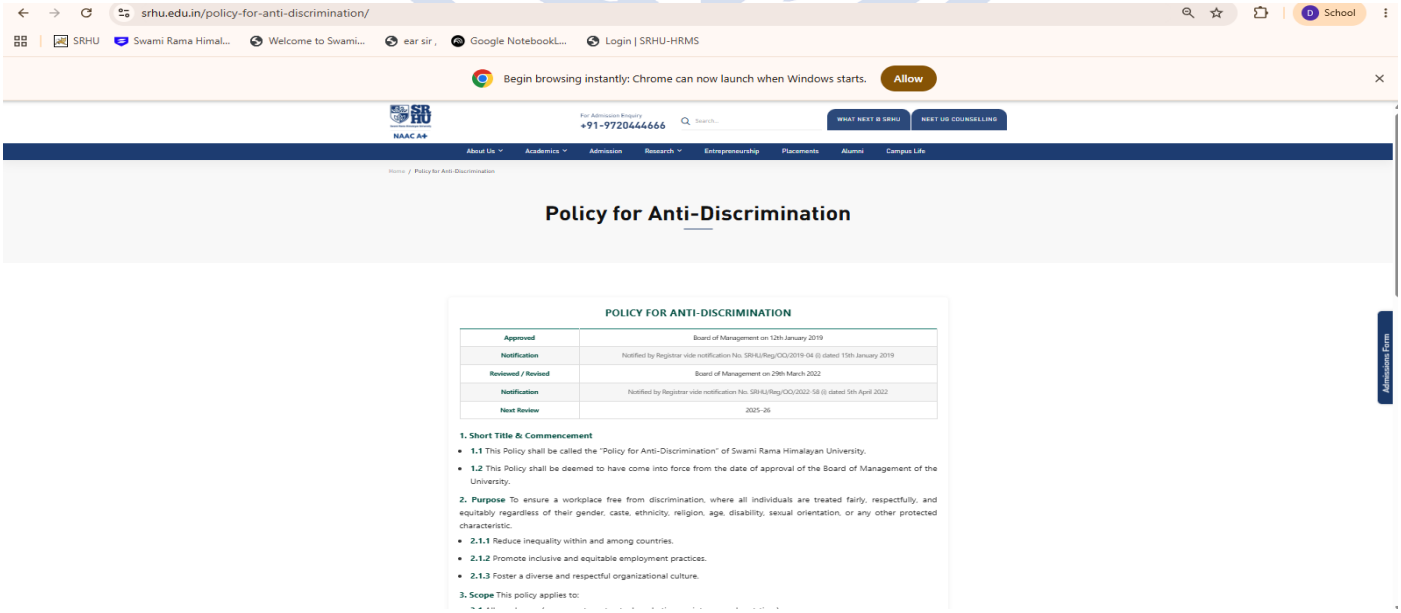
Evidence No. 1:

Screenshot of the Non-Discrimination policy in Admission



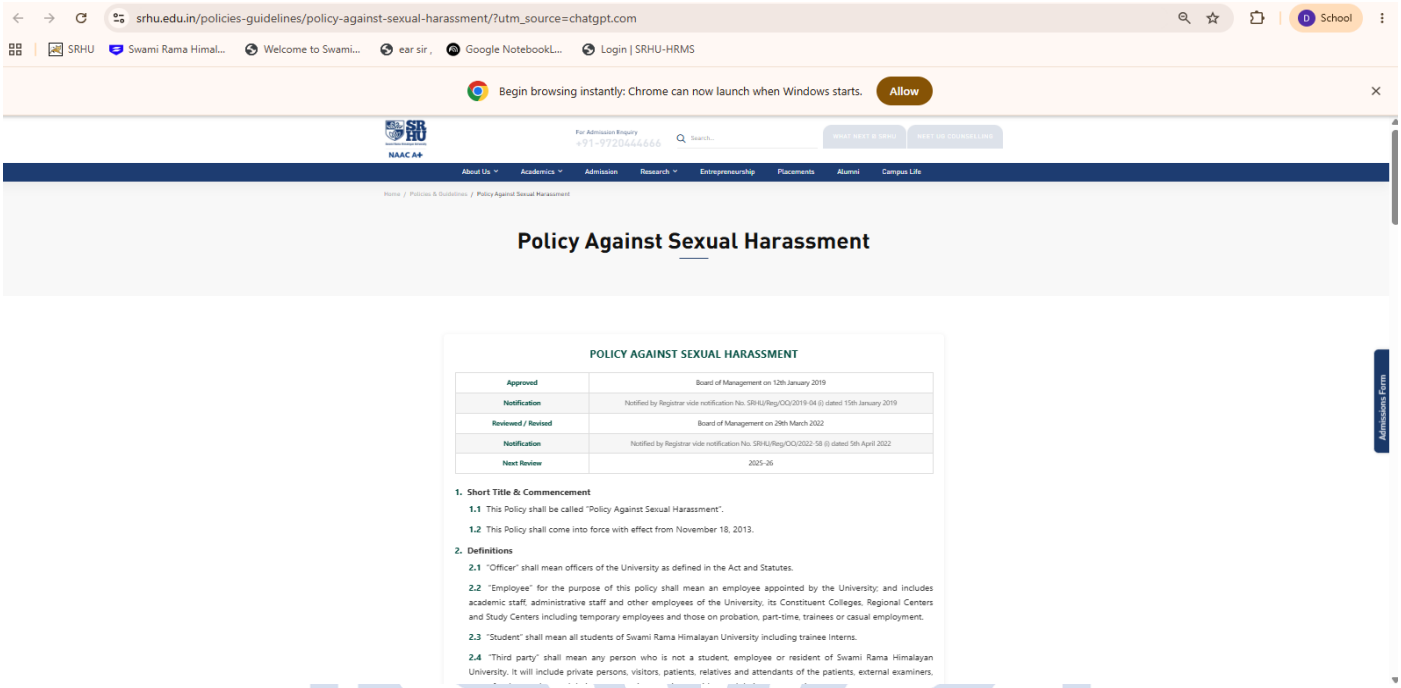
Evidence No. 2:

Screenshot of the Anti-Discrimination policy



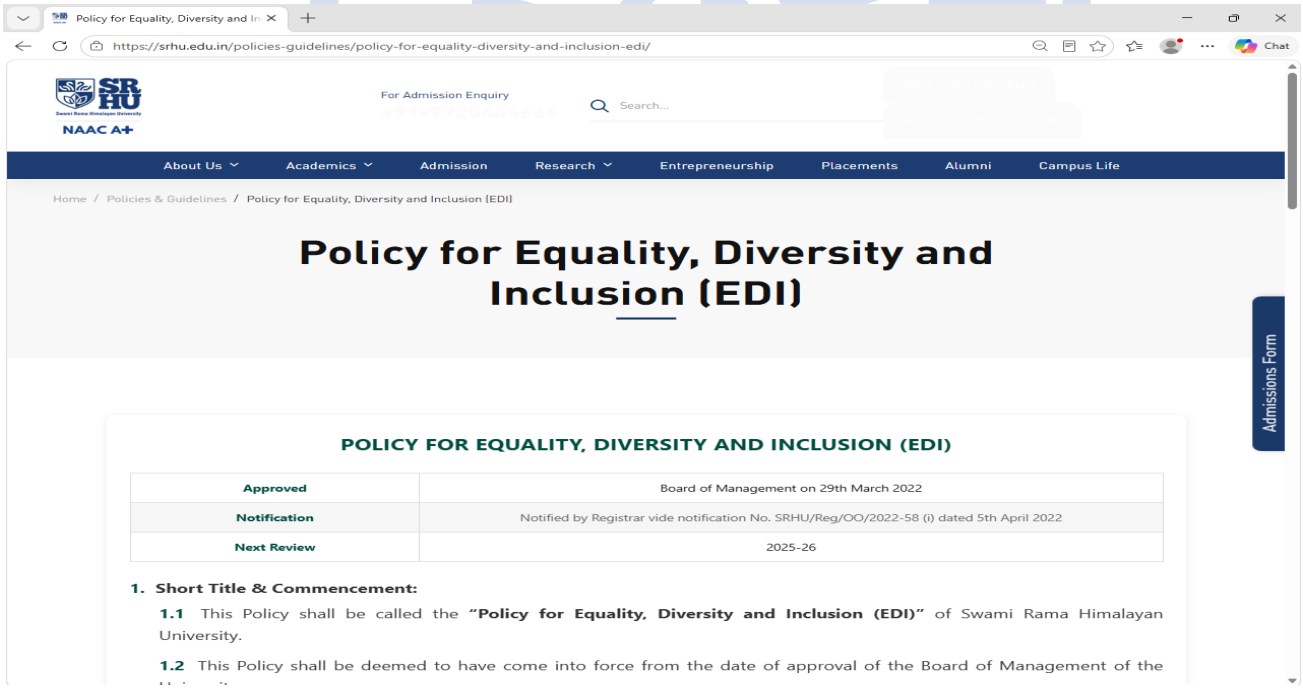
Evidence No. 3:

Screenshot of the Policy for Sexual Harassment



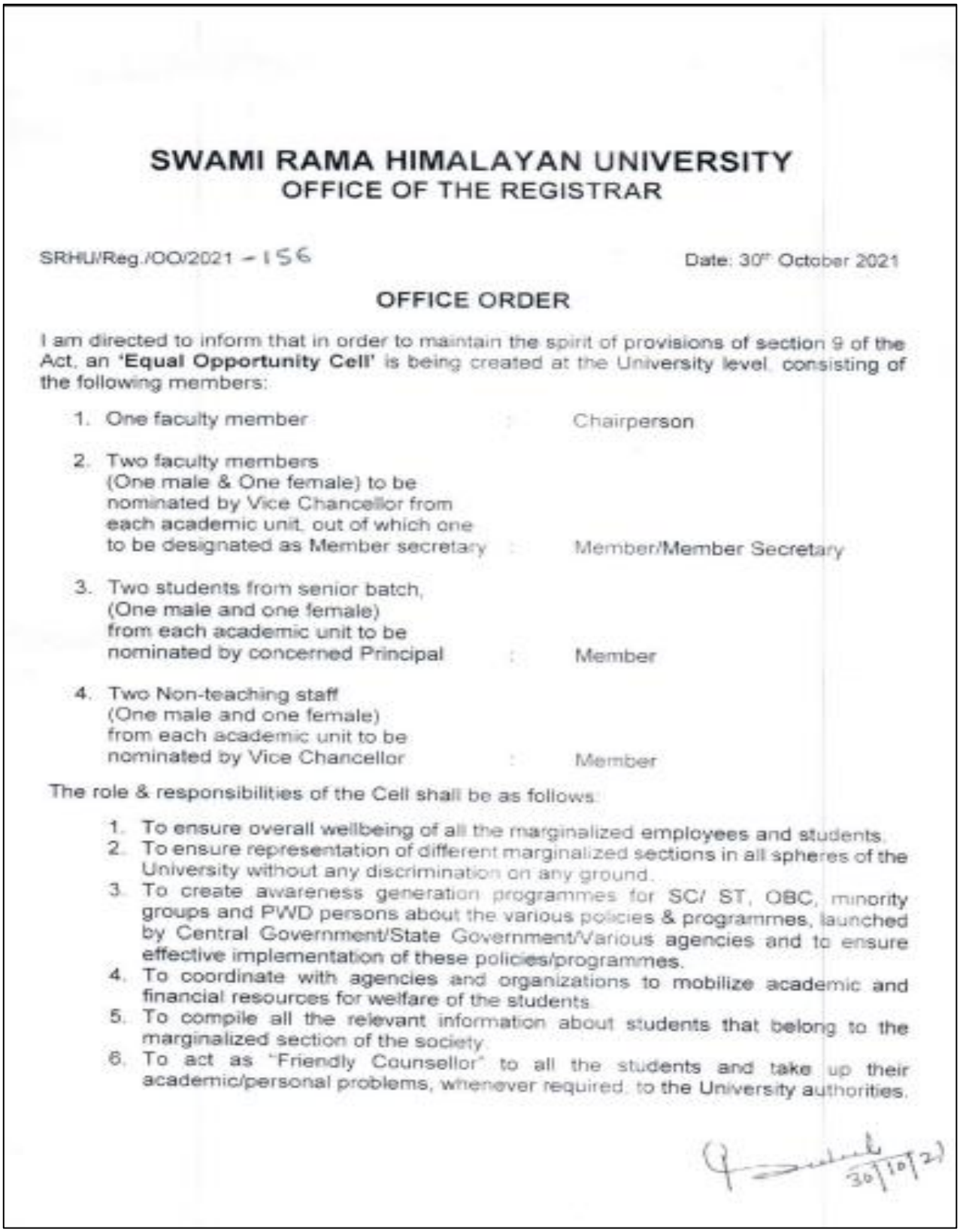
Evidence No 4

Screenshot of the Policy for Equality, Diversity and Inclusion (EDI)



Evidence No. 5:

Screenshot of Equality, Diversity and Inclusion (EDI) Committee



SWAMI RAMA HIMALAYAN UNIVERSITY
OFFICE OF THE REGISTRAR

SRHU/Reg./OO/2021 – 156 Date: 30th October 2021

OFFICE ORDER

I am directed to inform that in order to maintain the spirit of provisions of section 9 of the Act, an **'Equal Opportunity Cell'** is being created at the University level, consisting of the following members:

1. One faculty member : Chairperson
2. Two faculty members (One male & One female) to be nominated by Vice Chancellor from each academic unit, out of which one to be designated as Member secretary : Member/Member Secretary
3. Two students from senior batch, (One male and one female) from each academic unit to be nominated by concerned Principal : Member
4. Two Non-teaching staff (One male and one female) from each academic unit to be nominated by Vice Chancellor : Member

The role & responsibilities of the Cell shall be as follows:

1. To ensure overall wellbeing of all the marginalized employees and students.
2. To ensure representation of different marginalized sections in all spheres of the University without any discrimination on any ground.
3. To create awareness generation programmes for SC/ ST, OBC, minority groups and PWD persons about the various policies & programmes, launched by Central Government/State Government/Various agencies and to ensure effective implementation of these policies/programmes.
4. To coordinate with agencies and organizations to mobilize academic and financial resources for welfare of the students.
5. To compile all the relevant information about students that belong to the marginalized section of the society.
6. To act as "Friendly Counsellor" to all the students and take up their academic/personal problems, whenever required, to the University authorities.

