



GOAL 5 GENDER EQUALITY

Swami Rama Himalayan University (SRHU) reaffirms its unwavering commitment to promoting gender equality and empowering women and girls through dedicated academic, social, and organizational efforts. Aligning with Sustainable Development Goal (SDG) 5, the University has integrated gender-sensitive practices into its curriculum, campus policies, and community outreach programs.

This report encapsulates SRHU's initiatives for the academic year 2023–24 aimed at fostering inclusivity, equity, and empowerment. It highlights the University's innovative gender sensitization programs, inclusive campus policies, and targeted measures to address gender-specific challenges.

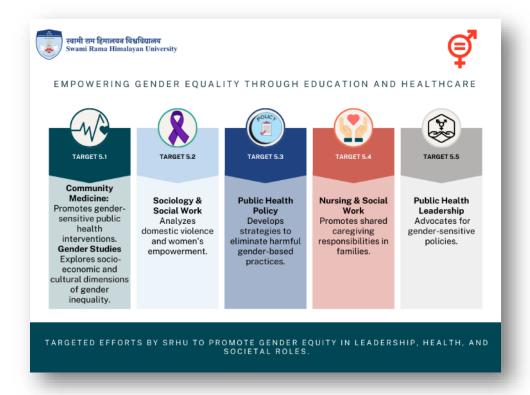






Curricular Integration on Gender

SRHU's commitment to gender equality is reflected in its curriculum, which offers a range of courses designed to address gender issues and promote inclusivity, thus contributing to the achievement of SDG 5: Gender Equality. Out of 1134 courses offered by the university, 204 are directly related to cross-cutting gender issues, ensuring that students are equipped with the knowledge, skills, and awareness to address and challenge gender inequality in various professional and societal contexts.



The university also offers *Yoga* and *Alternative Therapies* courses, integrating gender-sensitive practices that support women's health and well-being. By fostering awareness of gender in various professional fields, SRHU ensures that its students are not only informed but also empowered to advocate for and implement gender equality initiatives in their future careers. This comprehensive approach significantly contributes to SDG 5 and its related targets by promoting gender equality, empowering women, and ensuring equal access to opportunities and resources.

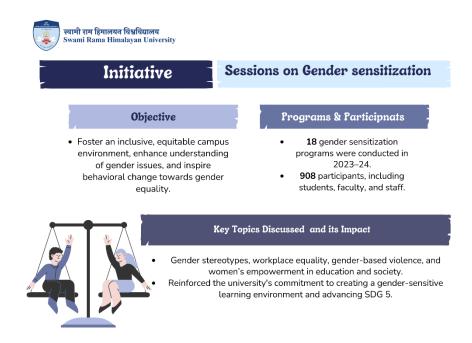






Gender Sensitization Programs

In alignment with Sustainable Development Goal (SDG) 5, aimed at ensuring gender equality and empowering women and girls, our University has initiated several proactive measures to promote gender sensitization and awareness. These initiatives aim to foster an inclusive and equitable campus culture, improve understanding of gender issues, and motivate sustained behavioral changes towards gender equality among students, faculty, and staff.



The sessions conducted during the academic year 2023-24 are listed below.

1. Date:17/6/24

The Department of Human Resources conducted a Gender Sensitization session for new staff as part of the induction program, led by Ms. Shashi Dhyani. The session focused on key concepts such as gender equality and equity, while introducing the University's policies on inclusivity, anti-discrimination, and reporting gender-related issues. Through interactive discussions and real-life case studies, participants were encouraged to challenge stereotypes and adopt more inclusive perspectives. The session highlighted the importance of fostering a workplace culture based on equity and respect, equipping employees with the awareness and tools needed to support inclusivity.









2. Date:16/5/24

The Department of Human Resources conducted a Gender Sensitization session as part of the induction program for newly recruited staff members. The primary goal was to raise awareness about gender-based discrimination, biases, and stereotypes. Led by Ms. Shashi Dhyani, the session began with a discussion on essential concepts like gender, gender equality, and gender equity. Ms. Dhyani also introduced the University's policies on gender inclusivity, anti- discrimination, and the procedures for reporting gender-related issues. Participants were encouraged to challenge preconceptions and embrace a more inclusive mindset through interactive group discussions and the analysis of real-life case studies.

