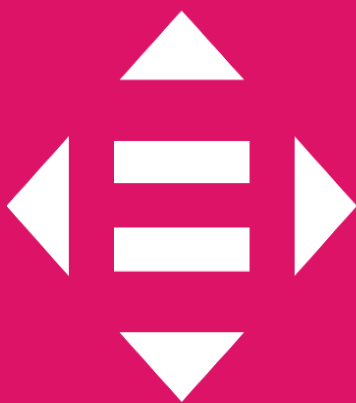


Report on

Sustainable Development Goal 10



**REDUCE
INEQUALITIES**



SDG 10 Reduce Inequalities

10.1 Research on Reduced Inequalities

10.1.1 Reduced Inequalities: CiteScore

Swami Rama Himalayan University (SRHU) has shown strong research engagement toward SDG 10 – Reduced Inequalities, addressing inclusive education, equitable healthcare, financial inclusion, and sustainable urban growth. Between 2014 and 2025, SRHU produced 15 Scopus-indexed publications in reputed journals and conference proceedings such as IEEE Access, Frontiers in Public Health, Indian Journal of Medical Ethics, and Journal of Education and Health Promotion. The CiteScores of these publications range from 0.4 to 9.0, with a median of about 2.0–2.5, indicating a balanced mix of specialized and moderately high-visibility outlets. Notable high-impact examples include IEEE Access (CiteScore 9.0) and Frontiers in Public Health (5.5). Collectively, the body of work highlights SRHU’s contribution to knowledge generation in inclusive policy, education accessibility, and community-based health equity.

Metric	Value
Total publications corresponding to SDG 10	15
Publications with CiteScore > 5	2
Proportion above 5.0	≈ 13%
Average CiteScore (overall)	≈ 3
Highest CiteScore recorded	9.0 (IEEE Access, 2024)

10.1.2 Reduced Inequalities: FWCI

The Field-Weighted Citation Impact (FWCI) for SRHU’s SDG 10 publications ranges from 0.11 to 6.76, reflecting both emerging local relevance and strong international influence in selected works. High-performing examples include *AI Assisted Special Education for Students with Exceptional Needs* (FWCI 6.76) and *Indian Journal of Medical Ethics* (FWCI 5.88), underscoring substantial citation reach in areas related to digital inclusion and health equity. The average FWCI across available data is ≈ 2.0–2.5, showing that SRHU’s outputs on reducing inequalities are cited more than twice the global average for comparable research fields. These values highlight the university’s growing international visibility and the practical impact of its interdisciplinary work connecting social sciences, healthcare, and information technology.



Metric	Value
Total publications corresponding to SDG 15	15
Publications with FWCI > 1	1-7
Proportion above 1.0	≈ 47 %
Average FWCI (overall)	≈ 2.2
Highest FWCI recorded	6.76 (AI Assisted Special Education, 2023)

10.1.3 Reduced Inequalities: Publications

SRHU researchers have produced 15 publications directly contributing to SDG 10 – Reduced Inequalities, spanning domains such as mental-health training, inclusive education technologies, financial inclusion, and health-system resilience. The studies emphasize removing barriers to education and healthcare, supporting marginalized populations, and leveraging technology for equitable growth. Faculty from Public Health, Biotechnology, Management, Engineering, and Social Sciences have collaborated in these works, reflecting SRHU’s interdisciplinary strength. Collectively, these outputs reinforce the university’s dedication to advancing equality, accessibility, and social justice, aligning its research mission with the global objectives of UN SDG 10 – Reduced Inequalities.

