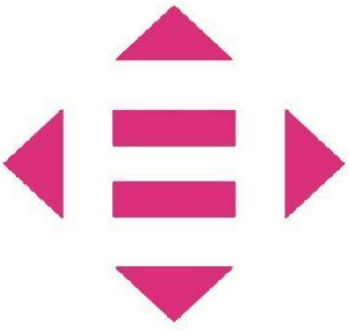
Swami Rama Himalayan University

NAAC A+

Report on

Sustainable Development Goal 10



REDUCED INEQUALITIES

2025

SDG 10: Reduced Inequalities

In alignment with United Nations Sustainable Development Goal 10 (SDG 10): Reduced Inequalities, Swami Rama Himalayan University (SRHU) is committed to ensuring equal opportunities, promoting social inclusion, and removing barriers to education, healthcare, employment, and participation for individuals from diverse backgrounds. SRHU's commitment to SDG 10 is reflected through a wide range of institutional initiatives, including inclusive and non-discriminatory admission and recruitment practices, scholarships and financial assistance, support for first-generation and underrepresented students, accessible infrastructure and learning resources, disability support, mentoring and counselling services, and mechanisms for addressing discrimination and grievances. The University also promotes equality and inclusion through research, curriculum integration, gender sensitization, capacity-building programmes, cultural and student engagement activities, and initiatives supporting women and underrepresented groups in science and technology. These efforts foster an academic environment where diversity is respected, participation is encouraged, and every individual is provided opportunities to learn, contribute, and progress.

10.1 Research on Reduced Inequalities

Since the inception of SRHU's research engagement with SDG 10 (Reduced Inequalities) in 2014, the university has produced a cumulative total of 17 publications aligned with the goal. During the most recent five-year period (2021-2025), 9 publications were identified as contributing to SDG 10, representing 52.9% of the university's total SDG 10 research output since inception. Of these, 4 publications were published in 2025, accounting for 44.4% of the five-year output. The 2025 contribution, "Medical and Local Disease-Related Research during 1994-2023 at Nepal," is a bibliometric analysis of medical and local disease-related research output from Nepal over three decades, and provides a relevant connection to SDG 10 through themes of research equity for lower-income countries, capacity-building in health research, and reducing disparities in scientific output between nations.

Research Metric	Value
Total Publications during 2021-2025	9
FWCI	1.26
Citation Count	48

Total Views	410

10.1.1 Reduced Inequalities: CiteScore

During the 2021-2025 reporting period, SRHU produced 9 publications aligned with SDG 10 (Reduced Inequalities), of which 6 report CiteScore data, with an average of 3.36. During 2025, 2 publications reported CiteScore data, with an average of 2.2.

List of Publications with CiteScore

S.No	Paper Title	Authors	Journal / Book Name	Year	Cite Score	DOI
1	Evaluating the influence of a psychiatry training program on nursing students' attitudes towards mentally ill	Rikhari, P.| Sinha, V.| Kumar, G.| Bisht, A.| Kapoor, A.| Rikhari, P.	Journal of Education and Health Promotion	2025	2.6	10.4103/jehp.jehp_1289_24
2	Medical and Local Disease-Related Research during 1994-2023 at Nepal	Vaishya, R.| Gupta, B.M.| Dhawan, S.M.| Mamdapur, G.M.N.| Singh, Y.| Bansal, J.	DESIDOC Journal of Library and Information Technology	2025	1.8	10.14429/djlit.20530
3	A Hybrid Visual-ML Framework to Classify and Support Neurodiverse Learners Using Behavioural and Educational Data	Twinkle| Shikha| Kanauzia, R.	Proceedings of 1st IEEE Uttar Pradesh Section Women in Engineering International Conference on Electrical, Electronics and Computer Engineering, UPWIECON 2025	2025	-	10.1109/UPWIECON67212.2025.11390179
4	Analysis of Smart City Solutions for Sustainable Urban Growth in India	Kaur, G.| Mishra, A.| Kumar, P.| Kapoor, G.	1st International Conference on Advances in Computer Science, Electrical, Electronics, and Communication Technologies, CE2CT 2025	2025	-	10.1109/CE2CT64011.2025.10939348
5	Optimization of Deep Learning-Based Model for Identification of Credit Card Frauds	Palivela, H.| Rishiwal, V.| Bhushan, S.| Alotaibi, A.| Agarwal, U.| Kumar, P.| Yadav, M.	IEEE Access	2024	9	10.1109/ACCESS.2024.3440637
6	Urban Health Resilience: Strategies for Strengthening Public Health Systems in Response to Urbanization Challenges	Mathur, M.| Wani, V.J.| Basu, R.| Manihar, P.| Ansari, M.W.F.| Mathur, N.| Vyas, S.| Nayak, S.| Verma, A.| Singh, S.	Indian Journal of Community Medicine	2024	1.4	10.4103/ijcm.ijcm_755_24
7	Impact of Financial Inclusion for Achieving Sustainable Development	Rana, G.| Sharma, R.| Sharma, B.	Sustainable Finance	2024	0.6	10.1007/978-3-031-67523-2_20

S.No	Paper Title	Authors	Journal / Book Name	Year	Cite Score	DOI
	for Removing Poverty in all Forms: A Review Study from India					
8	Developing Standard Treatment Workflows—way to universal healthcare in India	Grover, A.| Bhargava, B.| Srivastava, S.| Sharma, L.K.| Cherian, J.J.| Tandon, N.| Chandershekhar, S.| Ofrin, R.H.| Bekedam, H.| Pandhi, D.| Mukherjee, A.| Dhaliwal, R.S.| Singh, M.| Rajshekhar, K.| Roy, S.| Rasaily, R.| Saraf, D.| Kumar, D.| Parmar, N.| Kabra, S.K.| Chaudhry, D.| Deorari, A.| Tandon, R.| Singh, R.| Khaitan, B.| Agrawala, S.| Gupta, S.| Goel, S.C.| Bhansali, A.| Dutta, U.| Seth, T.| Singh, N.| Awasthi, S.| Seth, A.| Pandian, J.| Jha, V.| Dwivedi, S.K.| Tripathi, R.| Thakar, A.| Jindal, S.| Gangadhar, B.N.| Bajaj, A.| Kant, M.| Chatterjee, A.	Frontiers in Public Health	2023	4.8	10.3389/fpubh.2023.1178160
9	An overview of the accessibility and need of AI animation tools for specially abled students	Parashar, B.| Sharma, R.| Parashar, V.| Rana, G.| Nayyar, A.| Harish, V.	AI-Assisted Special Education for Students With Exceptional Needs	2023	-	10.4018/979-8-3693-0378-8.ch001

10.1.2 Reduced Inequalities: FWCI

During the 2021-2025 reporting period, SRHU produced 9 publications aligned with SDG 10, of which 6 report FWCI data, with an average of 1.24.

List of Publications with FWCI

S.No	Paper Title	Authors	Journal / Book Name	Year	FWCI	DOI
1	Evaluating the influence of a psychiatry training program on nursing students' attitudes towards mentally ill	Rikhari, P.| Sinha, V.| Kumar, G.| Bisht, A.| Kapoor, A.| Rikhari, P.	Journal of Education and Health Promotion	2025	0.31	10.4103/jehp.jehp_1289_24
2	A Hybrid Visual-ML Framework to Classify and Support Neurodiverse Learners Using Behavioural and Educational Data	Twinkle| Shikha| Kanauzia, R.	Proceedings of 1st IEEE Uttar Pradesh Section Women in Engineering International Conference on Electrical, Electronics	2025	0	10.1109/UPWIECON67212.2025.11390179

S.No	Paper Title	Authors	Journal / Book Name	Year	FWCI	DOI
			and Computer Engineering, UPWIECON 2025			
3	Analysis of Smart City Solutions for Sustainable Urban Growth in India	Kaur, G.| Mishra, A.| Kumar, P.| Kapoor, G.	1st International Conference on Advances in Computer Science, Electrical, Electronics, and Communication Technologies, CE2CT 2025	2025	0	10.1109/CE2CT64011.2025.10939348
4	Medical and Local Disease-Related Research during 1994-2023 at Nepal	Vaishya, R.| Gupta, B.M.| Dhawan, S.M.| Mamdapur, G.M.N.| Singh, Y.| Bansal, J.	DESIDOC Journal of Library and Information Technology	2025	0	10.14429/djlit.20530
5	Optimization of Deep Learning-Based Model for Identification of Credit Card Frauds	Palivela, H.| Rishiwal, V.| Bhushan, S.| Alotaibi, A.| Agarwal, U.| Kumar, P.| Yadav, M.	IEEE Access	2024	2.41	10.1109/ACCESS.2024.3440637
6	Impact of Financial Inclusion for Achieving Sustainable Development for Removing Poverty in all Forms: A Review Study from India	Rana, G.| Sharma, R.| Sharma, B.	Sustainable Finance	2024	1.17	10.1007/978-3-031-67523-2_20
7	Urban Health Resilience: Strategies for Strengthening Public Health Systems in Response to Urbanization Challenges	Mathur, M.| Wani, V.J.| Basu, R.| Manihar, P.| Ansari, M.W.F.| Mathur, N.| Vyas, S.| Nayak, S.| Verma, A.| Singh, S.	Indian Journal of Community Medicine	2024	0.7	10.4103/ijcm.ijcm_755_24
8	An overview of the accessibility and need of AI animation tools for specially abled students	Parashar, B.| Sharma, R.| Parashar, V.| Rana, G.| Nayyar, A.| Harish, V.	AI-Assisted Special Education for Students With Exceptional Needs	2023	6.04	10.4018/979-8-3693-0378-8.ch001
9	Developing Standard Treatment Workflows—way to universal healthcare in India	Grover, A.| Bhargava, B.| Srivastava, S.| Sharma, L.K.| Cherian, J.J.| Tandon, N.| Chandershekhar, S.| Ofrin, R.H.| Bekedam, H.| Pandhi, D.| Mukherjee, A.| Dhaliwal, R.S.| Singh, M.|	Frontiers in Public Health	2023	0.57	10.3389/fpubh.2023.1178160

S.No	Paper Title	Authors	Journal / Book Name	Year	FWCI	DOI
		Rajshekhar, K.| Roy, S.| Rasaily, R.| Saraf, D.| Kumar, D.| Parmar, N.| Kabra, S.K.| Chaudhry, D.| Deorari, A.| Tandon, R.| Singh, R.| Khaitan, B.| Agrawala, S.| Gupta, S.| Goel, S.C.| Bhansali, A.| Dutta, U.| Seth, T.| Singh, N.| Awasthi, S.| Seth, A.| Pandian, J.| Jha, V.| Dwivedi, S.K.| Tripathi, R.| Thakar, A.| Jindal, S.| Gangadhar, B.N.| Bajaj, A.| Kant, M.| Chatterjee, A.				

10.1.3 Reduced Inequalities: Publications

SRHU produced 9 publications aligned with SDG 10 during 2021-2025, spanning research equity and bibliometric analysis for lower-income countries (Nepal), mental-health stigma and nursing attitudes toward mentally ill patients, AI-based support for neurodiverse learners, inclusive smart-city planning, urban health resilience, financial inclusion for poverty reduction, and AI-driven credit-fraud detection to protect financially vulnerable users.