No of Participant: 22







3. Date:29/4/24

The session on Gender Sensitization was conducted by the Department of Human Resources as a component of the Induction program for newly recruited staff members. The primary aim of the Gender Sensitization session was to raise awareness on gender-based discrimination, prejudices and stereotypes. The session led by Ms. Shashi Dhyani commenced with a discussion on fundamental concepts, including gender, gender equality and gender equity. The speaker introduced the rules and guidelines of the University regarding gender inclusive, anti-discrimination and the reporting systems for addressing gender related matters. Employees were motivated to challenge preconceptions and adopt a more inclusive mindset through engaging in group conversations and analyzing real life case studies.

No. of participants: 13



4. Date: 20/3/24

A Gender Sensitization session was conducted by the Department of Human Resources as part of the induction program for newly recruited staff. Led by Ms. Shashi Dhyani, the session aimed to raise awareness about gender-based discrimination, prejudices, and stereotypes. It introduced fundamental concepts like gender equality and equity, along with the university's guidelines on inclusivity, anti-discrimination, and reporting mechanisms for gender-related concerns. Through group discussions and real-life case studies, participants were encouraged to challenge stereotypes and embrace inclusivity. The session sought to empower staff to create a supportive and respectful workplace that promotes gender equality.







No. of Participant: 13



5. Date:7/3/24

The session on Gender Sensitization was conducted by the Department of Human resources as a component of the Induction programme for newly recruited staff members. The primary aim of the Gender Sensitization session was to raise awareness on gender-based discrimination, prejudices and stereotypes. The session led by Ms. Pooja Rawat commenced with a discussion on fundamental concepts, including gender, gender equality and gender equity. The speaker introduced the rules and guidelines of the University regarding gender inclusivity, anti-discrimination and the reporting systems for addressing gender related matters. Employees were motivated to challenge preconceptions and adopt a more inclusive mindset through engaging in group conversations and analyzing real life case studies.









6. Date:13/2/24

A Gender Sensitization session was conducted by the Department of Human Resources as part of the induction program for new staff. Led by Ms. Shashi Dhyani, the session aimed to raise awareness about gender-based discrimination, stereotypes, and prejudices. It began with discussions on key concepts like gender, gender equality, and gender equity. Ms. Dhyani outlined the university's policies on inclusivity, anti-discrimination, and reporting mechanisms for gender-related issues. Participants engaged in group discussions and analyzed real-life case studies, encouraging them to challenge biases and adopt inclusive perspectives. The session emphasized fostering a supportive work environment that upholds gender equality.

Number of Participants: 22









7. Date:29/1/24

The session on Gender Sensitization was conducted by the Department of Human Resources as a component of the Induction programme for newly recruited staff members. The primary aim of the Gender Sensitization session was to raise awareness on gender-based discrimination, prejudices and stereotypes. The session led by Ms. Shashi Dhyani commenced with a discussion on fundamental concepts, including gender, gender equality and gender equity. The speaker introduced the rules and guidelines of the University regarding gender inclusivity, anti-discrimination and the reporting systems for addressing gender related matters.







8. Date:9/12/23

The Department of Human Resources led a session on gender sensitization as part of the induction program for recently hired employees. The session conducted by Ms. Shashi Dhyani aimed to challenge preconceptions, stereotypes, and discrimination based on gender. The speaker gave an overview of the University's policies and procedures pertaining to gender equality, anti-discrimination, and reporting processes involving gender-related issues. Through group discussions and the analysis of real-life case studies, employees were encouraged to question stereotypes and embrace a more inclusive perspective.

No. of participants: 11



9. Date:31/10/23

A session on Gender Sensitization was organized by the Department of Human Resources as a component of the Induction program for newly recruited staff members. The primary aim of the Gender Sensitization session was to raise awareness on gender-based discrimination, prejudices and stereotypes. The session led by Ms. Shashi Dhyani commenced with a discussion on fundamental concepts, including gender, gender equality and gender equity. Employees were motivated to challenge preconceptions and adopt a more inclusive mindset through engaging in group conversations and analyzing real life case studies.