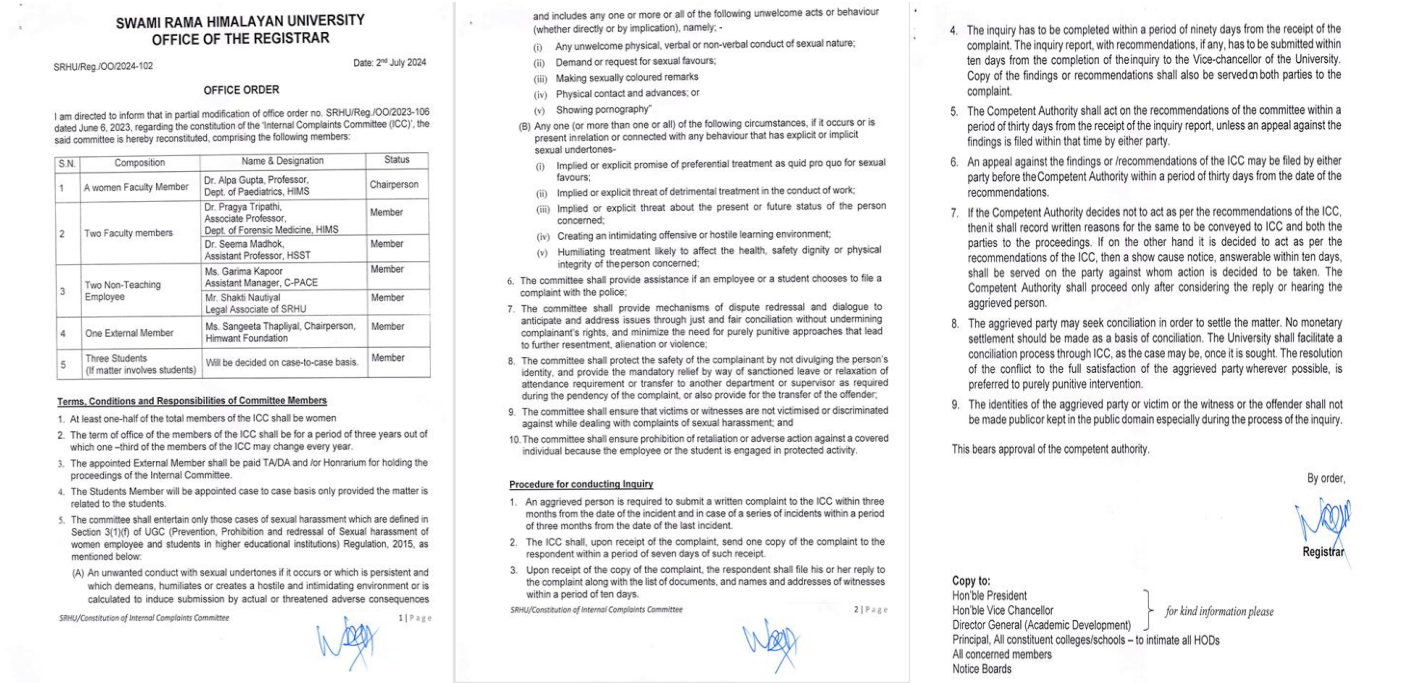
30/10/21

Evidence N.o 6:
Screenshot of Internal Complaints Committee (ICC)

Internal Complaints Committee (ICC)

The Internal Complaints Committee functions in accordance with statutory guidelines to provide a safe and gender-sensitive environment. The committee addresses complaints related to sexual harassment and protects individuals reporting discrimination, ensuring confidentiality and fairness.

SRHU's Policy for **Internal Complaints Committee (ICC)** was initially approved by the Board of Governors in 2023 and revised in 2024.



SWAMI RAMA HIMALAYAN UNIVERSITY
OFFICE OF THE REGISTRAR

SRHU/Reg./OO/2024-102 Date: 2nd July 2024

OFFICE ORDER

I am directed to inform that in partial modification of office order no. SRHU/Reg./OO/2023-106 dated June 6, 2023, regarding the constitution of the 'Internal Complaints Committee (ICC)', the said committee is hereby reconstituted, comprising the following members:

S.N.	Composition	Name & Designation	Status
1	A women Faculty Member	Dr. Alpa Gupta, Professor, Dept. of Paediatrics, HIMS	Chairperson
2	Two Faculty members	Dr. Pragya Tripathi, Associate Professor, Dept. of Forensic Medicine, HIMS	Member
		Dr. Seema Madhok, Assistant Professor, HSST	Member
3	Two Non-Teaching Employee	Ms. Garima Kapoor Assistant Manager, C-PACE	Member
		Mr. Shakti Nautiyal Legal Associate of SRHU	Member
4	One External Member	Ms. Sangeeta Thapliyal, Chairperson, Himwant Foundation	Member
5	Three Students (If matter involves students)	Will be decided on case-to-case basis.	Member

Terms, Conditions and Responsibilities of Committee Members

1. At least one-half of the total members of the ICC shall be women
2. The term of office of the members of the ICC shall be for a period of three years out of which one –third of the members of the ICC may change every year.
3. The appointed External Member shall be paid TA/DA and /or Honrarium for holding the proceedings of the Internal Committee.
4. The Students Member will be appointed case to case basis only provided the matter is related to the students.
5. The committee shall entertain only those cases of sexual harassment which are defined in Section 3(1)(f) of UGC (Prevention, Prohibition and redressal of Sexual harassment of women employee and students in higher educational institutions) Regulation, 2015, as mentioned below:

(A) An unwanted conduct with sexual undertones if it occurs or which is persistent and which demeans, humiliates or creates a hostile and intimidating environment or is calculated to induce submission by actual or threatened adverse consequences

SRHU/Constitution of Internal Complaints Committee 1 | Page

and includes any one or more or all of the following unwelcome acts or behaviour (whether directly or by implication), namely; -

(i) Any unwelcome physical, verbal or non-verbal conduct of sexual nature;
(ii) Demand or request for sexual favours;
(iii) Making sexually coloured remarks
(iv) Physical contact and advances; or
(v) Showing pornography"

(B) Any one (or more than one or all) of the following circumstances, if it occurs or is present in relation or connected with any behaviour that has explicit or implicit sexual undertones-

(i) Implied or explicit promise of preferential treatment as quid pro quo for sexual favours;
(ii) Implied or explicit threat of detrimental treatment in the conduct of work;
(iii) Implied or explicit threat about the present or future status of the person concerned;
(iv) Creating an intimidating offensive or hostile learning environment;
(v) Humiliating treatment likely to affect the health, safety dignity or physical integrity of the person concerned;

6. The committee shall provide assistance if an employee or a student chooses to file a complaint with the police;
7. The committee shall provide mechanisms of dispute redressal and dialogue to anticipate and address issues through just and fair conciliation without undermining complainant's rights, and minimize the need for purely punitive approaches that lead to further resentment, alienation or violence;
8. The committee shall protect the safety of the complainant by not divulging the person's identity, and provide the mandatory relief by way of sanctioned leave or relaxation of attendance requirement or transfer to another department or supervisor as required during the pendency of the complaint, or also provide for the transfer of the offender;
9. The committee shall ensure that victims or witnesses are not victimised or discriminated against while dealing with complaints of sexual harassment; and
10. The committee shall ensure prohibition of retaliation or adverse action against a covered individual because the employee or the student is engaged in protected activity.

Procedure for conducting Inquiry

1. An aggrieved person is required to submit a written complaint to the ICC within three months from the date of the incident and in case of a series of incidents within a period of three months from the date of the last incident.
2. The ICC shall, upon receipt of the complaint, send one copy of the complaint to the respondent within a period of seven days of such receipt.
3. Upon receipt of the copy of the complaint, the respondent shall file his or her reply to the complaint along with the list of documents, and names and addresses of witnesses within a period of ten days.

SRHU/Constitution of Internal Complaints Committee 2 | Page

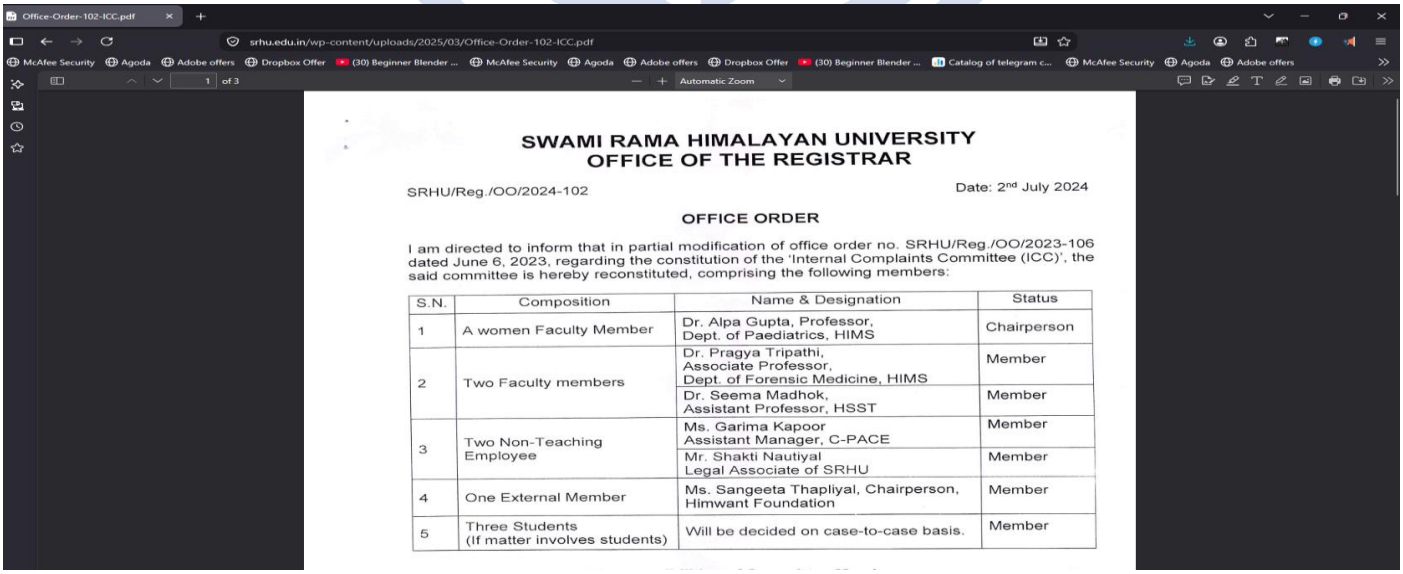
4. The inquiry has to be completed within a period of ninety days from the receipt of the complaint. The inquiry report, with recommendations, if any, has to be submitted within ten days from the completion of the inquiry to the Vice-chancellor of the University. Copy of the findings or recommendations shall also be served on both parties to the complaint.
5. The Competent Authority shall act on the recommendations of the committee within a period of thirty days from the receipt of the inquiry report, unless an appeal against the findings is filed within that time by either party.
6. An appeal against the findings or /recommendations of the ICC may be filed by either party before the Competent Authority within a period of thirty days from the date of the recommendations.
7. If the Competent Authority decides not to act as per the recommendations of the ICC, then it shall record written reasons for the same to be conveyed to ICC and both the parties to the proceedings. If on the other hand it is decided to act as per the recommendations of the ICC, then a show cause notice, answerable within ten days, shall be served on the party against whom action is decided to be taken. The Competent Authority shall proceed only after considering the reply or hearing the aggrieved person.
8. The aggrieved party may seek conciliation in order to settle the matter. No monetary settlement should be made as a basis of conciliation. The University shall facilitate a conciliation process through ICC, as the case may be, once it is sought. The resolution of the conflict to the full satisfaction of the aggrieved party wherever possible, is preferred to purely punitive intervention.
9. The identities of the aggrieved party or victim or the witness or the offender shall not be made public or kept in the public domain especially during the process of the inquiry.