List of Publications during 2021-2025

S.No	Paper Title	Authors	Journal / Book Name	Year	DOI
1	A Hybrid Visual-ML Framework to Classify and Support Neurodiverse Learners Using Behavioural and Educational Data	Twinkle| Shikha| Kanauzia, R.	Proceedings of 1st IEEE Uttar Pradesh Section Women in Engineering International Conference on Electrical, Electronics and Computer Engineering, UPWIECON 2025	2025	10.1109/UPWIECON67212.2025.11390179
2	Analysis of Smart City Solutions for Sustainable Urban Growth in India	Kaur, G.| Mishra, A.| Kumar, P.| Kapoor, G.	1st International Conference on Advances in Computer Science, Electrical, Electronics, and Communication	2025	10.1109/CE2CT64011.2025.10939348

S.No	Paper Title	Authors	Journal / Book Name	Year	DOI
			Technologies, CE2CT 2025		
3	Evaluating the influence of a psychiatry training program on nursing students' attitudes towards mentally ill	Rikhari, P.| Sinha, V.| Kumar, G.| Bisht, A.| Kapoor, A.| Rikhari, P.	Journal of Education and Health Promotion	2025	10.4103/jehp.jehp_1289_24
4	Medical and Local Disease-Related Research during 1994-2023 at Nepal	Vaishya, R.| Gupta, B.M.| Dhawan, S.M.| Mamdapur, G.M.N.| Singh, Y.| Bansal, J.	DESIDOC Journal of Library and Information Technology	2025	10.14429/djlit.20530
5	Impact of Financial Inclusion for Achieving Sustainable Development for Removing Poverty in all Forms: A Review Study from India	Rana, G.| Sharma, R.| Sharma, B.	Sustainable Finance	2024	10.1007/978-3-031-67523-2_20
6	Optimization of Deep Learning-Based Model for Identification of Credit Card Frauds	Palivela, H.| Rishiwal, V.| Bhushan, S.| Alotaibi, A.| Agarwal, U.| Kumar, P.| Yadav, M.	IEEE Access	2024	10.1109/ACCESS.2024.3440637
7	Urban Health Resilience: Strategies for Strengthening Public Health Systems in Response to Urbanization Challenges	Mathur, M.| Wani, V.J.| Basu, R.| Manihar, P.| Ansari, M.W.F.| Mathur, N.| Vyas, S.| Nayak, S.| Verma, A.| Singh, S.	Indian Journal of Community Medicine	2024	10.4103/ijcm.ijcm_755_24
8	An overview of the accessibility and need of AI animation tools for specially abled students	Parashar, B.| Sharma, R.| Parashar, V.| Rana, G.| Nayyar, A.| Harish, V.	AI-Assisted Special Education for Students With Exceptional Needs	2023	10.4018/979-8-3693-0378-8.ch001
9	Developing Standard Treatment Workflows—way to universal healthcare in India	Grover, A.| Bhargava, B.| Srivastava, S.| Sharma, L.K.| Cherian, J.J.| Tandon, N.| Chandershekhar, S.| Ofrin, R.H.| Bekedam, H.| Pandhi, D.| Mukherjee, A.| Dhaliwal, R.S.| Singh, M.| Rajshekhar, K.| Roy, S.| Rasaily, R.|	Frontiers in Public Health	2023	10.3389/fpubh.2023.1178160

S.No	Paper Title	Authors	Journal / Book Name	Year	DOI
		Saraf, D.| Kumar, D.| Parmar, N.| Kabra, S.K.| Chaudhry, D.| Deorari, A.| Tandon, R.| Singh, R.| Khaitan, B.| Agrawala, S.| Gupta, S.| Goel, S.C.| Bhansali, A.| Dutta, U.| Seth, T.| Singh, N.| Awasthi, S.| Seth, A.| Pandian, J.| Jha, V.| Dwivedi, S.K.| Tripathi, R.| Thakar, A.| Jindal, S.| Gangadhar, B.N.| Bajaj, A.| Kant, M.| Chatterjee, A.			

Curriculum Mapping of Courses to SDG 10 – Reduced Inequalities

Program Name	Course Code	UG/PG	Course Title
MBBS	1101301	UG	Community medicine
Bachelor of Physiotherapy (BPT)	BPT 104	UG	Sociology
Bachelor of Physiotherapy (BPT)	ECS201	UG	English communication and soft skills
Bachelor of Physiotherapy (BPT)	CIS 201	UG	Basic computer and information sciences
BMLT	ESC 201	UG	English Communication & Soft Skills
BMLT	YST 201	UG	Introduction to Yogic basic theory, science and techniques
BMLT	CIS201	UG	Basic Computer and Information Sciences
B.Sc. Medical Technology (Radiotherapy-BRT)	ECS 201	UG	English, Communication & Soft Skills
Professional Diploma in Clinical Psychology (PDCP)	PDCPT101	Diploma	Psychological Perspective of Mental Disorder
Professional Diploma in Clinical Psychology (PDCP)	PDCPT102	Diploma	Counselling and Psychotherapy
Professional Diploma in Clinical Psychology (PDCP)	PDCPT103	Diploma	Psychiatry
Professional Diploma in Clinical Psychology (PDCP)	PDCPP101	Diploma	Practical I: Psychological Assessment and Viva Voce
Professional Diploma in Clinical Psychology (PDCP)	PDCPP102	Diploma	Practical II Psychological Intervention and Viva Voce
B.Sc. Nursing	N- COMH (I) 310	UG	Community Health Nursing I including Environmental Science & Epidemiology - Theory

Program Name	Course Code	UG/PG	Course Title
B.Sc. Nursing	N- COMH (I) 310	UG	Community Health Nursing I including Environmental Science & Epidemiology – Practical
B.Sc. Biotechnology	BBTOE 122	UG	Entrepreneurship Development
B.Sc. Biotechnology	AECC 121	UG	English Communication
B.Sc. Biotechnology	BBTOE 232	UG	Principles of Marketing
B.Sc. Microbiology	BBTOE 122	UG	Entrepreneurship Development
B.Sc. Microbiology	AECC 121	UG	English Communication
B.Sc. Microbiology	BBTOE 232	UG	Principles of Marketing
B.Tech CSE	HST 121	UG	Human Values & Professional Ethics
B.Tech (Hons.) CSE with AI & ML	HST 121	UG	Human Values & Professional Ethics
B.Tech (Hons.) CSE with AI & ML	HS601 T	UG	English-II
B.Tech (Hons.) CSE with DS & ML	HST 121	UG	Human Values & Professional Ethics
B.Tech CSE – Cyber Security	HST 121	UG	Human Values & Professional Ethics
Bachelor of Computer Applications (BCA)	HST 121	UG	Human Values & Professional Ethics
B.Sc. Data Science	HST 121	UG	Human Values & Professional Ethics
BBA	BBA 206	UG	Human Resource Management
BBA	BBA 406	UG	Soft Skills-I
BBA	BBA 506	UG	Soft Skills-II
BBA	BBA 601	UG	Human Values & Ethics
M.Sc. Clinical Research	CDSs102	PG	Gender inequality and gender studies
M.Sc. Epidemiology	CMEC102	PG	English Communication
M.Sc. Epidemiology	CDGI102	PG	Gender Inequality and Gender Studies
Master of Hospital Administration	MHA 126	PG	Human Resource Management

10.2 First Generation Students

Swami Rama Himalayan University remains committed to fostering equitable access to higher education by supporting first-generation learners who are the first in their families to pursue university education.

10.2.1 Proportion of First-Generation Students

A total of 1261 students starting a bachelor's degree were recorded across all programs in the year 2024-2025. Of these, 13 were first-generation students starting a degree, representing 1.03% of the total number of

students starting a bachelor's degree. This reflects the participation of first-generation students in higher education and supports the reporting of institutional efforts related to reducing educational inequalities.

Particulars	Value (Full Time Equivalent)
Number of students starting a degree (Bachelor's)	1261
Number of first-generation students starting a degree (Bachelor's)	13
Proportion of first-generation students	1.03 %

10.3 International Students from Developing Countries

SRHU continued its commitment to fostering an inclusive and globally diverse learning environment by providing comprehensive support to international students, particularly those from developing nations.

10.3.1 Proportion of international students from developing countries

Across all academic programmes, the University had a total enrolment of 4,320 students during the academic year 2024–2025, including one international student from a developing country (0.02% of the total student population) who received financial support from the University. The presence of students from developing countries reflects the institution's commitment to promoting inclusive access to higher education and reducing educational inequalities across national and socioeconomic boundaries.

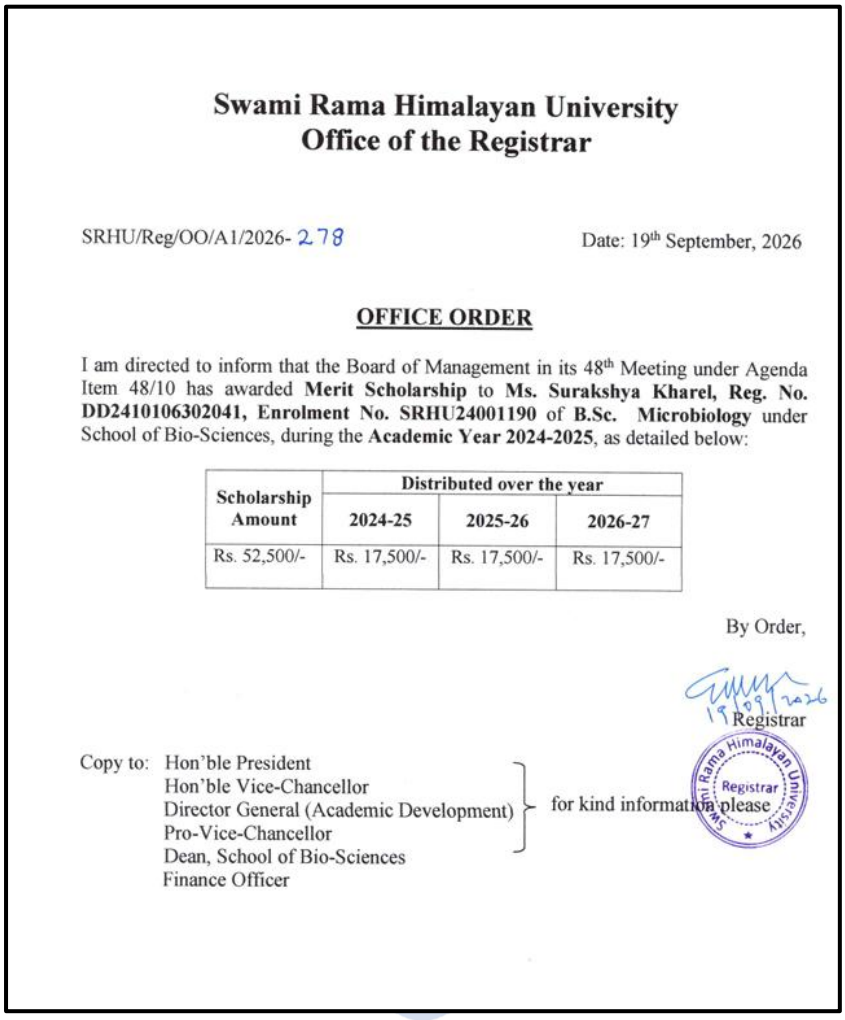
Particulars	Value (Full-Time Equivalent)
Number of students	4320
Number of international students from developing countries (received financial support)	1
Proportion of international students from developing countries	0.02 %