No. of participants: 50



10. Date:7/10/23

A session on Gender Sensitization was conducted by the Department of Human Resources as a component of the Induction program for newly recruited staff members. The primary aim of the session was to raise awareness on gender-based discrimination, prejudices and stereotypes. The session led by Ms. Shashi Dhyani commenced with a discussion on fundamental concepts, including gender, gender equality and gender equity. The speaker introduced the rules and guidelines of the University regarding gender inclusivity, anti-discrimination and the reporting systems for addressing gender related matters. Employees were motivated to challenge preconceptions and adopt a more inclusive mindset through engaging in group conversations and analyzing real life case studies.









11. Date:20/9/23

Dr. Ruchi Juyal, Professor at the Himalayan Institute of Medical Sciences, SRHU, conducted a gender sensitization lecture for 130 MBBS students to enhance their understanding of gender issues and promote equality in healthcare. The lecture covered key topics, including the importance of gender sensitization, common gender stereotypes and their impacts, and examples of gender bias in medical treatment. Students gained insights into the relevance of gender sensitivity in medical practice and strategies for creating an inclusive healthcare environment. Feedback indicated a significant increase in awareness and understanding, highlighting the lecture's effectiveness in addressing critical gender-related issues in healthcare.







12. Date: 14/9/23

A session on Gender Sensitization was organized by the Himalayan School of Pharmaceutical Sciences, Swami Rama Himalayan University, on 14th September 2022. The session was conducted by Dr Ujjwal Nautiyal, Associate Professor at HSPS, who engaged with students to raise awareness about gender biases, stereotypes, roles, and inequalities present in society. The objective was to help students recognize and address gender-based issues, resolve interpersonal conflicts arising from these challenges, and empower them to act assertively and respond effectively in all aspects of life.

No. of Participants: 17



13. Date: 26/8/23

A session on Gender Sensitization was conducted by the Department of Human Resources as a component of the Induction program for newly recruited staff members. The primary aim of the Gender Sensitization session was to raise awareness on gender-based discrimination, prejudices and stereotypes. The session led by Ms. Shashi Dhyani commenced with a discussion on fundamental concepts, including gender, gender equality and gender equity. The speaker introduced the rules and guidelines of the University regarding gender inclusivity, anti-discrimination and the reporting systems for addressing gender related matters.







No. of participants:16



14. Date: 11/8/13

A session on Gender Sensitization was conducted for B.Sc. Nursing students at the Himalayan College of Nursing, SRHU, led by Ms. Priya J.P. Narayan. The primary objective of this session was to enhance awareness and understanding of gender issues, including discrimination, stereotypes, and biases that affect individuals in healthcare and society. Ms. Narayan began the session by discussing essential concepts such as gender, gender equality, and gender equity. She emphasized the importance of fostering an inclusive environment within the nursing profession, which is vital for providing quality patient care. The session also covered the university's policies on gender inclusivity and anti-discrimination, highlighting the resources available for addressing gender-related concerns. Students participated in engaging discussions and group activities designed to challenge preconceived notions and promote respectful interactions.









15. Date: 7/8/2023

As a part of orientation program, a gender sensitization session was conducted at Himalayan School of Biosciences. This aimed to raise awareness about gender- related issues, promote gender inclusivity, and foster a respectful and equitable environment for all participants. The session began at 10:30 am, with an introduction by Dr. Geeta Bhandari, on gender equality. She started the session by explaining the distinction between gender and sex. The participants were encouraged to challenge stereotypes and explore the spectrum of gender identities. Further the session delved into prevalent gender stereotypes and biases that can perpetuate inequality. Interactive discussions and activities helped participants recognize and address unconscious biases.









16. Date:7/8/2023

Dr. Shweta Sethi, Professor, and Ms. Ekta Rao from the Himalayan School of Management Studies (HSMS) delivered an engaging presentation on gender sensitization to the first-year MBA, BBA, and B.Com students. The session began by introducing the concept of 'Gender Sensitivity,' emphasizing its importance in recognizing and respecting the needs of all genders. Through thought-provoking discussions on gender discrimination, career roles, and societal expectations of men and women, students were encouraged to reflect on their own perspectives. The session concluded with a call to action, urging students to challenge and overcome gender stereotypes to inculcate true gender equality.