This bears approval of the competent authority.

By order,

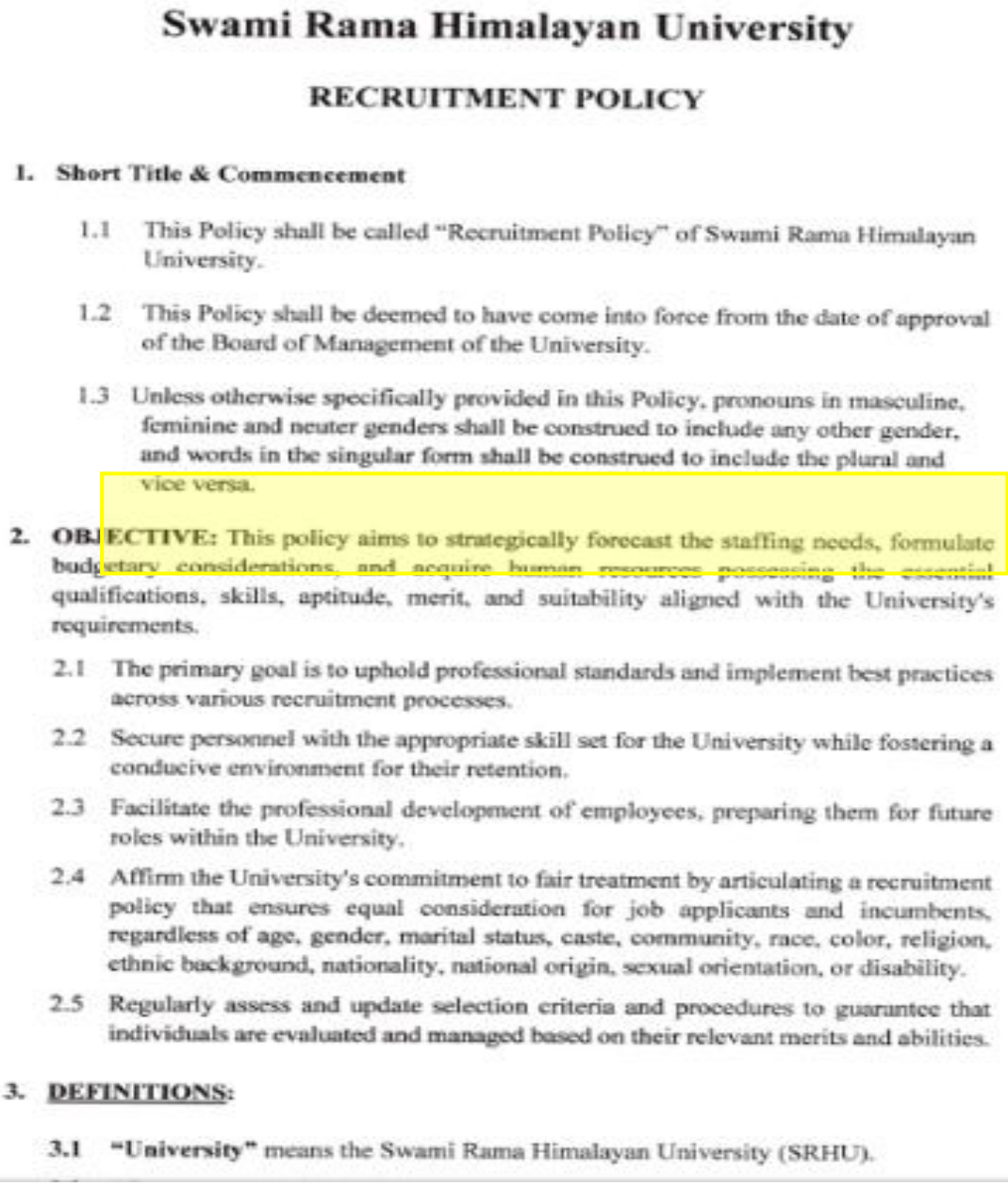
Registrar

Copy to:
Hon'ble President
Hon'ble Vice Chancellor
Director General (Academic Development)
} *for kind information please*
Principal, All constituent colleges/schools – to intimate all HODs
All concerned members
Notice Boards



Evidence No. 7:
Recruitment Policy

The University's **Recruitment Policy** ensures transparent, merit-based, and non-discriminatory recruitment practices. All applicants are provided equal employment opportunities regardless of gender, and recruitment, promotion, appraisal, and career advancement are conducted solely on the basis of qualifications, competence, and performance.



Swami Rama Himalayan University

RECRUITMENT POLICY

1. Short Title & Commencement

1.1 This Policy shall be called "Recruitment Policy" of Swami Rama Himalayan University.

1.2 This Policy shall be deemed to have come into force from the date of approval of the Board of Management of the University.

1.3 Unless otherwise specifically provided in this Policy, pronouns in masculine, feminine and neuter genders shall be construed to include any other gender, and words in the singular form shall be construed to include the plural and vice versa.

2. OBJECTIVE: This policy aims to strategically forecast the staffing needs, formulate budgetary considerations, and acquire human resources possessing the essential qualifications, skills, aptitude, merit, and suitability aligned with the University's requirements.

2.1 The primary goal is to uphold professional standards and implement best practices across various recruitment processes.

2.2 Secure personnel with the appropriate skill set for the University while fostering a conducive environment for their retention.

2.3 Facilitate the professional development of employees, preparing them for future roles within the University.

2.4 Affirm the University's commitment to fair treatment by articulating a recruitment policy that ensures equal consideration for job applicants and incumbents, regardless of age, gender, marital status, caste, community, race, color, religion, ethnic background, nationality, national origin, sexual orientation, or disability.

2.5 Regularly assess and update selection criteria and procedures to guarantee that individuals are evaluated and managed based on their relevant merits and abilities.

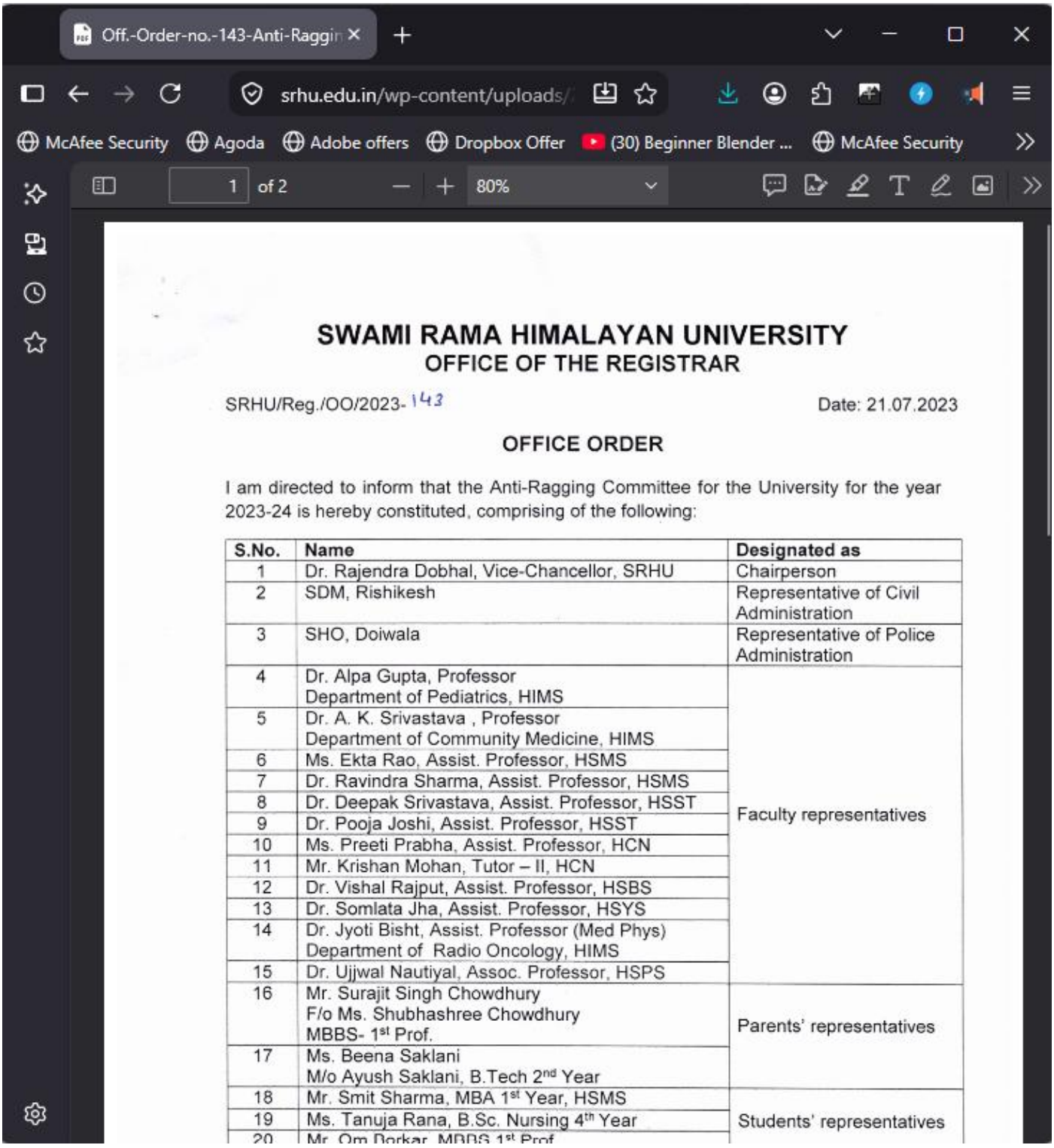
3. DEFINITIONS:

3.1 **"University"** means the Swami Rama Himalayan University (SRHU).

Recruitment Policy emphasises fair treatment during the recruitment process regardless of gender and other norms

Evidence No. 8:
Screenshot of Anti-Ragging Committee

The **Anti-Ragging Committee** actively monitors student behaviour and enforces a zero-tolerance policy against ragging, bullying, harassment, discrimination, and gender-based misconduct. Through awareness campaigns, orientation programmes, and prompt grievance redressal, the Committee helps maintain a safe, respectful, and inclusive learning environment for all students, particularly women.



Off.-Order-no.-143-Anti-Raggin

srhu.edu.in/wp-content/uploads/

McAfee Security | Agoda | Adobe offers | Dropbox Offer | (30) Beginner Blender ... | McAfee Security

1 of 2 | 80%

SWAMI RAMA HIMALAYAN UNIVERSITY
OFFICE OF THE REGISTRAR

SRHU/Reg./OO/2023-143 Date: 21.07.2023

OFFICE ORDER

I am directed to inform that the Anti-Ragging Committee for the University for the year 2023-24 is hereby constituted, comprising of the following:

S.No.	Name	Designated as
1	Dr. Rajendra Dobhal, Vice-Chancellor, SRHU	Chairperson
2	SDM, Rishikesh	Representative of Civil Administration
3	SHO, Doiwala	Representative of Police Administration
4	Dr. Alpa Gupta, Professor Department of Pediatrics, HIMS	Faculty representatives
5	Dr. A. K. Srivastava , Professor Department of Community Medicine, HIMS	
6	Ms. Ekta Rao, Assist. Professor, HSMS	
7	Dr. Ravindra Sharma, Assist. Professor, HSMS	
8	Dr. Deepak Srivastava, Assist. Professor, HSST	
9	Dr. Pooja Joshi, Assist. Professor, HSST	
10	Ms. Preeti Prabha, Assist. Professor, HCN	
11	Mr. Krishan Mohan, Tutor – II, HCN	
12	Dr. Vishal Rajput, Assist. Professor, HSBS	
13	Dr. Somlata Jha, Assist. Professor, HSYS	
14	Dr. Jyoti Bisht, Assist. Professor (Med Phys) Department of Radio Oncology, HIMS	
15	Dr. Ujjwal Nautiyal, Assoc. Professor, HSPS	
16	Mr. Surajit Singh Chowdhury F/o Ms. Shubhashree Chowdhury MBBS- 1st Prof.	Parents' representatives
17	Ms. Beena Saklani M/o Ayush Saklani, B.Tech 2nd Year	
18	Mr. Smit Sharma, MBA 1st Year, HSMS	Students' representatives
19	Ms. Tanuja Rana, B.Sc. Nursing 4th Year	
20	Mr. Om Dorkar, MBBS 1st Prof.	