List of International Students from Developing Countries

S. No.	Student Name	Country	Student Enrolment No.
1.	Surakshya Kharel	Nepal	SRHU24001190

Evidence 1:

Merit Scholarship Letter of International Students from Developing Countries



Swami Rama Himalayan University
Office of the Registrar

SRHU/Reg/OO/A1/2026- 278 Date: 19th September, 2026

OFFICE ORDER

I am directed to inform that the Board of Management in its 48th Meeting under Agenda Item 48/10 has awarded **Merit Scholarship** to **Ms. Surakshya Kharel, Reg. No. DD2410106302041, Enrolment No. SRHU24001190** of **B.Sc. Microbiology** under School of Bio-Sciences, during the **Academic Year 2024-2025**, as detailed below:

Scholarship Amount	Distributed over the year		
	2024-25	2025-26	2026-27
Rs. 52,500/-	Rs. 17,500/-	Rs. 17,500/-	Rs. 17,500/-

By Order,

19/09/2026
Registrar

Copy to: Hon'ble President
Hon'ble Vice-Chancellor
Director General (Academic Development)
Pro-Vice-Chancellor
Dean, School of Bio-Sciences
Finance Officer
} for kind information please

Swami Rama Himalayan University Registrar

10.4 Proportion of Students with Disabilities

SRHU is committed to ensuring equal opportunity and inclusive education for students with disabilities. The University provides a barrier-free and accessible campus with ramps, elevators, tactile pathways, accessible washrooms, and Braille and large-print signage. Academic and examination support includes assistive learning resources, scribes/readers and additional examination time.

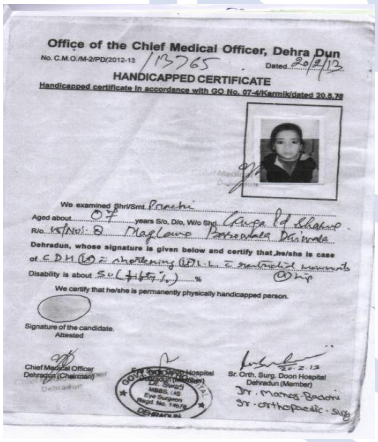
10.4.1 Proportion of students with disabilities

Across all programs, a total of 4,320 students were enrolled, including 1 student with a disability in the academic year 2024-2025, representing 0.02% of the total student population.

Particulars	Value (Full Time Equivalent)
Number of Students	4320
Number of Students with Disabilities	1
Proportion of Students with Disabilities	0.02 %

Details of the Students with Disability

S. No.	Student Name	Course	Student Enrolment No.
1.	Prachi Sharma	B. Commerce	SRHU24000528


Office of the Chief Medical Officer, Dehra Dun
HANDICAPPED CERTIFICATE

Evidence 1: Government-issued physically handicapped ID card



Evidence 2: Student's University Identity Card

10.5 Proportion of Employees with Disabilities

SRHU is committed to providing an inclusive, accessible, and equitable workplace for employees with disabilities. The University promotes equal opportunity and non-discrimination in recruitment, promotion, training, and career advancement in accordance with the Rights of Persons with Disabilities (RPwD) Act, 2016. Accessible infrastructure, reasonable accommodations, assistive technologies, and employee support services are provided to facilitate effective workplace participation. Regular awareness and sensitization programmes further promote disability rights, accessibility, and an inclusive work environment.

10.5.1 Proportion of employees with disabilities

The University has a total of 3,142 employees, including 6 employees with disabilities, representing 0.19% of the total employee population. This reflects the University's commitment to equal opportunity, non-discrimination, and an inclusive workplace for employees with disabilities.

Particulars	Value (Full Time Equivalent)
Number of Employees	3142
Number of Employees with Disabilities	6
Proportion of Employees with Disabilities	0.19 %

List of employees with disabilities

S. No.	Employee ID	Employee Name	Designation	Department	UNIT	Date of Joining
1	3938	Dr. Manoj Kumar	Assistant Professor	Respiratory Medicine	Himalayan Institute of Medical Sciences	05-06-2018
2	199	Mr. Pradeep Kumar	Supervisor - Mechanical	Infrastructural Development and Maintenance	Swami Rama Himalayan University	01-08-1997
3	3578	Mr. Kuldeep Singh	Supervisor	General Administration Department	Himalayan Hospital	01-05-2017
4	6742	Mr. Mukesh Singh Panwar	Junior Executive	Finance Department	Himalayan Hospital	02-05-2024
5	1363	Ms. Anita	Attendant	OPD	Himalayan Hospital	01-06-2010
6	1937	Mr. Dinesh Kumar Tiwari	Attendant	Kalptaru Department	Himalayan Hospital	01-02-2013

10.6 Measures Against Discrimination

SRHU is committed to promoting equality, inclusion, and non-discrimination across admissions, recruitment, and institutional practices. The University has established policies and support mechanisms to ensure equitable participation and opportunities for underrepresented and disadvantaged groups, in alignment with UN SDG 10 (Reduced Inequalities).

10.6.1 Non-discriminatory Admissions Policy

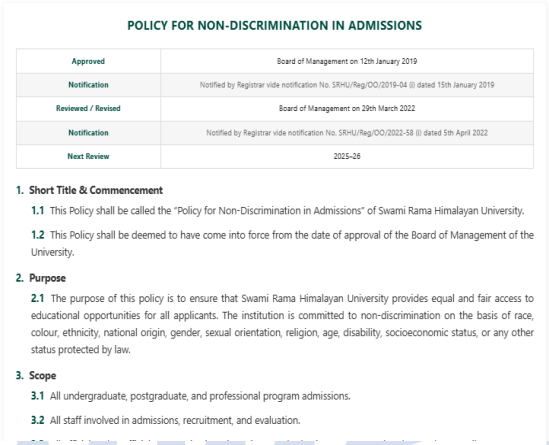
SRHU is committed to ensuring equal and fair access to educational opportunities for all applicants. SRHU has an institutional Non-discriminatory Admissions Policy since 2019. The policy prohibits discrimination based on race, colour, ethnicity, national origin, gender, sexual orientation, religion, age, disability, socioeconomic status, or any other status protected by law. Admissions are based primarily on academic qualifications, achievements, and potential, with standardized and transparent selection criteria applied consistently. The policy further promotes diversity and inclusion, eliminates bias and barriers in the admission process, and provides reasonable accommodations for applicants with disabilities. The policy was reviewed in 2022 and is publicly available on the SRHU website (srhu.edu.in/policies-guidelines/policy-for-non-discrimination-in-admissions/).

Particulars	Status	Details
Existence of Non-discriminatory Admissions Policy	**Yes**	Since 2019
Evidence provided	**Yes**	Screenshot provided below
Is the evidence provided public	**Yes**	Policy is available on SRHU website srhu.edu.in/policies-guidelines/policy-for-non-discrimination-in-admissions/
Is policy created or reviewed in period 2022-2026	**Yes**	Reviewed in 2022

Evidence 1:

Screenshot of the Non-discriminatory Admissions Policy





POLICY FOR NON-DISCRIMINATION IN ADMISSIONS

Approved	Board of Management on 12th January 2019
Notification	Notified by Registrar vide notification No. SRHU/Reg/OO/2019-04 (I) dated 15th January 2019
Reviewed / Revised	Board of Management on 29th March 2022
Notification	Notified by Registrar vide notification No. SRHU/Reg/OO/2022-58 (I) dated 5th April 2022
Next Review	2025-26

1. **Short Title & Commencement**
   - 1.1 This Policy shall be called the "Policy for Non-Discrimination in Admissions" 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.
2. **Purpose**
   - 2.1 The purpose of this policy is to ensure that Swami Rama Himalayan University provides equal and fair access to educational opportunities for all applicants. The institution is committed to non-discrimination on the basis of race, colour, ethnicity, national origin, gender, sexual orientation, religion, age, disability, socioeconomic status, or any other status protected by law.
3. **Scope**
   - 3.1 All undergraduate, postgraduate, and professional program admissions.
   - 3.2 All staff involved in admissions, recruitment, and evaluation.

10.6.2 Access to University Track Underrepresented Group Applications

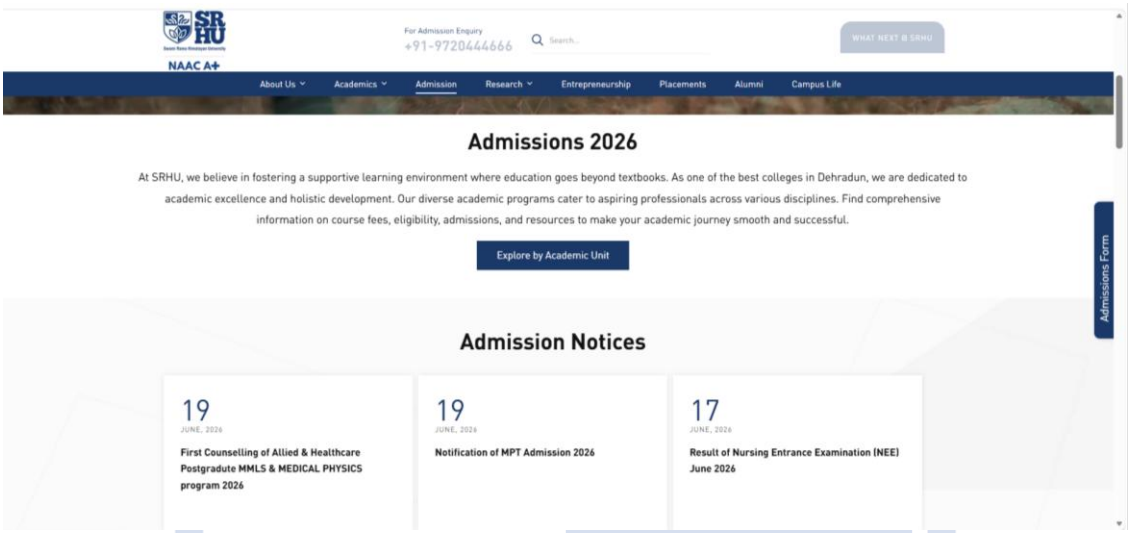
In alignment with SDG 10 (Reduced Inequalities), SRHU is committed to promoting equitable access to higher education through inclusive and non-discriminatory admission practices. SRHU has established measures to promote equitable access, including inclusive admission policies, scholarships, fee waivers, targeted outreach, and support for students from rural, economically disadvantaged, and underrepresented backgrounds. The University also promotes equal opportunities irrespective of gender, disability, socio-economic status, caste, creed, religion, ethnicity, and other backgrounds. The Non-discriminatory Admissions Policy and supporting information are made publicly accessible through the SRHU website, enabling students, stakeholders, and the wider community to verify the University's commitment to inclusive and equitable admissions.