Number of published papers (SCOPUS)/ books/ book chapters mapped under SDG 10: 15

scopus.com/pages/organization/60279822#tab=sdgs

Swami Rama Himalayan University

Jolly Grant Swami Ram Nagar, beside Jolly Grant Airport, Dehradun, UK, India 60279822

2,053
Documents

205
Authors

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Documents

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Collaborators

NewSustainable Development Goals 2023

New: See at one glance Sustainable Development Goals mapped to this organisation

Sustainable Development Goals (SDGs) are specific research areas that are helping to solve real-world problems. Elsevier data science teams have built extensive keyword queries, supplemented with machine learning, to map documents to SDGs with very high precision. Times Higher Education (THE) is using Elsevier SDG data mapping as part of its Impact Rankings. [More about SDGs](#)

SDG contributions

Goal 1: No poverty

12 documents

Goal 10: Reduced inequalities

15 documents

Goal 2: Zero hunger

59 documents

Goal 11: Sustainable cities and communities

28 documents

Goal 3: Good health and well-being

711 documents

Goal 12: Responsible consumption and production

48 documents

Get the latest features and security improvements with the newest feature update.

SDG - 10 : Reduce Inequalities | Swami Rama Himalayan University

3 | Page



Table 1: Research Publications Addressing Themes Related to SDG 10 – Reduced Inequalities

S. No	Paper Title	Authors	Journal / Book Name	Year	Cite Score	FWCI
1	Evaluating the influence of a psychiatry training program on nursing students' attitudes towards mentally ill	Rikhari, P.; Sinha, V.; Kumar, G.; Kapoor, A.; Rikhari, P.	Journal of Education and Health Promotion	2025	2.7	
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 Technologies (CE2CT 2025)	2025		
3	Urban Health Resilience: Strategies for Strengthening Public Health Systems in Response to Urbanization Challenges	Mathur, M.; Wani, V.J.; Basu, R.; Verma, A.; Singh, S.	Indian Journal of Community Medicine	2024	1.4	
4	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	0.6	
5	Optimization of Deep Learning-Based Model for Identification of Credit Card Frauds	Palivela, H.; Rishiwal, V.; Bhushan, S.; Kumar, P.; Yadav, M.	IEEE Access	2024	9	1.87
6	An overview of the accessibility and need of AI animation tools for specially abled students	Parashar, B.; Sharma, R.; Parashar, V.; Nayyar, A.; Harish, V.	AI Assisted Special Education for Students with Exceptional Needs	2023		6.76
7	Developing Standard Treatment Workflows—way to universal healthcare in India	Grover, A.; Bhargava, B.; Srivastava, S.; Kant, M.; Chatterjee, A.	Frontiers in Public Health	2023	5.5	0.56
8	Indian health care system is ready to fight against covid-19 a machine learning tool for forecast the number of beds	Nagpal, S.; Athavale, V.A.; Saini, A.K.; Sharma, R.	PDGC 2020: 6th International Conference on Parallel Distributed and Grid Computing	2020		1.13
9	Burnout among healthcare providers during COVID-19: Challenges and evidence-based interventions	Sultana, A.; Sharma, R.; Hossain, M.M.; Bhattacharya, S.; Purohit, N.	Indian Journal of Medical Ethics	2020	1.1	5.88
10	Parents' acceptance and regret about end of life care for children who died due to malignancy	Das, K.; Khanna, T.; Arora, A.; Agrawal, N.S.	Supportive Care in Cancer	2020		0.49
11	Differences in heart rate and galvanic skin response among nurses working in critical and non-critical care units	Sharma, R.; Goel, D.; Srivastav, M.; Dhasmana, R.	Journal of Clinical and Diagnostic Research	2018	1.2	0.29
12	Treatment of substance use disorders through the government health facilities: Developments in the 'Drug De-addiction Programme' of Ministry of Health and Family Welfare, Government of India	Dhawan, A.; Rao, R.V.; Ambekar, A.; Pusp, A.; Ray, R.	Indian Journal of Psychiatry	2017	2.2	0.11
13	A comparative study of mid-day meal beneficiaries and private school attendees	Bhargava, M.; Kandpal, S.D.; Aggarwal, P.K.; Sati, H.C.	Indian Journal of Community Health	2015	0.4	



14	Socio economic differentials in utilization of maternal health care services: A study in urban slums of district Dehradun	Srivastava, A.K.; Kishore, S.; Padda, P.	Bangladesh Journal of Medical Science	2015	1.5	0.16
15	Menstrual hygiene and reproductive morbidity in adolescent girls in Dehradun, India	Juyal, R.; Kandpal, S.D.; Semwal, J.	Bangladesh Journal of Medical Science	2014	1.5	0.35