5.6.2 Non-Discrimination Policies for Transgender Persons

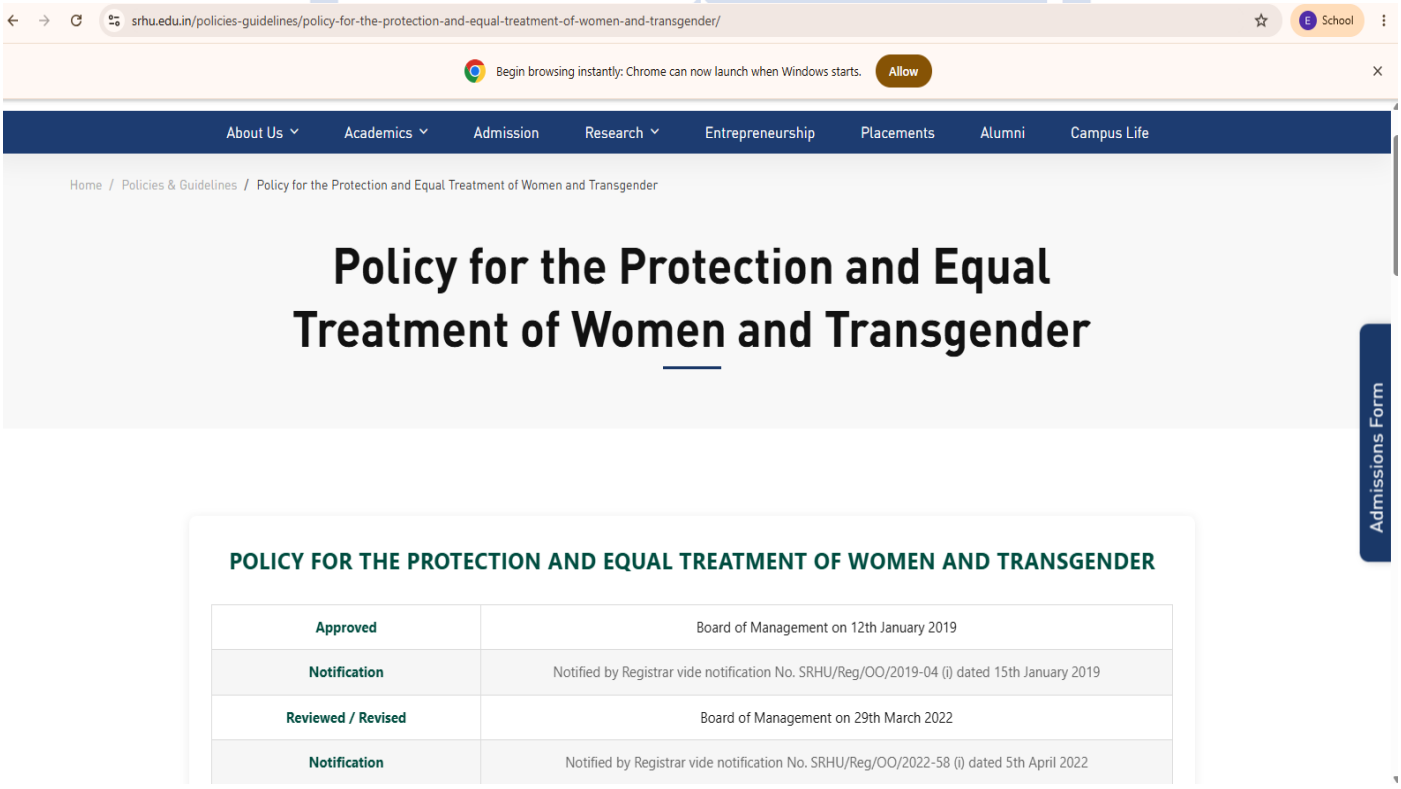
SRHU is committed to fostering an equitable and inclusive campus where individuals of all gender identities are treated with dignity, fairness, and respect. The University has implemented a Policy for the Protection and Equal Treatment of Transgenders by ensuring equal rights, opportunities, and protection from discrimination for transgender persons alongside women.

SRHU's Non-Discrimination Policies for Transgender Persons were initially approved by the Board of Governors in 2019 and reviewed by the Board of Governors on 29th March 2022.

Particulars	Status	Details
Existence of Policy	Yes	Non-Discrimination Policies for Transgender Persons since 2019
Evidence provided	Yes	Screenshot provided below
Is the evidence provided public	Yes	srhu.edu.in/policies-guidelines/policy-for-the-protection-and-Equal-treatment-of-women-and-transgender/
Is policy created or reviewed in period 2022-2026	Yes	Reviewed in 2022

Evidence:

Screenshot of Policy for the Protection and Equal Treatment of Transgender



5.6.3 Maternity policy

SRHU provides:

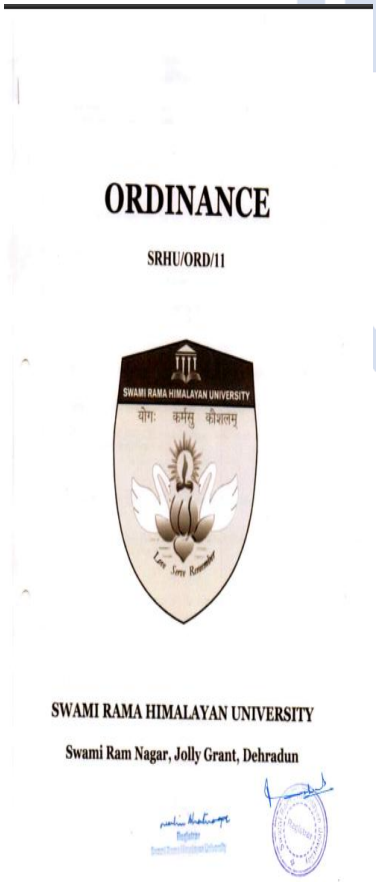
- Twenty-six weeks of paid maternity leave.
- Benefits for adoptive and commissioning parents.
- Job protection and continuity of service.
- Flexible work arrangements and childcare support.

These measures promote work-life balance and shared parental responsibilities.

Particulars	Status	Details
Existence of Policy	Yes	Maternity Leave Rules (University Ordinance SRHU/ORD/11)
Evidence provided	Yes	Screenshot provided below
Is the evidence provided public	Yes	https://cdn.srhu.edu.in/naac-ssr/cr6/6.3/6.3.1/6.3.1.1/1.%20Leave%20Rules.pdf

Evidence:

Screenshot of maternity leave Policy

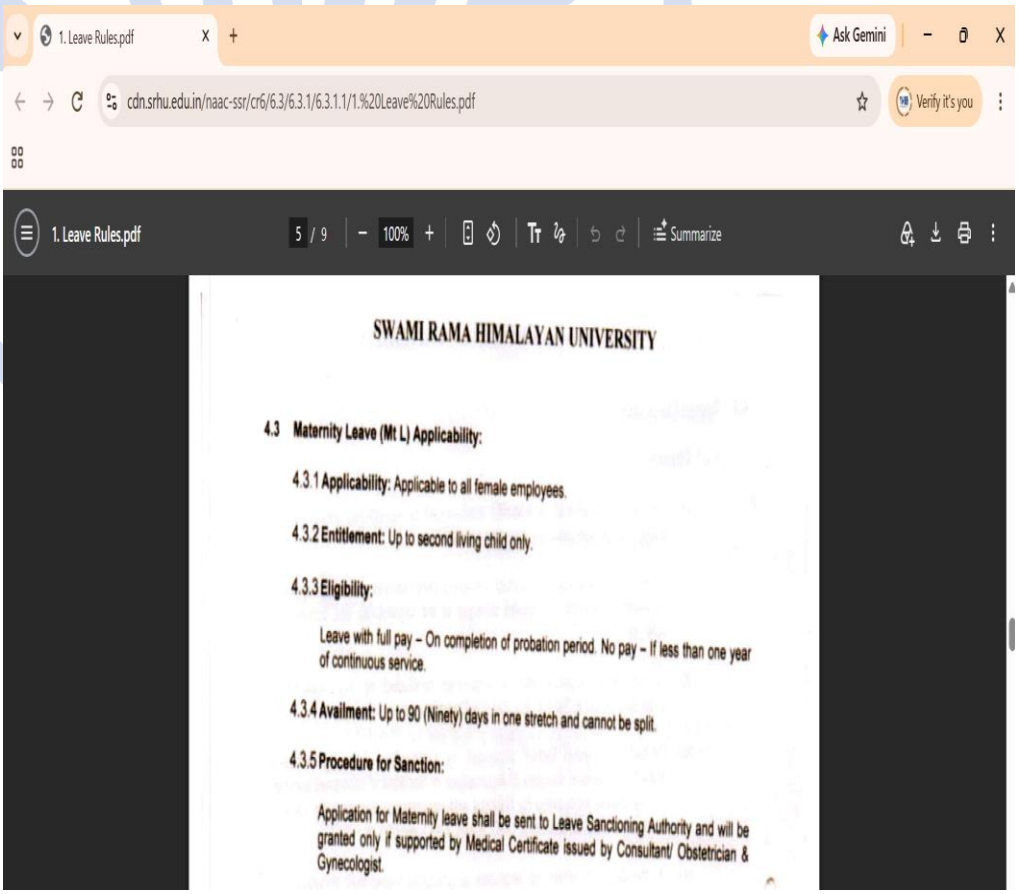


ORDINANCE

SRHU/ORD/11

SWAMI RAMA HIMALAYAN UNIVERSITY

Swami Ram Nagar, Jolly Grant, Dehradun



1. Leave Rules.pdf

cdn.srhu.edu.in/naac-ssr/cr6/6.3/6.3.1/6.3.1.1/1.%20Leave%20Rules.pdf

SWAMI RAMA HIMALAYAN UNIVERSITY

4.3 **Maternity Leave (Mt L) Applicability:**

4.3.1 **Applicability:** Applicable to all female employees.

4.3.2 **Entitlement:** Up to second living child only.

4.3.3 **Eligibility:**

Leave with full pay – On completion of probation period. No pay – If less than one year of continuous service.

4.3.4 **Availment:** Up to 90 (Ninety) days in one stretch and cannot be split.

4.3.5 **Procedure for Sanction:**

Application for Maternity leave shall be sent to Leave Sanctioning Authority and will be granted only if supported by Medical Certificate issued by Consultant/ Obstetrician & Gynecologist.

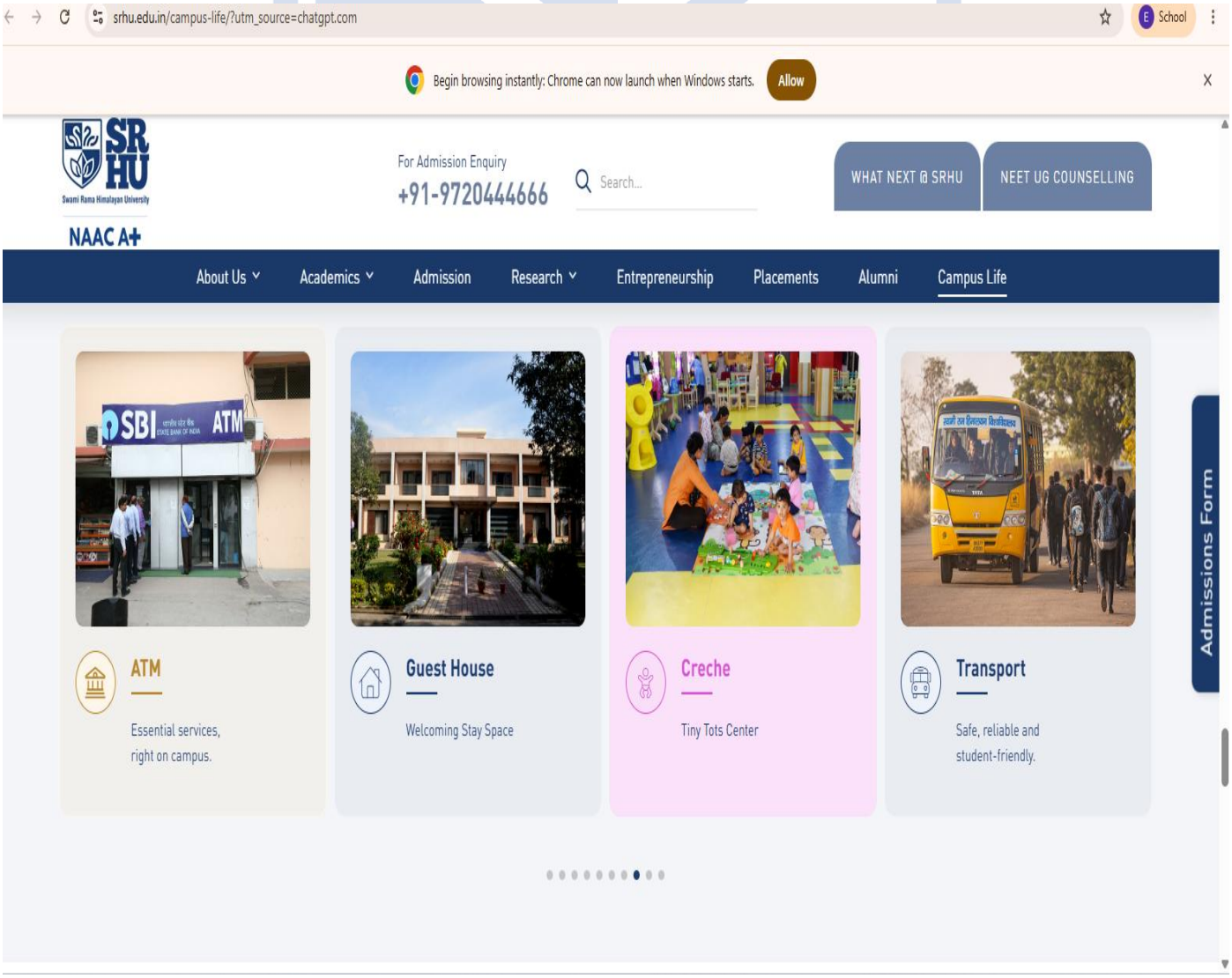
5.6.4 Childcare Facilities for Students

Swami Rama Himalayan University (SRHU) recognises that access to quality childcare is essential for supporting student parents, particularly women, in completing their higher education. The University provides on-campus childcare facilities through Udgam Pre-school and Day-care Facility and Vidya School, enabling student mothers to attend lectures, practical sessions, examinations, research activities, and other academic engagements without compromising the care and well-being of their children.