Particulars	Status	Details
Existence of Measures	**Yes**	• Screenshot of ERP used for admission process • Screenshot of Seat Matrix
Evidence provided	**Yes**	Screenshot provided below

Is the evidence provided public	**Yes**	Available on SRHU website: srhu.edu.in/admission/#programmes-offered

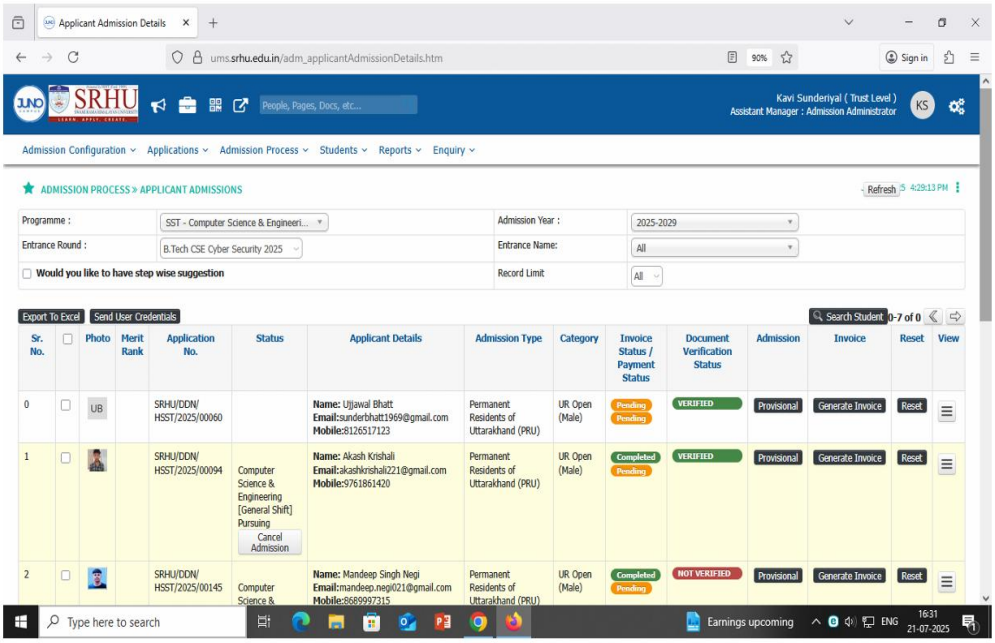
Evidence 1:

Admissions on the publicly available SRHU website: srhu.edu.in/admission/#programmes-offered



Evidence 2:

Screenshot of ERP to Track Applications of Underrepresented Groups



Evidence 3:

A sample screenshot showing the distribution of the Seat Matrix for Underrepresented Groups

HIMS ALLIED HEALTH UG & PG PRORAMMES ALLOTMENT OF SEATS: Batch-2024

UG Program Name	Category / Sub-Category	All India OPEN	Permanent resident of Uttarakhand: UR Open	UR Women	UR DPW	UK Orphan	SC Open	SC Women	SC DPW	ST Open	OBC Open	OBC Women	Total
P.G Programme													
Master of Physiotherapy(Neurological Disorders)	Seats Intake	12	3	2	0	0	1	1	0	0	1	0	20
	Seats Alloted	12	4	2	0	0	0	1	0	0	1	0	20
Master of Physiotherapy(Musculoskeletal Disorders)	Seats Intake	18	4	2	1	1	1	1	0	0	1	1	30
	Seats Alloted	15	7	2	1	0	1	0	0	0	1	0	27
M.Sc. Medical Microbiology	Seats Intake												
	Seats Alloted												
M.Sc. Epidemiology	Seats Intake												
	Seats Alloted												
M.Sc. Clinical Research	Seats Intake												
	Seats Alloted												
Masters in Hospital Administration (MHA)	Seats Intake												
	Seats Alloted												

10.6.3 Access to University Underrepresented Groups Recruitment

SRHU is committed to promoting diversity, inclusion, equal opportunity, and ethical employment practices in the recruitment and engagement of students, faculty, and staff. The University has established institutional measures to promote fair and non-discriminatory employment practices and to ensure equitable opportunities for individuals from diverse and underrepresented backgrounds.

Particulars	Status	Details
Existence of Planned Actions	Yes	Policy for Ethical Employment and Responsible Outsourcing
Evidence provided	Yes	Screenshot provided below
Is the evidence provided public	Yes	Policy is available on the SRHU website: srhu.edu.in/policies-guidelines/policy-for-ethical-employment-and-responsible-outsourcing/

Evidence 1:

Screenshot of Policy for Ethical Employment and Responsible Outsourcing





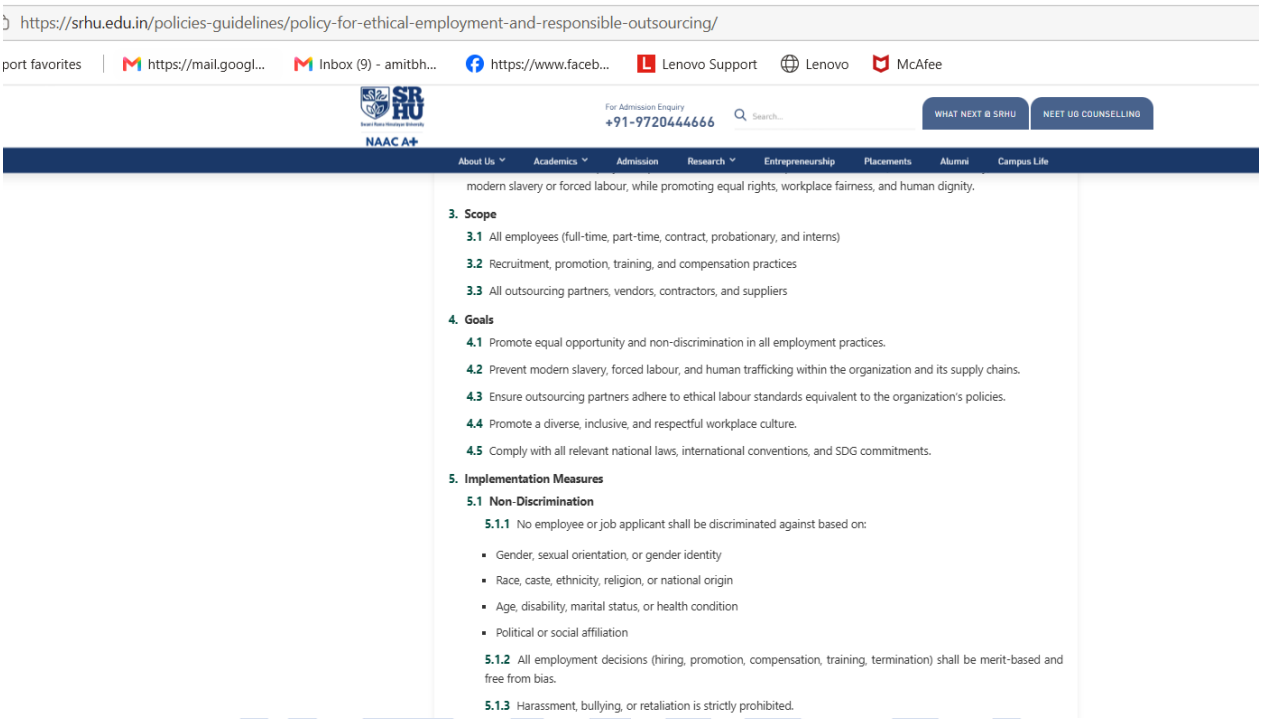
POLICY FOR ETHICAL EMPLOYMENT AND RESPONSIBLE OUTSOURCING

Approved	Board of Management on 12th January 2019
Notification	Notified by Registrar vide notification No. SRHU/Reg/OO/2019-04 (i) dated 15th January 2019
Reviewed / Revised	Board of Management on 29th March 2022
Notification	Notified by Registrar vide notification No. SRHU/Reg/OO/2022-58 (i) dated 5th April 2022
Next Review	2025–26

1. **Short Title & Commencement**
   - **1.1** This Policy shall be called the "Policy for Ethical Employment and Responsible Outsourcing" 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.
2. **Purpose**
   - **2.1** To ensure that all employment practices and outsourced operations are ethical, non-discriminatory, and free from modern slavery or forced labour, while promoting equal rights, workplace fairness, and human dignity.
3. **Scope**
   - **3.1** All employees (full-time, part-time, contract, probationary, and interns)
   - **3.2** Recruitment, promotion, training, and compensation practices
   - **3.3** All outsourcing partners, vendors, contractors, and suppliers

Evidence 2:

Screenshot of Policy for Ethical Employment and Responsible Outsourcing


https://srhu.edu.in/policies-guidelines/policy-for-ethical-employment-and-responsible-outsourcing/

port favorites | https://mail.googl... | Inbox (9) - amitbh... | https://www.faceb... | Lenovo Support | Lenovo | McAfee

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modern slavery or forced labour, while promoting equal rights, workplace fairness, and human dignity.

3. **Scope**

3.1 All employees (full-time, part-time, contract, probationary, and interns)

3.2 Recruitment, promotion, training, and compensation practices

3.3 All outsourcing partners, vendors, contractors, and suppliers

4. **Goals**

4.1 Promote equal opportunity and non-discrimination in all employment practices.

4.2 Prevent modern slavery, forced labour, and human trafficking within the organization and its supply chains.

4.3 Ensure outsourcing partners adhere to ethical labour standards equivalent to the organization's policies.

4.4 Promote a diverse, inclusive, and respectful workplace culture.

4.5 Comply with all relevant national laws, international conventions, and SDG commitments.

5. **Implementation Measures**

5.1 **Non-Discrimination**

5.1.1 No employee or job applicant shall be discriminated against based on:

- Gender, sexual orientation, or gender identity
- Race, caste, ethnicity, religion, or national origin
- Age, disability, marital status, or health condition
- Political or social affiliation

5.1.2 All employment decisions (hiring, promotion, compensation, training, termination) shall be merit-based and free from bias.

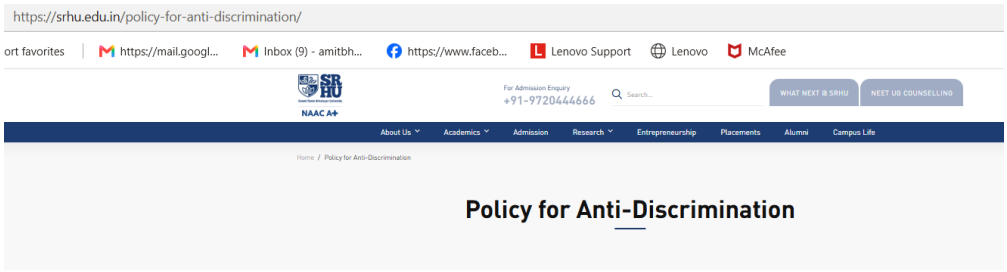
5.1.3 Harassment, bullying, or retaliation is strictly prohibited.