Link: <https://srhu.edu.in/wp-content/uploads/2025/11/SDG-Publications.pdf>

10.2 First Generation Students

SRHU is committed to supporting first-generation students, who are the first in their families to pursue a university degree. Recognizing the unique challenges these students face—such as limited familiarity with university systems, financial constraints, and socio-cultural adjustments—the University provides academic mentoring, foundation and bridging courses, peer tutoring, and targeted scholarships. These initiatives aim to strengthen students' academic performance, confidence, and career readiness, ensuring that they can fully engage with campus life and achieve their educational goals.

10.2.1 Proportion of First Generation Students

Category	Total Students Enrolled	First Generation Students	Percentage (%)
All Programs Combined	3,363	122	0.036

10.3 International Students from Developing Countries

SRHU also welcomes international students from developing countries, acknowledging the distinct challenges they encounter in adapting to new academic systems, cultural environments, and administrative requirements. To support these students, the University offers tailored orientation programs, language and academic skill-building workshops, mentorship opportunities, scholarships, cultural integration activities, and comprehensive administrative assistance. These efforts foster a supportive and inclusive environment, enabling international students to succeed academically, socially, and professionally while contributing to a diverse and globally engaged campus community.

10.3.1 Proportion of International Students from Developing Countries

Category	Total Students Enrolled	Students from Developing Countries	Percentage (%)
All Programs Combined	3,363	5	0.00015%



List of International Students from Developing Countries

S.No.	Student Name	Country	Student Enrolment No.
1.	Kriti Bhattarai	Nepal	SRHU21000287
2.	Hari Prasad Bhusal	Nepal	SRHU22000974
3.	Randhir Kumar Mahato	Nepal	SRHU21000007
4.	Nabin Kumar Yadav	Nepal	SRHU22000315
5.	Prem Kumar Yadav	Nepal	SRHU20000734

10.4 Proportion of Students with Disabilities

1. Equal Opportunity and Non-Discrimination: SRHU ensures that no student with a disability faces any form of discrimination in admission, classroom participation, assessment, or access to university facilities. Admission procedures follow statutory reservation and relaxation norms for Persons with Disabilities (PwD) as per government guidelines. The University's Anti-Discrimination Unit (ADU) actively monitors the implementation of inclusive practices and supports the integration of students with disabilities into all academic and co-curricular programs.

2. Barrier-Free Campus and Physical Accessibility: The University maintains a barrier-free and disabled-friendly campus. Ramps, tactile pathways, elevators, and accessible washrooms are available in all major academic and residential buildings to ensure mobility and convenience for students with physical challenges. Signage in Braille and large print has been introduced in key areas, and steps are being taken to expand tactile and visual accessibility across campus spaces.

3. Academic Support and Assistive Technology: SRHU provides personalized academic assistance to students with disabilities through the ADU and the Student Welfare Department. The University makes provisions for study materials in Braille, audio recordings, and digital resources compatible with screen-reading software to support visually impaired learners. For students with hearing impairments, the University facilitates the use of assistive listening devices, visual aids, and sign-language interpretation during key academic events. Additionally, reasonable accommodations are made during examinations, including the provision of extra time, scribe or reader support, and separate seating arrangements when required.

4. Sensitization and Capacity Building: Recognizing that true inclusion depends on awareness and understanding, SRHU organizes regular sensitization and orientation programs for faculty, staff, and students. These sessions aim to build empathy, promote inclusive teaching methods, and equip academic personnel to effectively support students with diverse needs. The University also collaborates with experts and NGOs to conduct workshops on disability rights, accessibility, and the use of assistive technologies.

5. Financial Assistance and Scholarships: Swami Rama Himalayan University (SRHU) is committed to fostering inclusive education, ensuring access to quality learning for students from diverse backgrounds. The university prioritizes equity through various scholarships and financial aid programs, catering to marginalized groups, including those with disabilities, low-income families, and disadvantaged communities. By reserving 40% of seats for Uttarakhand residents and offering substantial tuition fee concessions, SRHU promotes regional representation and inclusivity. These initiatives align with the university's vision to empower individuals and bridge gaps in access to education, creating a supportive and equitable academic environment.