Particulars	Status	Details
Existence of Childcare facilities:	**Yes**	Udgam Pre-school and Day-care Facility
Evidence provided	**Yes**	Screenshot of childcare facility provided below
Is the evidence provided public	**Yes**	srhu.edu.in/campus-life/

Evidence

Screenshot of childcare facility

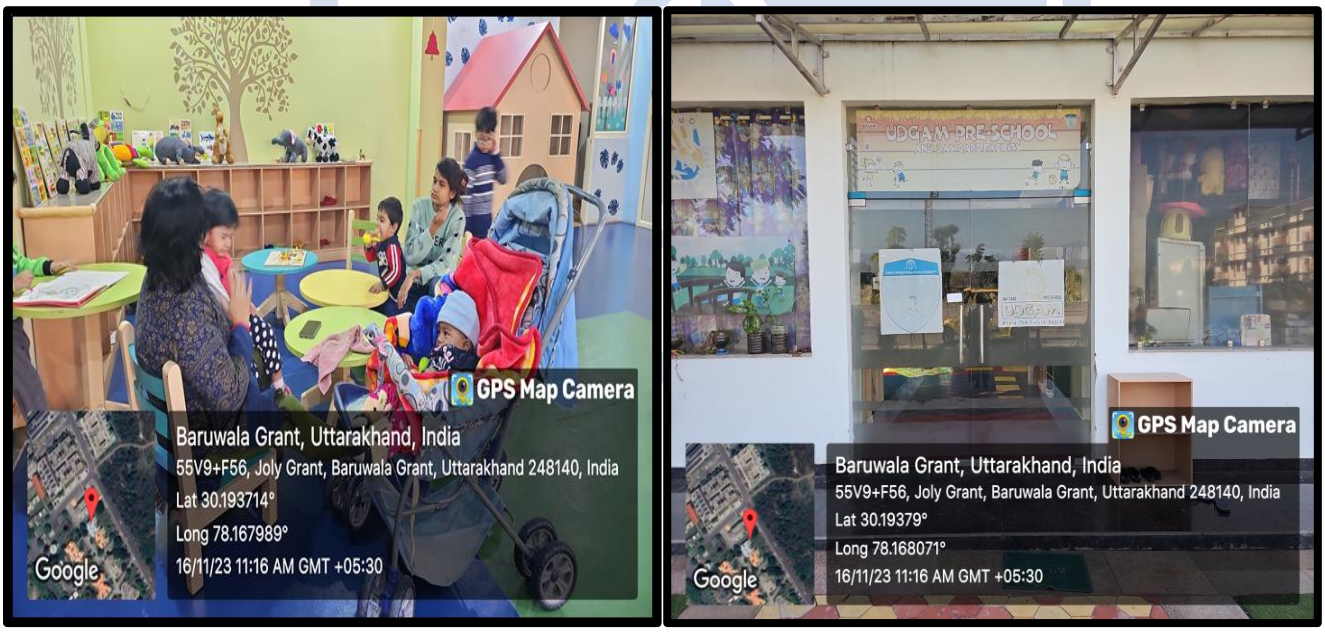


5.6.5 Childcare Facilities for Staff and Faculty

The SRHU Childcare Centre provides a safe, nurturing, and supportive environment for the children of university employees, enabling faculty and staff to effectively balance their professional and family responsibilities. During 2024-25, the centre catered to 38 children, including 25 children of faculty members**,** 8 children of nursing staff, and 5 children of administrative and support staff. By offering accessible childcare services across different employee categories, the University promotes an inclusive and family-friendly workplace, supporting employee well-being and contributing to SDG 5.

Childcare Centre Beneficiaries at SRHU

Category of Parent/Guardian	Number of Children	Percentage
Faculty Members	25	65.8%
Nursing Staff	8	21.1%
Administrative & Support Staff	5	13.2%
Total Children Enrolled	**38**	**100%**



Udgam pre-school and day-care facility for children of working women (front view)

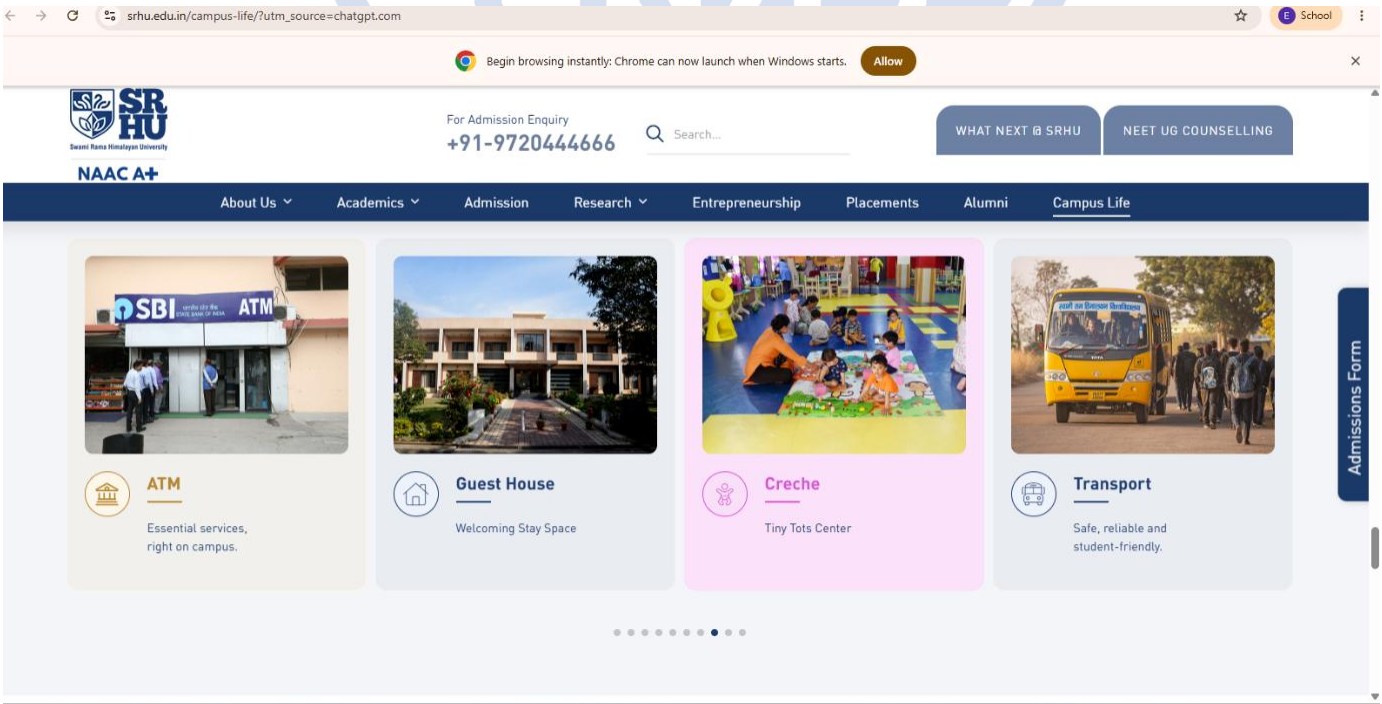


Udgam pre-school and day-care facility for children of working women and students

Particulars	Status	Details
Existence of Childcare facilities:	Yes	Udgam Pre-school and Day-care Facility
Evidence provided	Yes	Screenshot provided below
Is the evidence provided public	Yes	srhu.edu.in/campus-life/

Evidence:

Screenshot of child care facility



5.6.6 Women's Mentoring Scheme

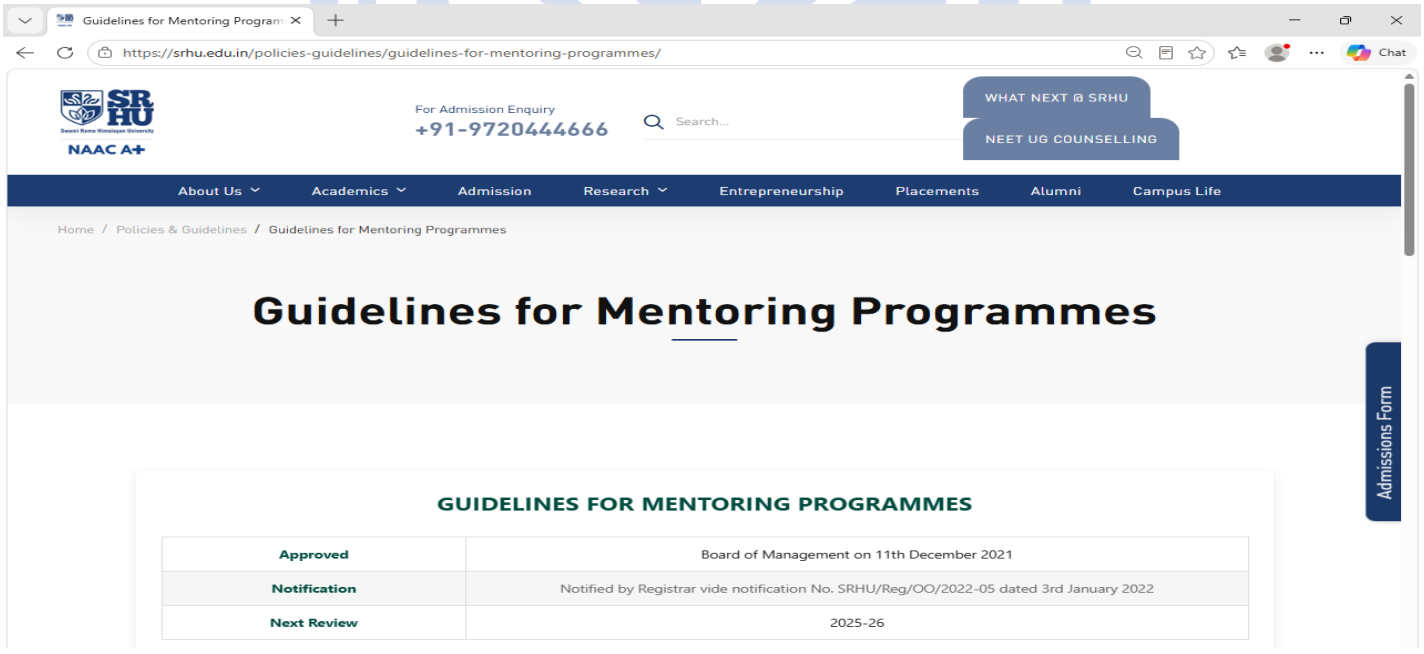
Through the Mentor-Mentee Programme, every female student receives guidance from designated faculty mentors. The programme offers academic counselling, career advice, emotional support, and professional development assistance, contributing to holistic growth and improved retention.

Mentor- Mentee Program to mentor students for professional and personal endeavours

Particulars	Status	Details
Existence of Schemes	**Yes**	Mentor-Mentee Programme since 2021
Evidence provided	**Yes**	Screenshot of guidelines for mentoring programmes provided below
Is the evidence provided public	**Yes**	Available on university website: srhu.edu.in/policies-guidelines/guidelines-for-mentoring-programmes/

Evidence:

Screenshot of guidelines-for-mentoring-programmes





5.6.7 Tracking Women's Graduation Rate

Swami Rama Himalayan University (SRHU) systematically tracks and boosts female students' graduation rates across all constituent colleges through its structured Mentor-Mentee Scheme. Under this framework, each female student is paired with a faculty mentor who maintains gender-disaggregated records tracking attendance, semester-wise academic performance, and completion status. Mentors conduct regular progress audits to proactively identify students at risk of non-completion due to academic, socio-emotional, or financial challenges. To close potential graduation gaps, mentors execute targeted interventions, including personalised remedial counselling, peer tutoring, socio-emotional support, and flagging financially constrained mentees for university scholarship allocations. Furthermore, faculty mentors provide continuous career guidance to ensure high retention in final-year cohorts.