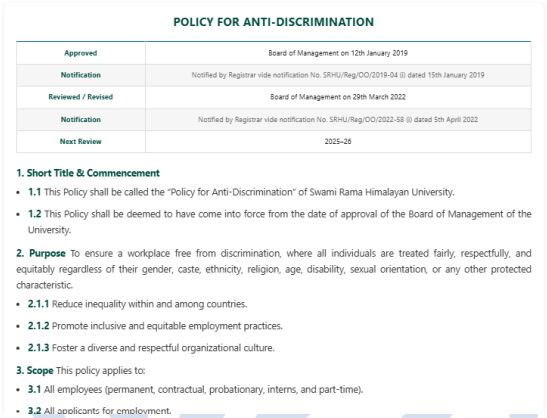
10.6.4 Anti-discrimination Policy

SRHU is committed to ensuring equality, fairness, and non-discrimination for all members of the University community. SRHU has an institutional Anti-Discrimination Policy in place since 2019 to promote a safe, inclusive, and equitable environment. The policy prohibits discrimination on the basis of caste, creed, religion, gender, race, ethnicity, disability, socioeconomic status, nationality, or any other protected characteristic. The policy was reviewed in 2022 and is publicly available on the SRHU website (srhu.edu.in/policy-for-anti-discrimination/).

Particulars	Status	Details
Existence of Anti-Discrimination Policy	Yes	Since 2019
Evidence provided	Yes	Screenshot provided below
Is the evidence provided public	Yes	Policy is available on the SRHU website srhu.edu.in/policy-for-anti-discrimination/.
Is policy created or reviewed in period 2022-2026	Yes	Reviewed in 2022

Evidence 1: Snapshot of Anti-Discrimination Policy





POLICY FOR ANTI-DISCRIMINATION

Approved	Board of Management on 12th January 2019
Notification	Notified by Registrar vide notification No. SRHU/Reg/OO/2019-04 (i) dated 15th January 2019
Reviewed / Revised	Board of Management on 29th March 2022
Notification	Notified by Registrar vide notification No. SRHU/Reg/OO/2022-58 (i) dated 5th April 2022
Next Review	2025–26

1. Short Title & Commencement

- **1.1** This Policy shall be called the "Policy for Anti-Discrimination" 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.

2. Purpose To ensure a workplace free from discrimination, where all individuals are treated fairly, respectfully, and equitably regardless of their gender, caste, ethnicity, religion, age, disability, sexual orientation, or any other protected characteristic.

- **2.1.1** Reduce inequality within and among countries.
- **2.1.2** Promote inclusive and equitable employment practices.
- **2.1.3** Foster a diverse and respectful organizational culture.

3. Scope This policy applies to:

- **3.1** All employees (permanent, contractual, probationary, interns, and part-time).
- **3.2** All applicants for employment.

10.6.5 University Diversity Officer

SRHU has established an institutional framework for promoting diversity, equality, inclusion, and respect for human rights across the University. SRHU has designated a University Diversity Officer (Anti-Discrimination Officer) and established the SC/ST Cell as an institutional mechanism to promote diversity, equality, inclusion, and educational opportunities for students and employees from SC/ST/OBC/Minority communities. The Diversity Officer/Cell is responsible for creating awareness about government policies, programmes and scholarships, providing counselling and support, addressing difficulties and grievances, facilitating access to higher education, and supporting the educational advancement of students from disadvantaged communities. The Cell also has a defined grievance redressal mechanism for receiving complaints and taking appropriate remedial action. The details of the University Diversity Officer and the SC/ST Cell, including their roles and responsibilities, are publicly available on the SRHU website.

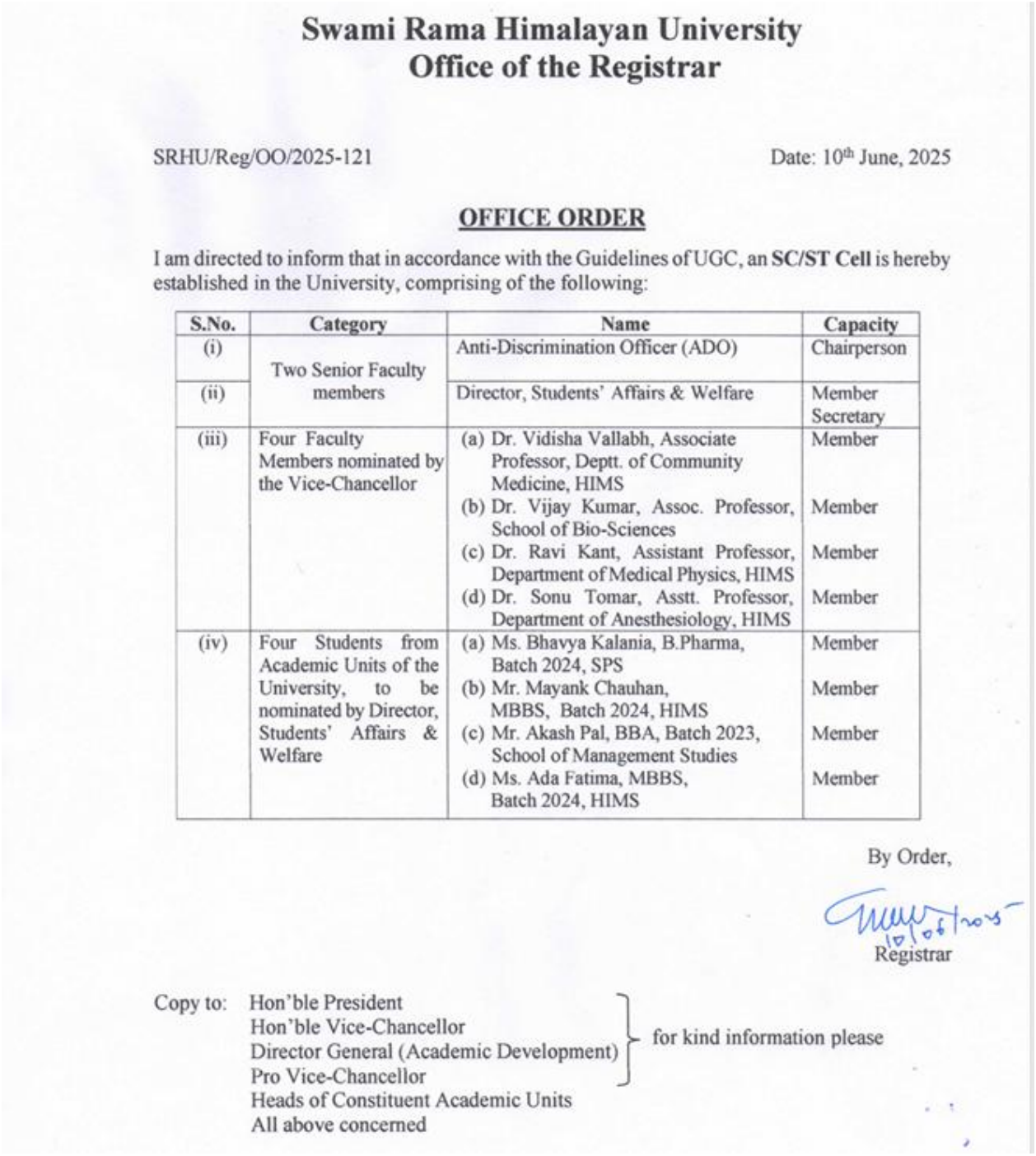
(srhu.edu.in/circulars-and-notices/formation-of-sc-st-cell-in-accordance-with-the-guidelines-of-ugc/).

Particulars	Status	Details
Existence of University Diversity Officer	Yes	Anti-Discrimination Officer and SC/ST cell
Evidence provided	Yes	Snapshot provided below
Is the evidence provided public	Yes	Available on SRHU website: srhu.edu.in/circulars-and-notices/formation-of-

		sc-st-cell-in-accordance-with-the-guidelines-of-ugc/.

Evidence 1:

Details of University Diversity Officer (Anti-Discrimination Officer)



Swami Rama Himalayan University
Office of the Registrar

SRHU/Reg/OO/2025-121 Date: 10th June, 2025

OFFICE ORDER

I am directed to inform that in accordance with the Guidelines of UGC, an **SC/ST Cell** is hereby established in the University, comprising of the following:

S.No.	Category	Name	Capacity
(i)	Two Senior Faculty members	Anti-Discrimination Officer (ADO)	Chairperson
(ii)		Director, Students' Affairs & Welfare	Member Secretary
(iii)	Four Faculty Members nominated by the Vice-Chancellor	(a) Dr. Vidisha Vallabh, Associate Professor, Deptt. of Community Medicine, HIMS	Member
		(b) Dr. Vijay Kumar, Assoc. Professor, School of Bio-Sciences	Member
		(c) Dr. Ravi Kant, Assistant Professor, Department of Medical Physics, HIMS	Member
		(d) Dr. Sonu Tomar, Asstt. Professor, Department of Anesthesiology, HIMS	Member
(iv)	Four Students from Academic Units of the University, to be nominated by Director, Students' Affairs & Welfare	(a) Ms. Bhavya Kalania, B.Pharma, Batch 2024, SPS	Member
		(b) Mr. Mayank Chauhan, MBBS, Batch 2024, HIMS	Member
		(c) Mr. Akash Pal, BBA, Batch 2023, School of Management Studies	Member
		(d) Ms. Ada Fatima, MBBS, Batch 2024, HIMS	Member

By Order,

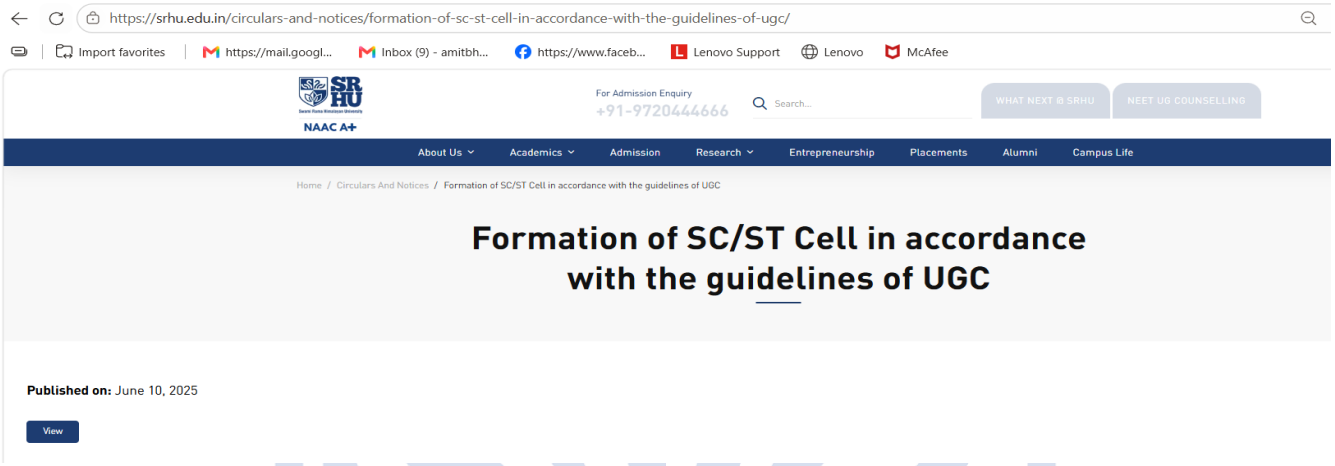
10/06/2025
Registrar

Copy to: Hon'ble President
Hon'ble Vice-Chancellor
Director General (Academic Development)
Pro Vice-Chancellor
Heads of Constituent Academic Units
All above concerned
} for kind information please

Evidence 2:

Details of the University Diversity Officer (Anti-Discrimination Officer) are publicly available on the SRHU website:

URL: srhu.edu.in/circulars-and-notices/formation-of-sc-st-cell-in-accordance-with-the-guidelines-of-ugc/.