No. of Participants: 175



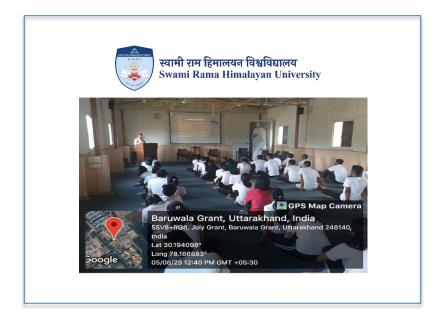
17. Date:5/8/2023

A session on Gender Sensitization was organized by the Himalayan school of Yoga Science, Swami Rama Himalayan University on 5th August 2022. The session was conducted by Dr.Omnarayan Tiwari, who engaged with students to raise awareness about gender biases, stereotypes, roles, and inequalities present in society. The objective was to help students recognize and address gender-based issues, resolve interpersonal conflicts arising from these challenges, and empower them to act assertively and respond effectively in all aspects of life.









18. Date:2/8/2023

A 'Gender Sensitization' session was held by the Himalayan School of Science and Technology (HSST), Swami Rama Himalayan University, on 2nd August 2023 for newly admitted students. Delivered by Mrs. Neelam Danu, Assistant Professor, Department of Applied Sciences & Humanities, the session aimed to promote gender equality and awareness. Mrs. Danu emphasized the importance of recognizing and addressing gender biases, stereotypes, and discrimination to foster inclusivity and mutual respect



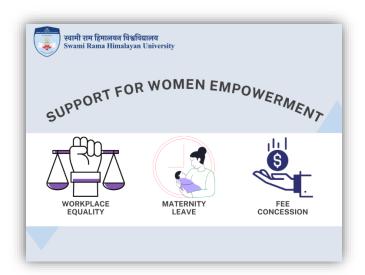






Support for Women's Empowerment

SRHU is committed to advancing gender equality and empowering women through targeted initiatives. Understanding the importance of breaking down barriers in women's education and career growth, the following actions have been implemented to enhance women's empowerment.



Initiative	Detail
Maternity Leave and Workplace Equality	Maternity Leave: 90 days for female employees for recuperation and childcare. Corresponds with SDG Target 5.4. (For more information)
	Equitable Recruitment: Ensures equal treatment for all job applicants and employees, irrespective of gender or other characteristics. (For more information)
Fee Concession for Female Candidates	Promotion: Encourages women's participation in higher education, especially in technical fields. Eligibility: Top 5 female candidates admitted to the B.Tech CSE Program based on merit. Concession Details: 25% of the tuition fee for the first year, distributed over the academic year. This initiative directly supports SDG Target 5.1 and
	SDG Target 5.5 (For more information)







Inclusive and Safe Campus Environment

SRHU is committed to advancing gender equality, nurturing women's empowerment, and creating a secure, supportive environment through a range of initiatives. Below are the key efforts implemented by the University:

Internal Complaints Committee (ICC)

- Compliance: Established in accordance with the UGC (Prevention, Prohibition, and Redress of Sexual Harassment of Women Workers and Students in Higher Education Institutions) Regulations, 2015.
- Responsibilities: Investigates and resolves complaints of sexual harassment in the workplace.
- Grievance Mechanism: Reports incidents to the appropriate authorities and ensures timely and equitable redressal of complaints.
- Annual Reporting: Submits comprehensive reports to higher authorities, documenting incidents, actions taken, and preventive measures.
- Alignment with SDG: This initiative aligns with SDG Target 5.2, aimed at eradicating all forms of violence against women and girls. (For more information)

Safe and Accessible Infrastructure

- Security Personnel: Placement of security personnel at strategic checkpoints and female wardens in hostels to prevent assault, harassment, or abuse.
- CCTV Surveillance: Installation of 1,800 CCTV cameras across strategic locations to enhance safety.
- Emergency Action Team: Establishment of a team equipped to manage emergencies, bolstering safety infrastructure.
- Well-lit Streets: Streets equipped with generator systems to ensure safety at night, promoting a sense of autonomy and participation among female students.
- Alignment with SDG: Supports SDG 5.2 and SDG 5.4 by fostering a secure environment and enabling full participation in campus life.