Particulars	Status	Details
Existence of measurement / tracking	Yes	Mentor-Mentee Programme since 2021
Evidence provided	Yes	Screenshot of guidelines for mentoring programmes provided below
Is the evidence provided public	Yes	Available on university website: srhu.edu.in/policies-guidelines/guidelines-for-mentoring-programmes/

Evidence:

Screenshot of guidelines-for-mentoring-programmes





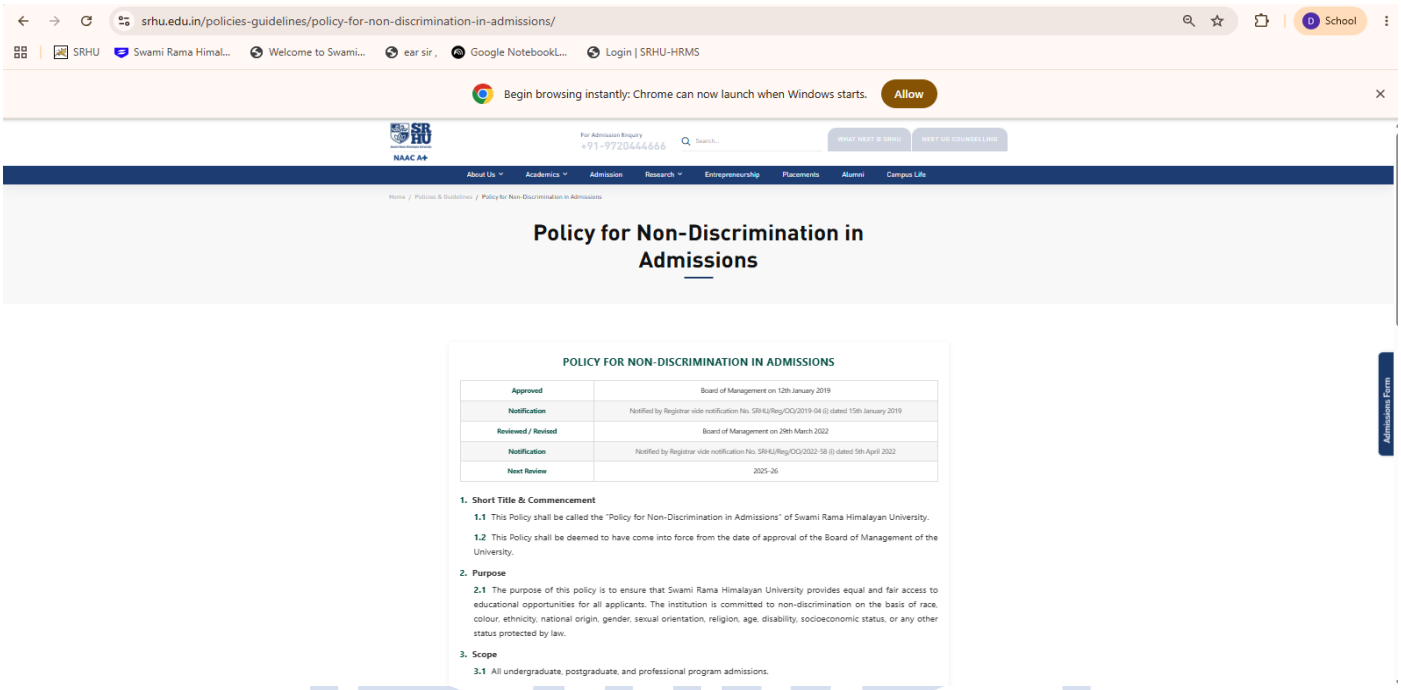
5.6.8 Policies Protecting Those Reporting Discrimination

SRHU provides confidential and accessible mechanisms for reporting discrimination, harassment, and exclusion. Institutional policies protect individuals who raise concerns by ensuring confidentiality, non-retaliation, fair grievance handling, and appropriate support and referral mechanisms. The University provides access to designated grievance redressal mechanisms, counselling, and sensitisation initiatives to promote a safe and supportive environment for women and other members of the University community.

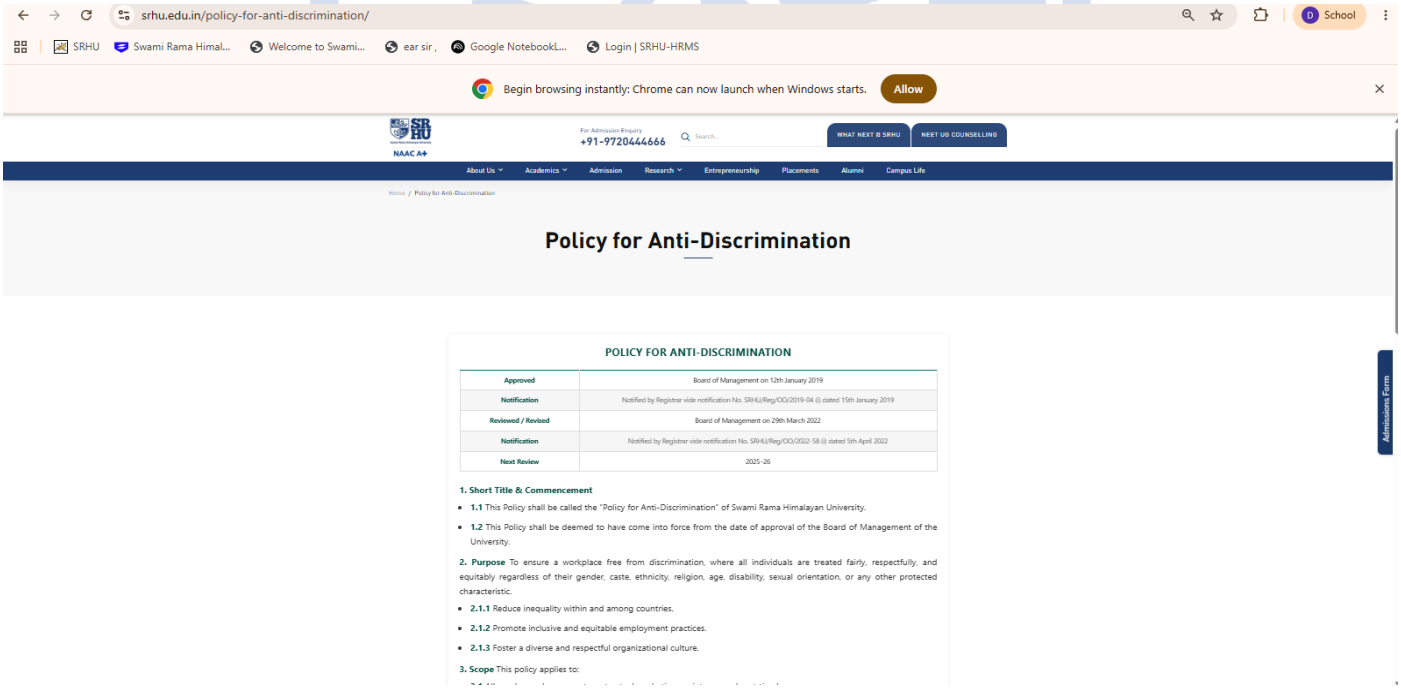
Particulars	Status	Details
Existence of Policy	Yes	• Policy of Non-Discrimination in Admission Since 2019 • Policy for Anti-Discrimination Since 2019 • Policy for Sexual Harassment Since 2019 • Policy for Equality, Diversity and Inclusion (EDI) Since 2022
Evidence provided	Yes	• Screenshots provided below for the mentioned policies and committees • Policy of Non-Discrimination in Admission • Policy for Anti-Discrimination • Policy for Sexual Harassment • Policy for Equality, Diversity and Inclusion (EDI) • Equality, Diversity and Inclusion (EDI) Committee • Internal Complaints Committee (ICC) • Recruitment Policy
Is the evidence provided public	Yes	**URLs are as follows** • srhu.edu.in/policies-guidelines/policy-for-non-discrimination-in-admissions/ • srhu.edu.in/policy-for-anti-discrimination/ • srhu.edu.in/policies-guidelines/policy-against-sexual-harassment/ • srhu.edu.in/policies-guidelines/policy-for-equality-diversity-and-inclusion-edi/ • srhu.edu.in/wp-content/uploads/2025/03/Office-Order-102-ICC.pdf • srhu.edu.in/naac-ssr/cr6/6.2/6.2.2/Recruitment%20Policy.pdf
Is policy created or reviewed in period 2022-2026	Yes	• Policy of Non-Discrimination in Admission reviewed in 2022 • Policy for Anti-Discrimination reviewed in 2022 • Policy for Sexual Harassment reviewed in 2022 • Policy for Equality, Diversity and Inclusion (EDI) created in 2022