10.6.6 Support for Underrepresented Groups

SRHU provides mentoring, counselling, and peer-support mechanisms to promote the academic, personal, and professional well-being of students, staff, and faculty from underrepresented groups. These initiatives facilitate guidance, emotional support, academic assistance, and inclusive participation across the University community.

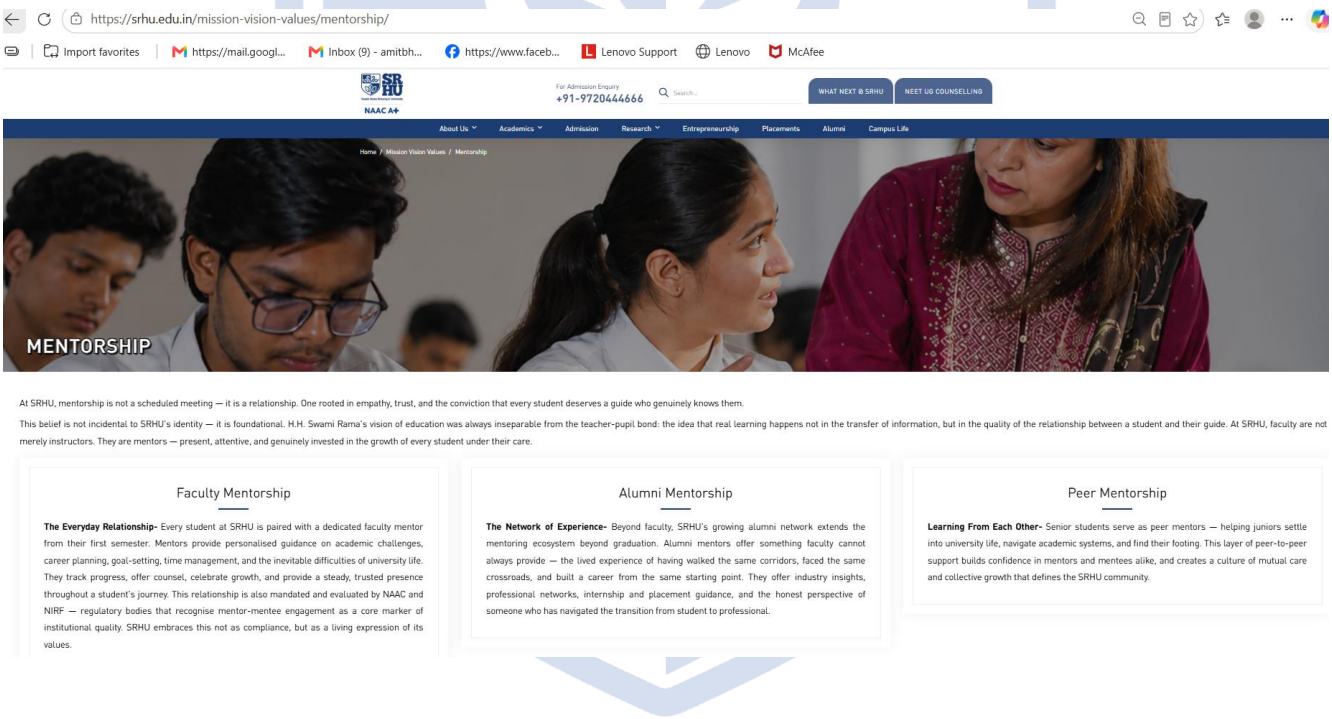
Particulars	Status	Details
Existence of Provisions	Yes	• Mentorship Programme • Counselling Sessions • Peer Support Programs
Evidence provided	Yes	Screenshot provided below
Is the evidence provided public	Yes	Available on SRHU website srhu.edu.in/mission-vision-values/mentorship/

Mentorship Programme

The Student Mentorship Programme provides continuous academic, personal, and career guidance through a structured and supportive mentoring system. Each student is assigned a faculty mentor who provides guidance on academic progress, career planning, goal-setting, and university-related concerns, while connecting students with appropriate support services. The programme is further strengthened through alumni and peer mentoring, offering career insights, professional guidance, and support in adapting to university life. Particular attention is given to disadvantaged and underrepresented students to promote equitable access to guidance, support, and opportunities.

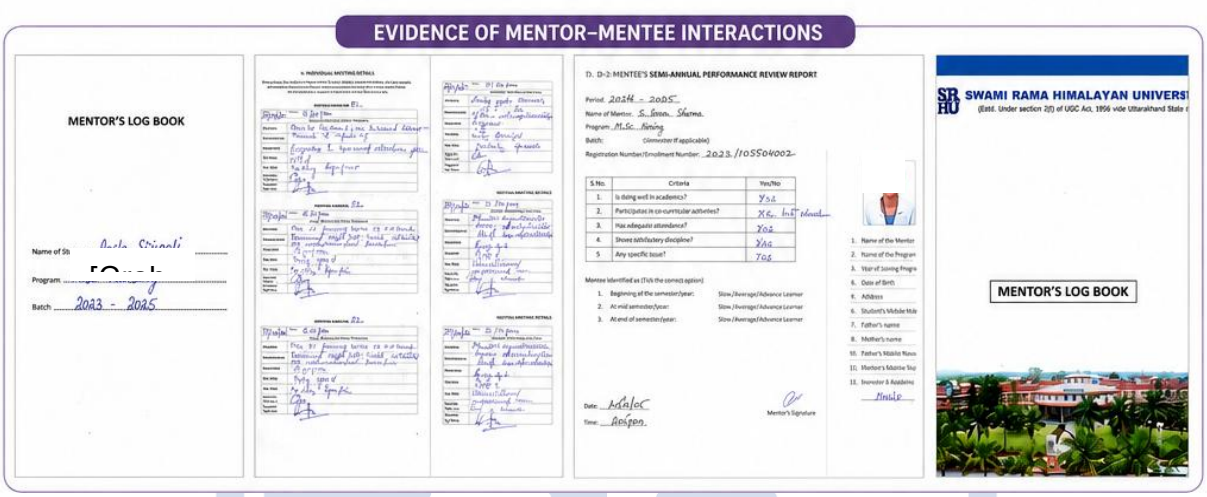
Evidence 1:

Snapshot of Mentorship Programme details publicly available on SRHU website: srhu.edu.in/mission-vision-values/mentorship/



Evidence 2:

Snapshot of Mentor-Mentee Interaction

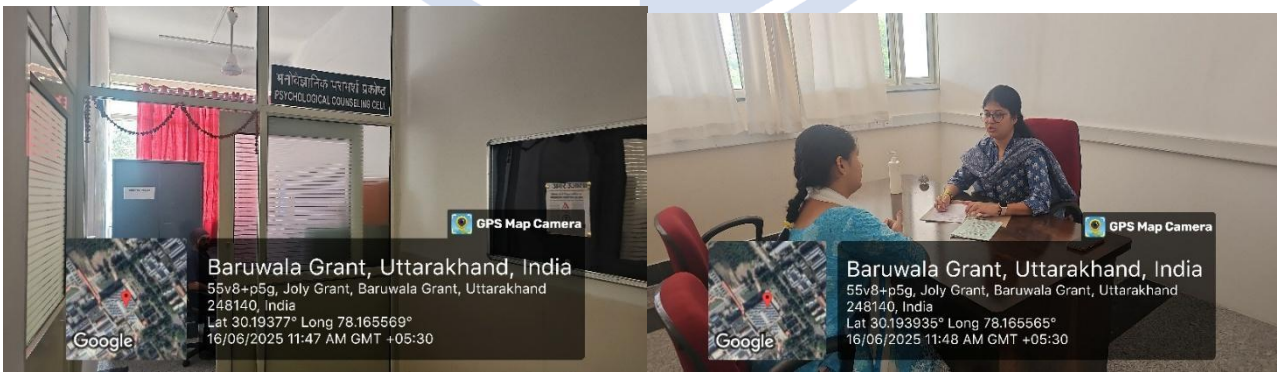


Support and Inclusivity Initiatives

Counselling and Mentoring Services: SRHU also provides comprehensive counselling and mentoring support for students and employees through the Psychological Counselling Cell. The Cell offers confidential, inclusive, and professional psychological counselling to individuals experiencing emotional, discrimination-related concerns. By ensuring equitable access to counselling services for all members of the University, including underrepresented groups, irrespective of gender, socio-economic background, or personal circumstances, the initiative promotes well-being, resilience, and an inclusive campus culture aligned with SDG 10.

Evidence 3:

Photograph of Psychological Counselling Cell



SPIC MACAY Cultural Performance by Bastar Band

SPIC MACAY organized a cultural performance by the renowned Bastar Band at SRHU, providing

students with exposure to the rich tribal musical traditions of India. Led by Padma Shri Anup Ranjan Pandey, the artists showcased traditional music and instruments representing communities such as Muria, Maria, Dhurwa, Bhatra, and Halba. The programme promoted appreciation of indigenous culture, diversity, and India's intangible cultural heritage.

Evidence 4:

Photographs of SPIC MACAY Cultural Performance by Bastar Band



स्वतंत्र चेतना

जनजातीय संगीत परंपराओं से छात्रों को परिचित कराया

स्वतंत्र चेतना

डोईवाला दिपक मैके ने एसआरएचयू (स्वामी राम हिमालयन विश्वविद्यालय) जौलीग्रांट में केमस बस्तर बैंड की सांस्कृतिक प्रस्तुति का आयोजन किया गया। कलाकारों ने बस्तर क्षेत्र की जनजातीय संगीत परंपराओं से छात्रों को परिचित कराया। विश्वविद्यालय के अध्यक्ष डॉ.विजय धस्माना ने सभी कलाकारों को सम्मानित किया।

गुरुवार को एसआरएचयू के हिमालयन रिक्रिएशन क्लब एंड वेलफेयर ट्रस्ट की ओर से भारतीय सांस्कृतिक विरासत को प्रोत्साहित करने के उद्देश्य से केमस बस्तर बैंड की सांस्कृतिक प्रस्तुति का आयोजन किया गया।

कलाकारों ने छात्र-छात्राओं को छत्तीसगढ़ के बस्तर क्षेत्र की समृद्ध जनजातीय संगीत परंपराओं से रूबरू कराया। एसआरएचयू के अध्यक्ष डॉ.विजय धस्माना ने कहा कि विश्वविद्यालय में इन तरह के सांस्कृतिक कार्यक्रम का उद्देश्य उद्देश्य जनजातीय संगीत परंपराओं से रूबरू होने का अनोखा अवसर प्राप्त हुआ।