Gender-Sensitive Campus Initiatives

- Common Areas: Separate common areas for males and females with necessary amenities, catering to gender-specific needs.
- Sanitary Facilities: Installation of sanitary pad vending machines and waste disposal units in girls' common areas to promote women's health and hygiene.
- Childcare Facilities: The Udgam Pre-school and Day-care Facility, along with Vidya School, provide childcare support for working parents and students, alleviating caregiving duties.
- Supplementary Facilities: On-campus amenities such as parlors, tailoring services, and food stores reduce the need for female employees and students to leave the campus for daily essentials.
- Alignment with SDG: These initiatives support SDG 5.4, SDG 5.6, and SDG 5.A by addressing childcare needs, promoting health and hygiene, and fostering gender equality.





Promoting Women in Research and Innovation

The University assures that the research, development, and innovation of its constituent schools and colleges reflect equality in spirit and gender. This objective, which is affirmed in the University's research policy, emphasizes the institution's commitment to the promotion of impactful research that addresses gender-specific challenges and contributes to societal advancement. (For additional information)

Key Research Publications Contributing to Gender Equality (SDG 5)

The university's recent publications, reported in prestigious journals such as *Indian Journal of Community Health* and *Violence and Gender*, highlight the significant contributions of SRHU in addressing gender-related health issues. Key studies that support SDG 5 targets include:

1. Prevalence of Sexually Transmitted Infections in Females Attending Community Health Centers

This study provides essential insights into the prevalence of sexually transmitted infections in rural women, advocating for gender-specific public health interventions to improve women's healthcare access.

SDG 5.6

2. Does Female Sexuality Decrease in Pregnancy?

Addressing women's sexual health and well-being during pregnancy, this research emphasizes the importance of understanding and addressing gender-based health needs. *SDG 5.3*

3. Domestic Violence: Rehabilitation Programme for Victims

This research explores the rehabilitation of women facing domestic violence, advocating for comprehensive support systems to address gender-based violence. SDG 5.2

4. Effect of COVID-19 on Intimate Partner Violence in India

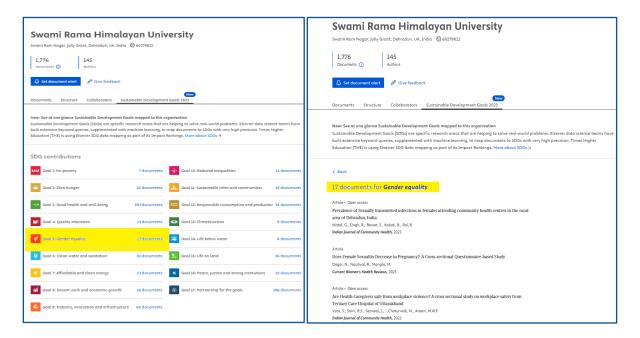
Focusing on the intersection of gender and violence during the COVID-19 lockdown, this study highlights the critical need for policies to protect women during crises. *SDG 5.2*

These studies are examples of how SRHU is not only advancing scientific knowledge but also actively contributing to the achievement of SDG 5 through research that directly addresses gender inequality and its associated challenges.









Workshops and Initiatives to Empower Women in Science and Technology

In alignment with SDG 5.5, SRHU also supports various initiatives that promote women's active participation in research and innovation, particularly in Science and Technology (S&T). The NASI Uttarakhand Chapter's National Workshop on Women Empowerment in Uttarakhand through Science and Technology Interventions in March 2024 was a key event that highlighted the transformative role of S&T in empowering women (For more information). The workshop focused on actionable strategies to increase women's participation in STEM fields, improve healthcare access, foster entrepreneurship, and enhance socio-economic conditions in the region.

Key outcomes included:

- Increasing Women's Participation in STEM: Discussions emphasized the need for actionable strategies to increase the number of women in STEM fields, providing mentorship, training, and skill-building opportunities for women researchers, scientists, and entrepreneurs.
- Improved Healthcare Access: Experts presented gender-sensitive approaches to improving healthcare access for women, with a focus on leadership in healthcare sectors and early detection of cancers like cervical and breast cancer. SDG 5.6
- **Mentorship and Training**: The workshop highlighted the importance of mentorship programs and S&T training in building the confidence and skills of women in these fields. *SDG 5.4*
- Collaboration for Women's Empowerment: The workshop recommended fostering stronger collaborations between government, academia, and industry to create sustainable support systems for women in S&T. SDG 5.A









By promoting women's participation in research, innovation, and decision-making, SRHU is actively contributing to the achievement of SDG 5. The university's initiatives, from research publications addressing gender-based health disparities to workshops promoting women in STEM, exemplify its commitment to gender equality and the empowerment of women in research and innovation. This approach not only addresses immediate gender-specific challenges but also sets a foundation for long-term societal transformation, ensuring that women are equal partners in shaping a sustainable and equitable future.