Evidences

Evidence No. 1:
Screenshot of the Non-Discrimination policy in Admission

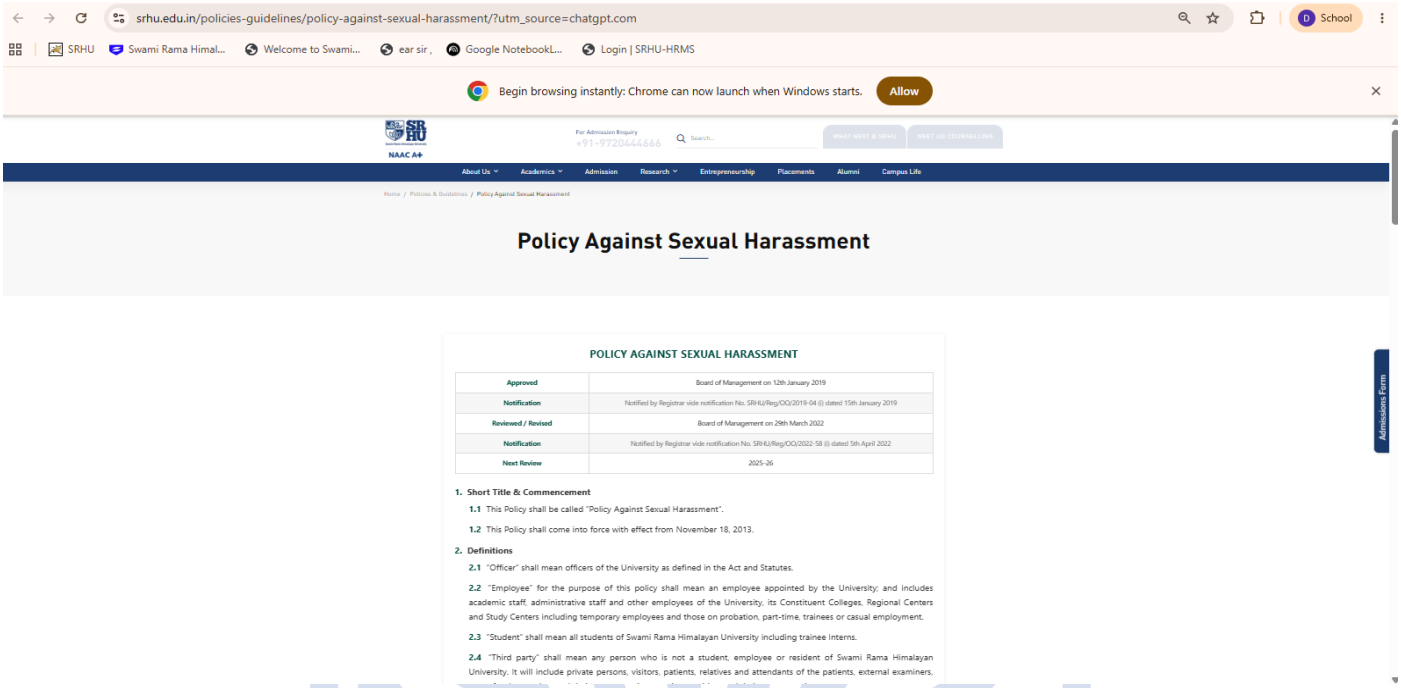


Evidence No. 2:
Screenshot of the Anti-Discrimination policy



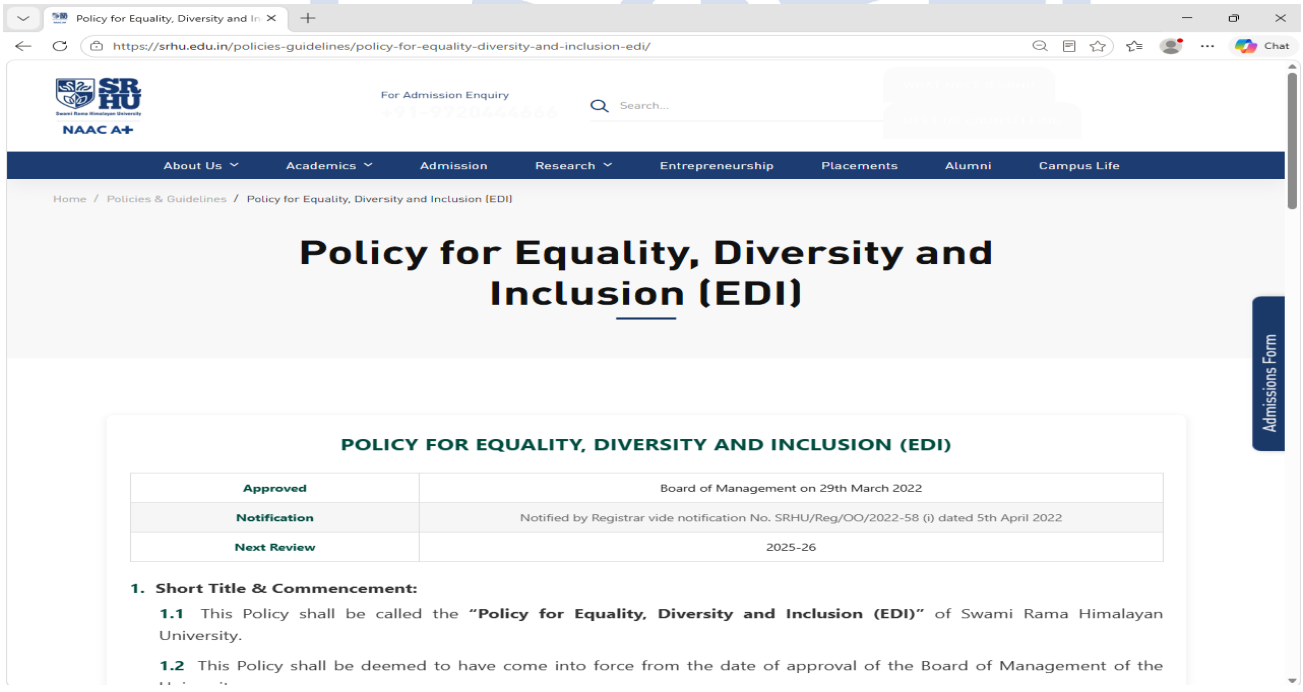
Evidence No. 3:

Screenshot of the Policy for Sexual Harassment



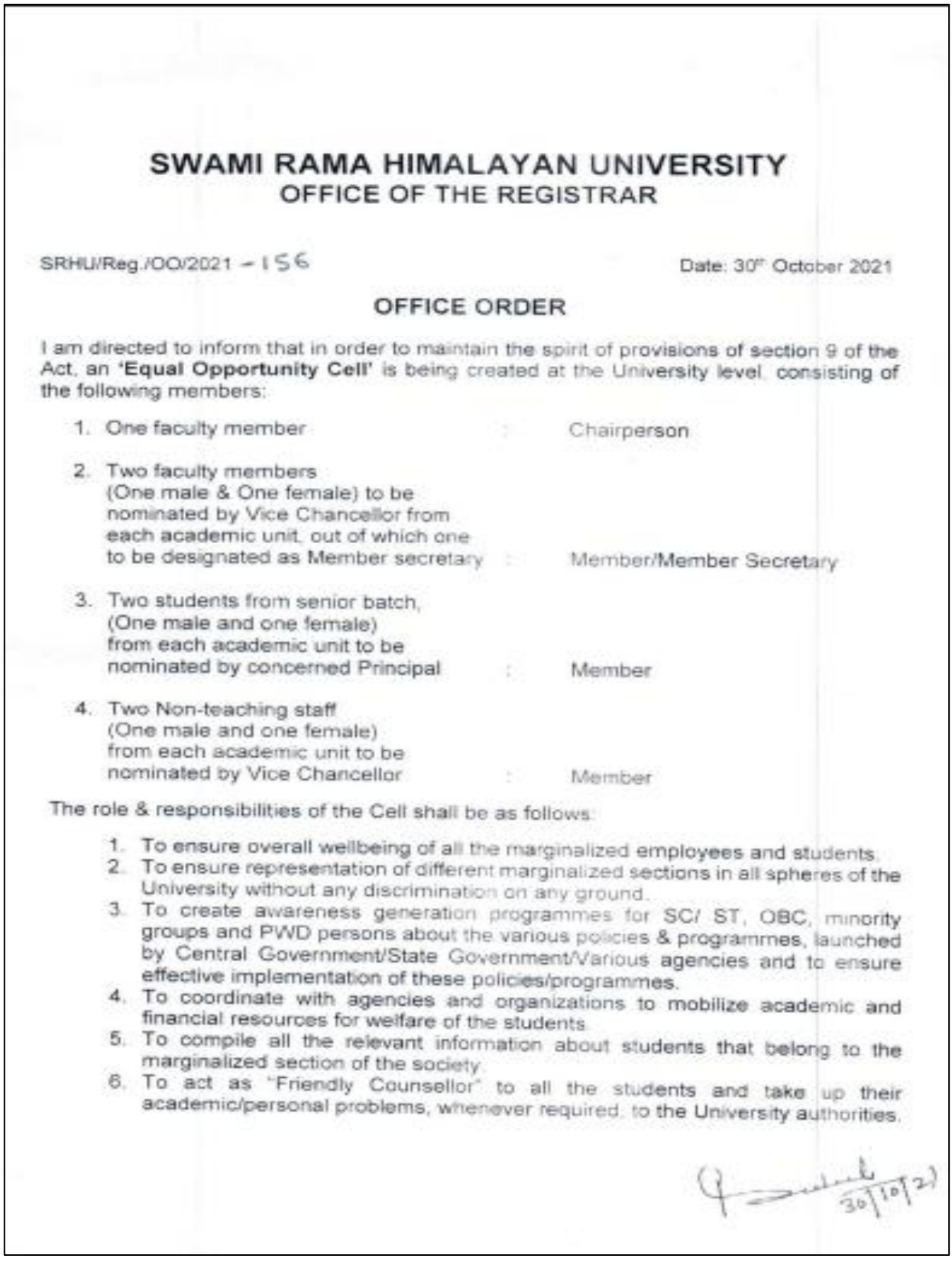
Evidence No 4

Screenshot of the Policy for Equality, Diversity and Inclusion (EDI)



Evidence No. 5:

Screenshot of Equality, Diversity and Inclusion (EDI) Committee



SWAMI RAMA HIMALAYAN UNIVERSITY
OFFICE OF THE REGISTRAR

SRHU/Reg./OO/2021 – 156 Date: 30th October 2021

OFFICE ORDER

I am directed to inform that in order to maintain the spirit of provisions of section 9 of the Act, an **'Equal Opportunity Cell'** is being created at the University level consisting of the following members:

1. One faculty member : Chairperson
2. Two faculty members (One male & One female) to be nominated by Vice Chancellor from each academic unit, out of which one to be designated as Member secretary : Member/Member Secretary
3. Two students from senior batch, (One male and one female) from each academic unit to be nominated by concerned Principal : Member
4. Two Non-teaching staff (One male and one female) from each academic unit to be nominated by Vice Chancellor : Member

The role & responsibilities of the Cell shall be as follows:

1. To ensure overall wellbeing of all the marginalized employees and students.
2. To ensure representation of different marginalized sections in all spheres of the University without any discrimination on any ground.
3. To create awareness generation programmes for SC/ ST, OBC, minority groups and PWD persons about the various policies & programmes, launched by Central Government/State Government/Various agencies and to ensure effective implementation of these policies/programmes.
4. To coordinate with agencies and organizations to mobilize academic and financial resources for welfare of the students.
5. To compile all the relevant information about students that belong to the marginalized section of the society.
6. To act as "Friendly Counsellor" to all the students and take up their academic/personal problems, whenever required, to the University authorities.

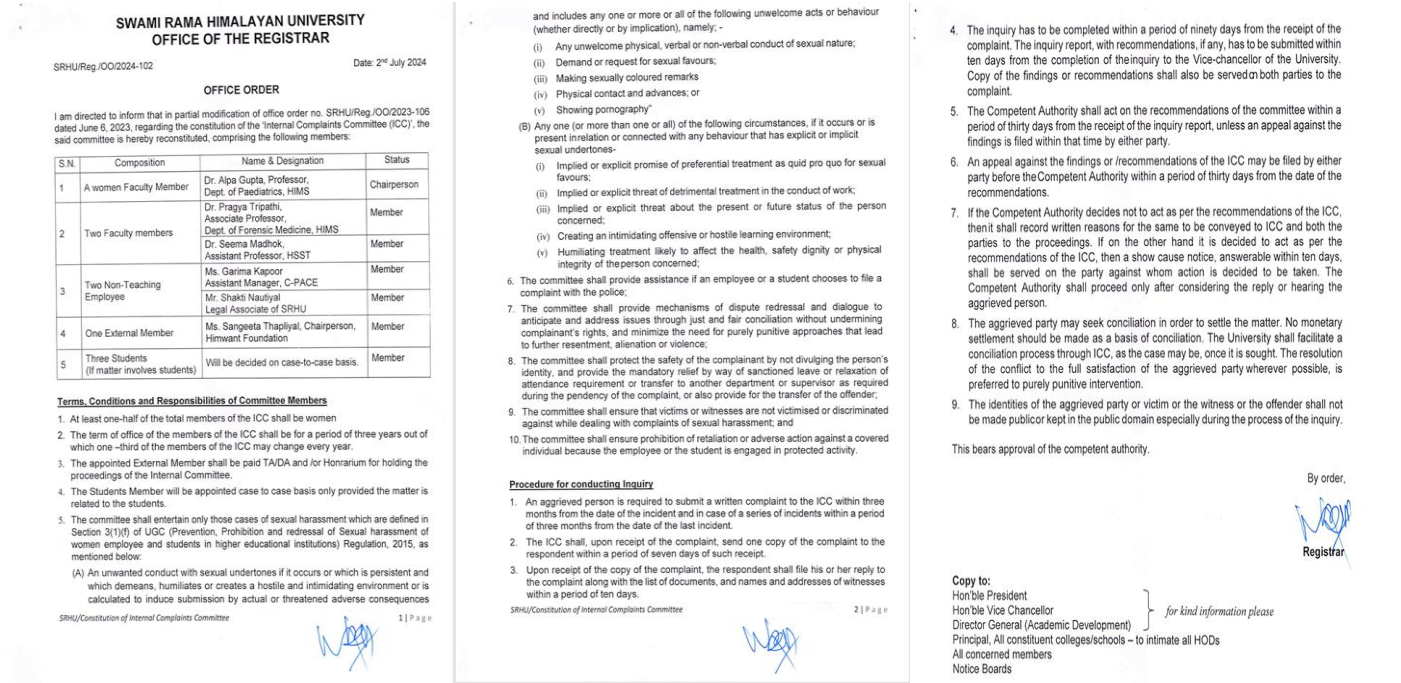
30/10/21

Evidence No. 6:
Screenshot of Internal Complaints Committee (ICC)

Internal Complaints Committee (ICC)

The Internal Complaints Committee functions in accordance with statutory guidelines to provide a safe and gender-sensitive environment. The committee addresses complaints related to sexual harassment and protects individuals reporting discrimination, ensuring confidentiality and fairness.

SRHU's Policy for **Internal Complaints Committee (ICC)** was initially approved by the Board of Governors in 2023 and revised in 2024.