पद्मश्री अनूप रंजन पांडे ने बस्तर बैंड के बारे में जानकारी दी। जिसमें मुरिया, डंडामी मडिया, धुर्वा, भत्रा, मुंडा और हल्बा जैसे जनजातीय समुदाय के कलाकार जुड़े हैं। अब तक यह बैंड करीब 52 ग्राम कला समूहों से 10,000 से अधिक कलाकारों को जोड़ चुका है। प्रदर्शनों में झाडोंकी पाटाङ्ग जैसे भक्ति गीतों की प्रस्तुति दी गई। जिसमें परंपरागत रूप से देवी-देवताओं के स्वागत के समय गाया जाता है।

इस बैंड में जुगधर कोर्राम, नावेल कोर्राम, पंकू राम सोड़ी, लक्ष्मी सोड़ी, बुधराम सोड़ी, दुलगो सोड़ी, छन्नू, ताती, आयता नाग, सुनीता सलाम, संगीता, सुखदेव दुग्गा और धनीराम जैसे कलाकार शामिल हुए।



Photographs of SPIC MACAY Cultural Performance by Bastar Band

10.6.7 Accessible Facilities

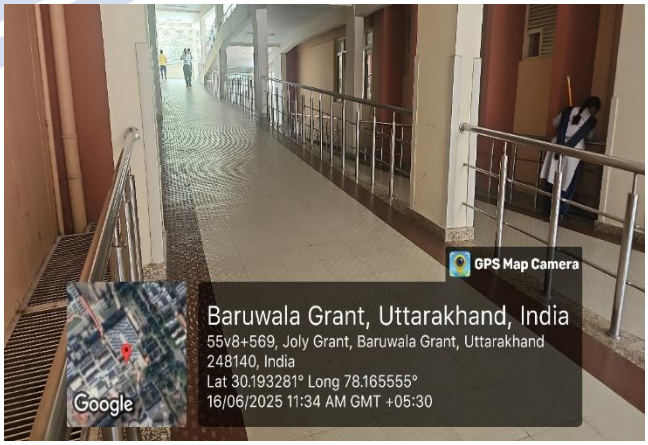
SRHU is committed to providing an inclusive, accessible, and barrier-free campus environment for persons with disabilities. The University has developed accessible infrastructure and facilities, including ramps, lifts, accessible pathways, and other provisions that support independent mobility and access to academic, administrative, and common facilities. These measures enable persons with disabilities to participate equitably in university life while promoting dignity, independence, and equal opportunity. Evidence of the accessible facilities is available through the University's official website and publicly accessible institutional information, enabling stakeholders to verify the University's commitment to accessibility and inclusion in alignment with SDG 10: Reduced Inequalities.

Particulars	Status	Details
Existence of Facilities	**Yes**	• Ramps with Railings • Wheelchairs • Special Toilets with Support Grab Bars • Disabled-Friendly Lifts • Tactile Path • Accessible Learning Facilities for Visually Impaired Persons
Evidence provided	**Yes**	Photographs provided below
Is the evidence provided public	**Yes**	Available on website srhu.edu.in/sdg-social-impact/

Evidence 1:

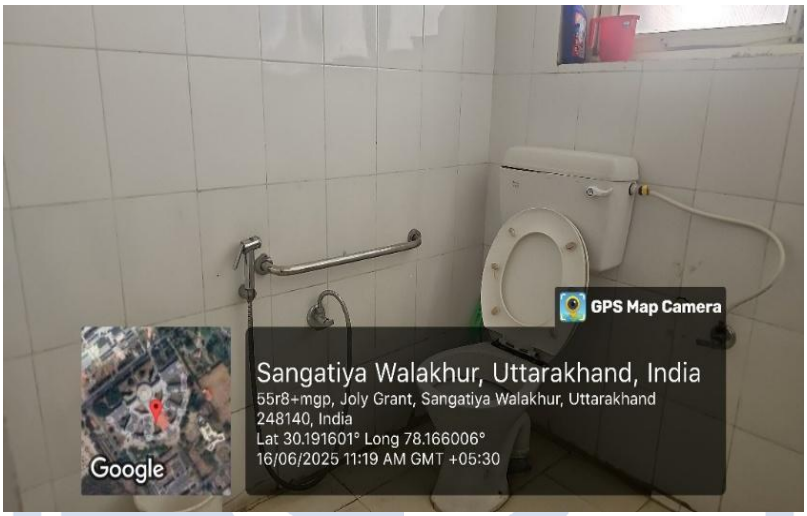
Photographs of Accessible Facilities: Ramps with Railings





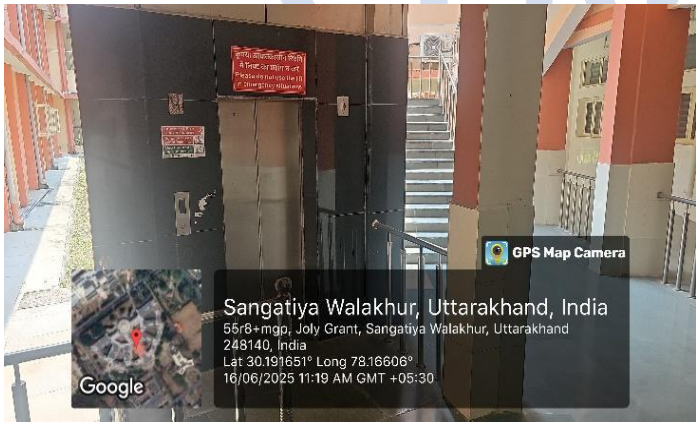
Evidence 2:

Photographs of Accessible Facilities: Special Toilets with Support Grab Bars



Evidence 3:

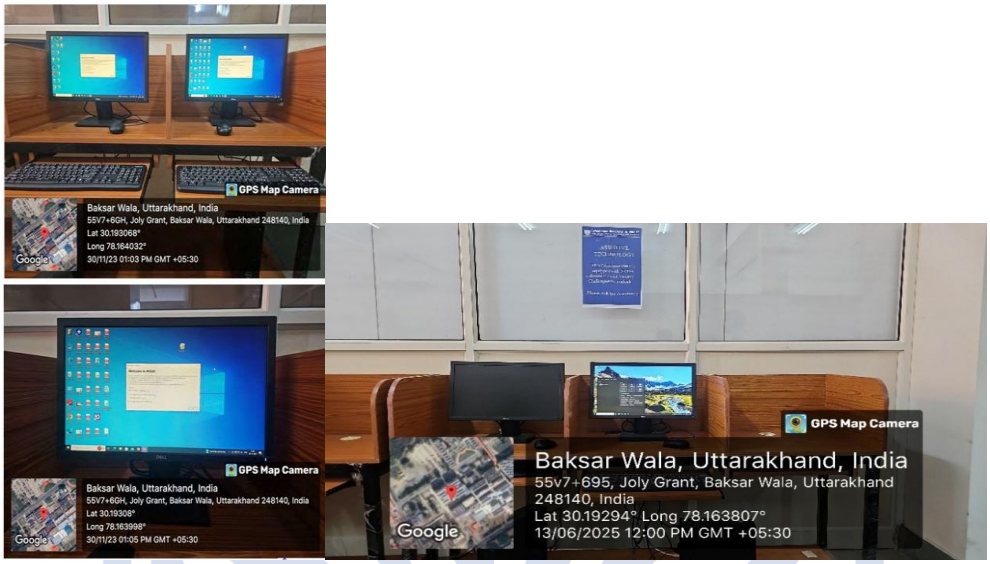
Photographs of Accessible Facilities: Disabled Friendly Lifts





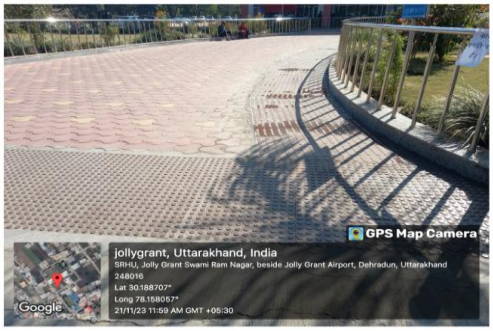
Evidence 4:

Photographs of Accessible Facilities: Desktops Equipped with Built-in Speaker, NVDA (Non-Visual Desktop Access) Software and Braille Keyboards



Evidence 5:

Photograph of Accessible Facilities: Tactile Path



Evidence 6:

Photograph of Accessible Facilities: Provision of Wheelchair



10.6.8 Disability Support Services

SRHU provides comprehensive Disability Support Services to ensure equal access and participation for persons with disabilities. The University provides Disability Support Services with dedicated support staff to promote accessibility, inclusion, and equal participation for persons with disabilities.

Particulars	Status	Details
Existence of Services	Yes	Dedicated Support Staff is assigned
Evidence provided	Yes	Photograph provided below
Is the evidence provided public	Yes	srhu.edu.in/sdg-social-impact/

Evidence 1:

Photograph of Disability Support Services: Provision of wheelchair with dedicated support staff





10.6.9 Disability Access Scheme

SRHU provides a Disability Access Scheme to ensure that students with disabilities receive equitable opportunities, targeted support, and meaningful participation in academic and university life. The scheme includes both faculty mentoring and targeted support services to address students' academic, personal, technological, and accessibility needs.

Particulars	Status	Details
Existence of Schemes	Yes	Mentoring and Academic Support
Evidence provided	Yes	Screenshot provided below
Is the evidence provided public	Yes	Available on SRHU website srhu.edu.in/mission-vision-values/mentorship/

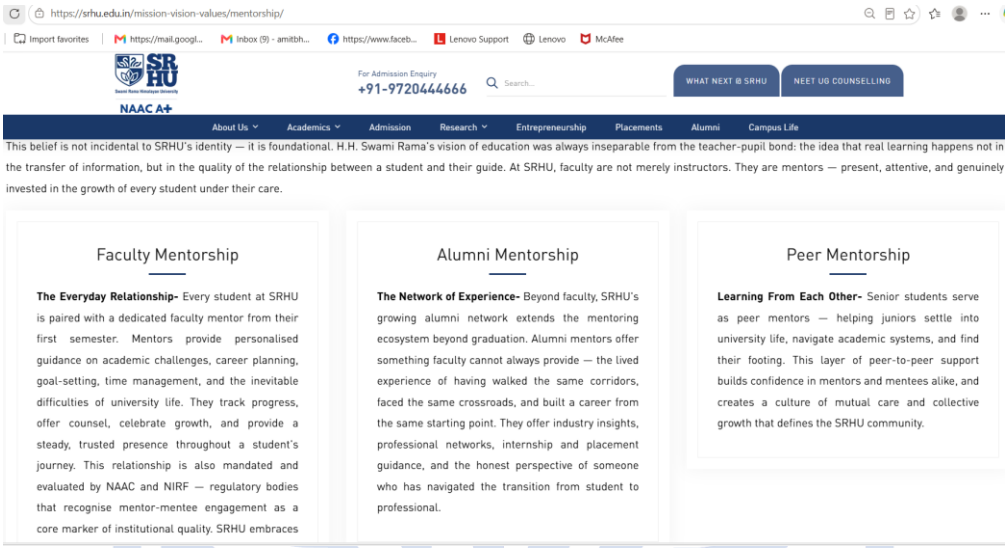
Mentoring and Academic Support: Each student with a disability is assigned a faculty mentor who provides continuous academic guidance, monitors progress, and offers personalized support throughout their academic journey. The mentoring system helps students address academic challenges and facilitates appropriate accommodations, including accessible learning materials, examination support, extended time where applicable, and other reasonable adjustments. Peer mentoring initiatives further encourage collaboration, inclusion, and meaningful engagement within the university community.