Women's Health and Well-Being

To achieve gender equality and empower all women and girls, with a strong emphasis on women's health and well-being. This is reflected through various initiatives and programs, including those organized by the University. These initiatives align with SDG 5 by addressing issues like menstrual hygiene, breast cancer awareness, and access to healthcare, particularly for women in rural areas.

CME on "Approach to a Case of Alleged Sexual Assault"

The Himalayan Institute of Medical Sciences organized a CME on handling sexual assault cases, focusing on ethical practices, survivor support, and interdisciplinary collaboration. The event emphasized eliminating violence against women, aligning with **SDG 5: Gender Equality**, by promoting awareness, sensitivity, and justice for survivors. For more information





Breast Cancer Awareness and Early Detection

In alignment with SDG 5.5, which focuses on women's leadership in health decisions, the Youth Council for Breast Health SRHU Chapter hosted sessions on breast cancer awareness. This initiative encouraged women to perform self-examinations and seek early screenings, providing crucial information to reduce the impact of breast cancer through early detection. For more information

Women's Health Services and Access to Care

Initiatives such as the health camps held in Doiwala and Gohri Mafi underscore the commitment to providing essential healthcare services to underserved communities. These camps focused on addressing non-communicable diseases and reproductive health concerns, thereby aligning with SDG 5.1, which emphasizes universal access to sexual and reproductive health services. By raising awareness and delivering targeted medical support, these initiatives played a pivotal role in empowering women and enhancing their overall health and well-being. For more information

Empowerment Through Health Education and Advocacy

Health education initiatives, such as the "Safe Motherhood Day" campaign, empower women with knowledge about maternal health, contributing to SDG 5.6. This campaign emphasized the importance of safe childbirth and quality maternal care, improving the health of mothers and babies. For more information

Ongoing Support and Follow-Up Programs

The regular follow-up sessions planned for ASHAs in rural areas ensure that women continue to receive support and education on menstrual hygiene and reproductive health, contributing to SDG 5.1. For more information

Counseling and Support Services

The Psychological Counselling Cell managed by the Clinical Psychology Department, supports **SDG 5.2** by offering confidential and non-judgmental treatment for sexual, emotional, or psychological concerns. This effort guarantees prompt assistance, enhancing a safer and more responsive campus atmosphere.









Community Engagement and Outreach

The University enhances women's empowerment through its partnership with the *Rural Development Institute* (RDI), promoting women's leadership by training community health professionals and assisting over 200,000 women and 19,000 children. This initiative has improved the participation of women in local governance and frontline health roles, fostering social transformation. Moreover, SRHU has played a pivotal role in developing inclusive materials, like Braille books on menstrual hygiene, thereby enhancing accessibility and addressing gender-specific health requirements. (For more Information)

Maternal and Child Health Camps

To address high maternal and infant mortality rates (MMR and IMR) in remote regions, 72 maternal health camps were organized across villages in Haridwar, benefiting 1,828 pregnant and lactating women. These camps provided essential medical services, health education, and counseling on pregnancy care, postnatal care, and family planning. Additionally, 2,958 home visits were conducted to monitor maternal and child health, ensuring tailored support and guidance.









Village Health Sanitation and Nutrition Days (VHSNDs)

Monthly VHSNDs were conducted to enhance health awareness and provide primary healthcare and nutrition services to marginalized women and children. These events witnessed active participation from 2,131 pregnant women, fostering healthier behaviors and improving healthcare access.









Menopause Outreach Clinics

To address the often-overlooked health needs of menopausal women, the university piloted menopause outreach clinics in the underserved Yamkeshwar block of Pauri Garhwal. Over 11 clinics, 193 women were screened, and 126 were diagnosed with post-menopausal syndrome. This initiative raised awareness and provided essential healthcare for women undergoing this significant life transition.



Through these initiatives, the university demonstrated its commitment to empowering women by improving access to healthcare, reducing health disparities, and fostering gender equality, directly contributing to the targets of SDG 5.