SWAMI RAMA HIMALAYAN UNIVERSITY
OFFICE OF THE REGISTRAR

SRHU/Reg./OO/2024-102 Date: 2nd July 2024

OFFICE ORDER

I am directed to inform that in partial modification of office order no. SRHU/Reg./OO/2023-106 dated June 6, 2023, regarding the constitution of the 'Internal Complaints Committee (ICC)', the said committee is hereby reconstituted, comprising the following members:

S.N.	Composition	Name & Designation	Status
1	A women Faculty Member	Dr. Alpa Gupta, Professor, Dept. of Paediatrics, HIMS	Chairperson
2	Two Faculty members	Dr. Pragya Tripathi, Associate Professor, Dept. of Forensic Medicine, HIMS	Member
		Dr. Seema Madhok, Assistant Professor, HSST	Member
3	Two Non-Teaching Employee	Ms. Garima Kapoor Assistant Manager, C-PACE	Member
		Mr. Shakti Nautiyal Legal Associate of SRHU	Member
4	One External Member	Ms. Sangeeta Thapliyal, Chairperson, Himwant Foundation	Member
5	Three Students (If matter involves students)	Will be decided on case-to-case basis.	Member

Terms, Conditions and Responsibilities of Committee Members

1. At least one-half of the total members of the ICC shall be women
2. The term of office of the members of the ICC shall be for a period of three years out of which one –third of the members of the ICC may change every year.
3. The appointed External Member shall be paid TA/DA and /or Honrarium for holding the proceedings of the Internal Committee.
4. The Students Member will be appointed case to case basis only provided the matter is related to the students.
5. The committee shall entertain only those cases of sexual harassment which are defined in Section 3(1)(f) of UGC (Prevention, Prohibition and redressal of Sexual harassment of women employee and students in higher educational institutions) Regulation, 2015, as mentioned below:

(A) An unwanted conduct with sexual undertones if it occurs or which is persistent and which demeans, humiliates or creates a hostile and intimidating environment or is calculated to induce submission by actual or threatened adverse consequences

SRHU/Constitution of Internal Complaints Committee 1 | Page

and includes any one or more or all of the following unwelcome acts or behaviour (whether directly or by implication), namely; -

(i) Any unwelcome physical, verbal or non-verbal conduct of sexual nature;
(ii) Demand or request for sexual favours;
(iii) Making sexually coloured remarks
(iv) Physical contact and advances; or
(v) Showing pornography"

(B) Any one (or more than one or all) of the following circumstances, if it occurs or is present inrelation or connected with any behaviour that has explicit or implicit sexual undertones-

(i) Implied or explicit promise of preferential treatment as quid pro quo for sexual favours;
(ii) Implied or explicit threat of detrimental treatment in the conduct of work;
(iii) Implied or explicit threat about the present or future status of the person concerned;
(iv) Creating an intimidating offensive or hostile learning environment;
(v) Humiliating treatment likely to affect the health, safety dignity or physical integrity of theperson concerned;

6. The committee shall provide assistance if an employee or a student chooses to file a complaint with the police;
7. The committee shall provide mechanisms of dispute redressal and dialogue to anticipate and address issues through just and fair conciliation without undermining complainant's rights, and minimize the need for purely punitive approaches that lead to further resentment, alienation or violence;
8. The committee shall protect the safety of the complainant by not divulging the person's identity, and provide the mandatory relief by way of sanctioned leave or relaxation of attendance requirement or transfer to another department or supervisor as required during the pendency of the complaint, or also provide for the transfer of the offender;
9. The committee shall ensure that victims or witnesses are not victimised or discriminated against while dealing with complaints of sexual harassment; and
10. The committee shall ensure prohibition of retaliation or adverse action against a covered individual because the employee or the student is engaged in protected activity.

Procedure for conducting Inquiry

1. An aggrieved person is required to submit a written complaint to the ICC within three months from the date of the incident and in case of a series of incidents within a period of three months from the date of the last incident.
2. The ICC shall, upon receipt of the complaint, send one copy of the complaint to the respondent within a period of seven days of such receipt.
3. Upon receipt of the copy of the complaint, the respondent shall file his or her reply to the complaint along with the list of documents, and names and addresses of witnesses within a period of ten days.

SRHU/Constitution of Internal Complaints Committee 2 | Page

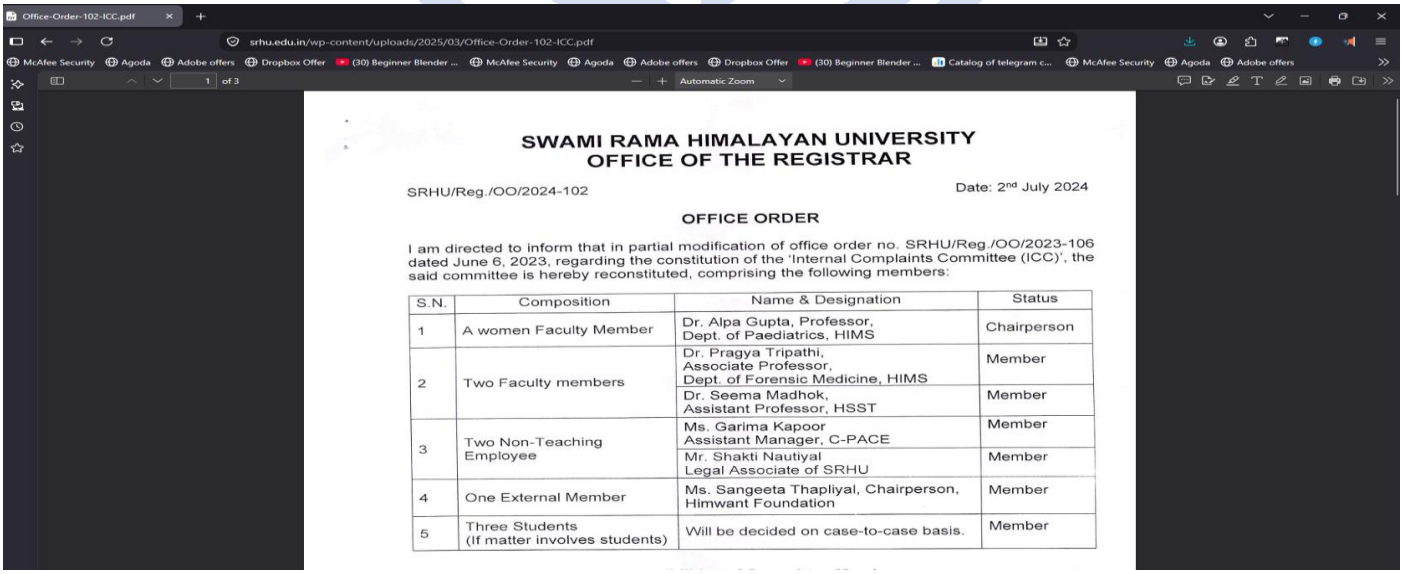
4. The inquiry has to be completed within a period of ninety days from the receipt of the complaint. The inquiry report, with recommendations, if any, has to be submitted within ten days from the completion of theinquiry to the Vice-chancellor of the University. Copy of the findings or recommendations shall also be servedon both parties to the complaint.
5. The Competent Authority shall act on the recommendations of the committee within a period of thirty days from the receipt of the inquiry report, unless an appeal against the findings is filed within that time by either party.
6. An appeal against the findings or /recommendations of the ICC may be filed by either party before the Competent Authority within a period of thirty days from the date of the recommendations.
7. If the Competent Authority decides not to act as per the recommendations of the ICC, thenit shall record written reasons for the same to be conveyed to ICC and both the parties to the proceedings. If on the other hand it is decided to act as per the recommendations of the ICC, then a show cause notice, answerable within ten days, shall be served on the party against whom action is decided to be taken. The Competent Authority shall proceed only after considering the reply or hearing the aggrieved person.
8. The aggrieved party may seek conciliation in order to settle the matter. No monetary settlement should be made as a basis of conciliation. The University shall facilitate a conciliation process through ICC, as the case may be, once it is sought. The resolution of the conflict to the full satisfaction of the aggrieved party wherever possible, is preferred to purely punitive intervention.
9. The identities of the aggrieved party or victim or the witness or the offender shall not be made publicor kept in the public domain especially during the process of the inquiry.

This bears approval of the competent authority.

By order,

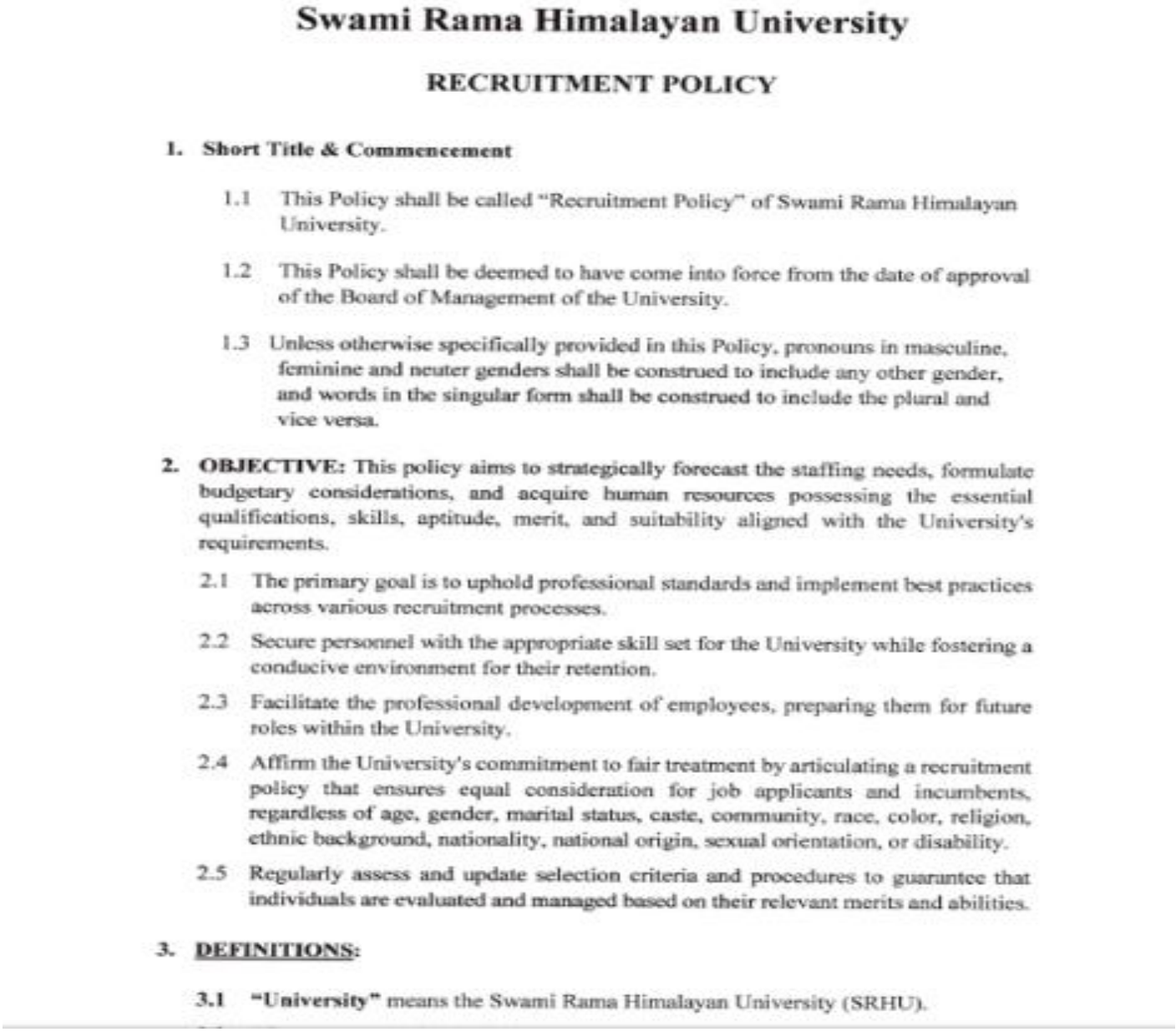
Registrar

Copy to:
Hon'ble President
Hon'ble Vice Chancellor
Director General (Academic Development)
} *for kind information please*
Principal, All constituent colleges/schools – to intimate all HODs
All concerned members
Notice Boards



Evidence No. 7:
Recruitment Policy

The University's **Recruitment Policy** ensures transparent, merit-based, and non-discriminatory recruitment practices. All applicants are provided equal employment opportunities regardless of gender, and recruitment, promotion, appraisal, and career advancement are conducted solely based on qualifications, competence, and performance.



Swami Rama Himalayan University

RECRUITMENT POLICY

1. **Short Title & Commencement**

   1.1 This Policy shall be called "Recruitment Policy" of Swami Rama Himalayan University.

   1.2 This Policy shall be deemed to have come into force from the date of approval of the Board of Management of the University.

   1.3 Unless otherwise specifically provided in this Policy, pronouns in masculine, feminine and neuter genders shall be construed to include any other gender, and words in the singular form shall be construed to include the plural and vice versa.

2. **OBJECTIVE:** This policy aims to strategically forecast the staffing needs, formulate budgetary considerations, and acquire human resources possessing the essential qualifications, skills, aptitude, merit, and suitability aligned with the University's requirements.

   2.1 The primary goal is to uphold professional standards and implement best practices across various recruitment processes.

   2.2 Secure personnel with the appropriate skill set for the University while fostering a conducive environment for their retention.

   2.3 Facilitate the professional development of employees, preparing them for future roles within the University.

   2.4 Affirm the University's commitment to fair treatment by articulating a recruitment policy that ensures equal consideration for job applicants and incumbents, regardless of age, gender, marital status, caste, community, race, color, religion, ethnic background, nationality, national origin, sexual orientation, or disability.

   2.5 Regularly assess and update selection criteria and procedures to guarantee that individuals are evaluated and managed based on their relevant merits and abilities.

3. **DEFINITIONS:**

   3.1 **"University"** means the Swami Rama Himalayan University (SRHU).

Recruitment Policy emphasises fair treatment during the recruitment process regardless of gender and other norms.

5.6.9 Paternity Policy

Swami Rama Himalayan University promotes shared caregiving; there is currently no provision for parental leave beyond standard statutory entitlements.

SDG 5 Champion Dr Ujjwal Nautiyal, Professor School of Pharmaceutical Sciences EmailID: ujjwalnautiyal@srhu.edu.in	