Individualized Support and Counselling: The Student Welfare Department, in collaboration with the Anti-Discriminatory Unit (ADU) and the Psychological Counselling Cell, provides individualized guidance and counselling services to support students' academic, emotional, and psychological well-being. These services ensure that students receive timely assistance while promoting a safe, respectful, and discrimination-free campus environment.

Assistive Learning Resources: The Central Library offers a range of assistive learning resources, including a Braille reading system, NVDA (Non-Visual Desktop Access) screen-reading software, and accessible digital learning materials to support visually impaired students. The University also facilitates access to adaptive and assistive equipment for students with mobility or functional limitations, enabling their active participation in classroom, laboratory, and other academic activities.

Evidence 1:

Screenshot of Mentorship Programme details publicly available on SRHU website: srhu.edu.in/mission-vision-values/mentorship/



https://srhu.edu.in/mission-vision-values/mentorship/

Import favorites | https://mail.googl... | Inbox (9) - amitbh... | https://www.faceb... | Lenovo Support | Lenovo | McAfee

NAAC A+

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This belief is not incidental to SRHU's identity — it is foundational. H.H. Swami Rama's vision of education was always inseparable from the teacher-pupil bond: the idea that real learning happens not in the transfer of information, but in the quality of the relationship between a student and their guide. At SRHU, faculty are not merely instructors. They are mentors — present, attentive, and genuinely invested in the growth of every student under their care.

Faculty Mentorship

The Everyday Relationship- Every student at SRHU is paired with a dedicated faculty mentor from their first semester. Mentors provide personalised guidance on academic challenges, career planning, goal-setting, time management, and the inevitable difficulties of university life. They track progress, offer counsel, celebrate growth, and provide a steady, trusted presence throughout a student's journey. This relationship is also mandated and evaluated by NAAC and NIRF — regulatory bodies that recognise mentor-mentee engagement as a core marker of institutional quality. SRHU embraces

Alumni Mentorship

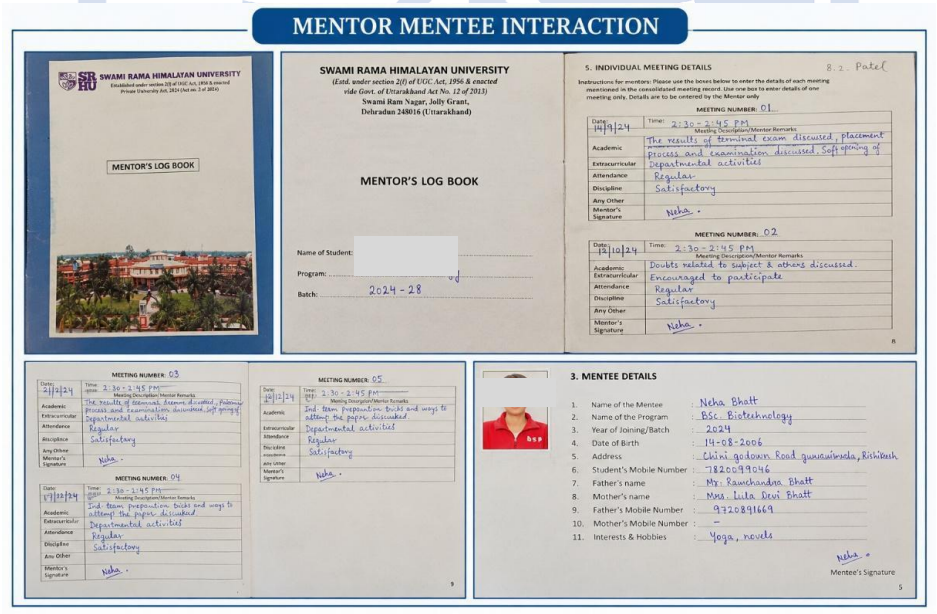
The Network of Experience- Beyond faculty, SRHU's growing alumni network extends the mentoring ecosystem beyond graduation. Alumni mentors offer something faculty cannot always provide — the lived experience of having walked the same corridors, faced the same crossroads, and built a career from the same starting point. They offer industry insights, professional networks, internship and placement guidance, and the honest perspective of someone who has navigated the transition from student to professional.

Peer Mentorship

Learning From Each Other- Senior students serve as peer mentors — helping juniors settle into university life, navigate academic systems, and find their footing. This layer of peer-to-peer support builds confidence in mentors and mentees alike, and creates a culture of mutual care and collective growth that defines the SRHU community.

Evidence 2:

Photograph of Mentor-Mentee Interaction



Evidence 3:

Photograph of Psychological Counselling Cell





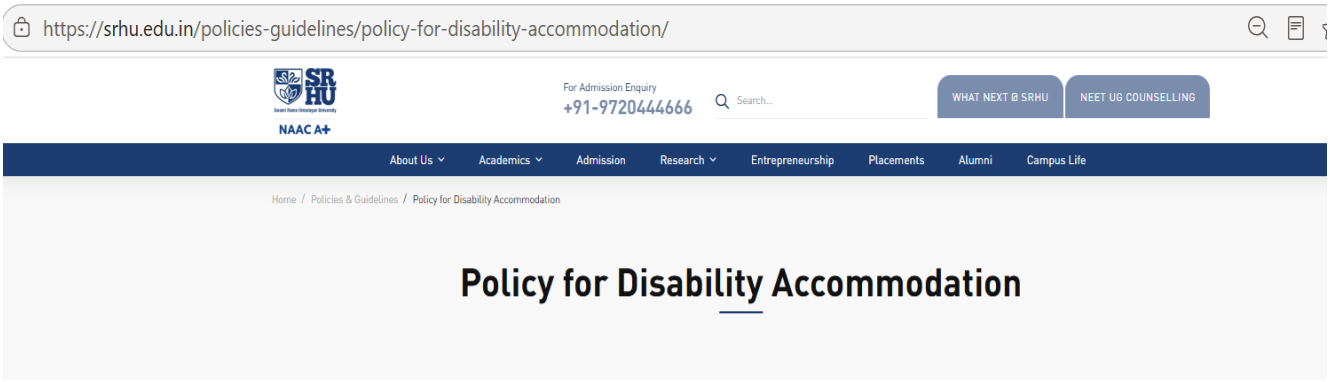
10.6.10 Disability Accommodation Policy

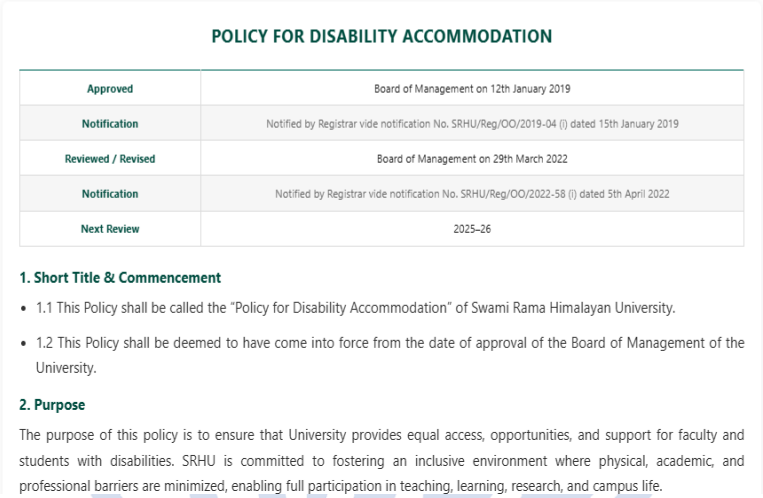
SRHU is committed to ensuring equal access, opportunities, and support for faculty and students with disabilities and has an institutional Disability Accommodation Policy. The policy promotes a non-discriminatory and inclusive environment by providing reasonable academic and workplace accommodations, accessible facilities and technologies, alternative learning formats, examination and assessment support, and accessible digital resources, and supports their equitable participation in teaching, learning, research, employment, and campus life. The policy was reviewed in 2022 and is publicly available on the SRHU website (srhu.edu.in/policies-guidelines/policy-for-disability-accommodation/).

Particulars	Status	Details
Existence of Disability Accommodation Policy	Yes	Since 2019
Evidence provided	Yes	Snapshot provided below
Is the evidence provided public	Yes	Policy is available on SRHU website srhu.edu.in/policies-guidelines/policy-for-disability-accommodation/
Is policy created or reviewed in period 2022-2026	Yes	Reviewed in 2022

Evidence 1:

Screenshot of the Disability Accommodation Policy





POLICY FOR DISABILITY ACCOMMODATION

Approved	Board of Management on 12th January 2019
Notification	Notified by Registrar vide notification No. SRHU/Reg/OO/2019-04 (i) dated 15th January 2019
Reviewed / Revised	Board of Management on 29th March 2022
Notification	Notified by Registrar vide notification No. SRHU/Reg/OO/2022-58 (i) dated 5th April 2022
Next Review	2025–26

1. Short Title & Commencement

- 1.1 This Policy shall be called the "Policy for Disability Accommodation" 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.

2. Purpose

The purpose of this policy is to ensure that University provides equal access, opportunities, and support for faculty and students with disabilities. SRHU is committed to fostering an inclusive environment where physical, academic, and professional barriers are minimized, enabling full participation in teaching, learning, research, and campus life.

10.6.11 Anti-harassment Policy

SRHU is committed to ensuring a safe, respectful, and gender-sensitive environment through its Anti-Harassment Policy, implemented in 2019 and reviewed in 2022. The policy addresses sexual harassment involving students, employees, interns, trainees, and third parties across the University and its constituent units. The Committee Against Sexual Harassment (CASH) is responsible for gender sensitization, complaint investigation, crisis management, and grievance redressal, ensuring a safe and inclusive campus. The policy was reviewed in 2022 and is publicly available on the SRHU website (srhu.edu.in/policies-guidelines/policy-against-sexual-harassment/).

Particulars	Status	Details
Existence of Anti-harassment Policy	**Yes**	Since 2019
Evidence provided	**Yes**	Screenshot provided below
Is the evidence provided public	**Yes**	Policy is available on SRHU website srhu.edu.in/policies-guidelines/policy-against-sexual-harassment/
Is policy created or reviewed in period 2022-2026	**Yes**	Reviewed in 2022

Evidence 1:

Snapshot of the Anti-harassment Policy



POLICY AGAINST SEXUAL HARASSMENT

Approved	Board of Management on 12th January 2019
Notification	Notified by Registrar vide notification No. SRHU/Reg/OO/2019-04 (i) dated 15th January 2019
Reviewed / Revised	Board of Management on 29th March 2022
Notification	Notified by Registrar vide notification No. SRHU/Reg/OO/2022-58 (i) dated 5th April 2022
Next Review	2025–26

1. Short Title & Commencement

1.1 This Policy shall be called "Policy Against Sexual Harassment".

1.2 This Policy shall come into force with effect from November 18, 2013.

2. Definitions

2.1 "Officer" shall mean officers of the University as defined in the Act and Statutes.

2.2 "Employee" for the purpose of this policy shall mean an employee appointed by the University; and includes

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