Policy for Scholarship and Fee Concessions: [Policy for Scholarships & Fee Concession](#)



Merit-Cum-Means Scholarships: Designed for students from economically weaker sections, this scholarship applies to those with an annual family income of less than ₹5,00,000. It covers 50% of the tuition fee for the first year, extendable to subsequent years based on a minimum of 70% academic performance and 80% attendance.

Special Scholarships: Special scholarships include support for transgender candidates and differently abled students. Fee concessions for wards of Armed Forces, Paramilitary Forces, and Police Force personnel (serving or retired).

Free Education for Orphans: A provision for one orphan per academic program ensures access to education for the most vulnerable, reaffirming the university's dedication to inclusivity.

SRHU extends 25% tuition fee concessions to:

- Female candidates, promoting gender inclusivity.
- SRHU graduates pursuing higher degrees at the university.
- Wards of SRHU employees, subject to service conditions.



10.4.1 Proportion of Student With Disabilities

Category	Total Students Enrolled	Students with disabilities	Percentage (%)
All Programs Combined	3,363	0	0

10.5 Proportion of Employees with Disabilities

Swami Rama Himalayan University (SRHU) is firmly committed to promoting inclusivity and equal opportunity for all employees, including persons with disabilities. The University ensures a barrier-free and supportive work environment that allows every staff member to perform their duties with dignity and independence. Recruitment and promotion policies at SRHU follow the guidelines of the Rights of Persons with Disabilities Act, 2016, ensuring fair representation and non-discrimination in employment. The campus is equipped with ramps, elevators, and accessible facilities to accommodate the needs of employees with physical challenges. The University also provides reasonable workplace adjustments such as assistive devices, flexible work arrangements, and accessible communication systems, including Braille signage and audio assistance where required. Awareness and sensitization programs are organized to foster empathy and inclusiveness among all staff. Through these measures, SRHU reaffirms its commitment to building a diverse and equitable workforce that values the contributions of every individual, regardless of ability.

Policy on Accessibility and Inclusion for Physically Challenged Students

POLICY ON ACCESSIBILITY AND INCLUSION FOR PHYSICALLY CHALLENGED STUDENTS

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 on Accessibility and Inclusion for Physically Challenged Students" of Swami Rama Himalayan University.

Evidence: <https://srhu.edu.in/policies-guidelines/policy-on-accessibility-and-inclusion-for-physically-challenged-students/>



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,

Evidence: <https://srhu.edu.in/policy-for-disability-accommodation/>

10.5.1 Proportion of employees with disabilities

Category	Total Employees	Number of Employees with disabilities	Percentage (%)
Employee	3583	6	0.0017

Table 2: List of employees with disabilities

S. No.	Employee ID	Employee Name	Designation	Department	UNIT	DOJ
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	Kalpitaru Department	Himalayan Hospital	01-02-2013

10.6 Measures Against Discrimination

SRHU upholds the principles of equality, inclusivity, and respect for diversity across all its academic and professional environments. The University ensures a safe, fair, and dignified atmosphere for all students and employees through the following measures:

1. Policy Framework

- **Equal Opportunity Policy:** SRHU strictly prohibits discrimination based on caste, creed, religion, gender, ethnicity, disability, socioeconomic status, or any other characteristic protected under law.
- **Code of Conduct:** Clearly outlines behavioural expectations for faculty, staff, and students, emphasizing mutual respect, professional integrity, and zero tolerance for discriminatory practices.

2. Grievance Redressal Mechanisms

- **Anti-discriminatory Unit:** Established to promote inclusion, address grievances related to discrimination, and support marginalized groups.

**Swami Rama Himalayan University
Office of the Registrar**

SRHU/Reg/OO/2018-124(A) Date: 8th December, 2018

OFFICE ORDER

I am directed to inform that in accordance with UGC guidelines, 'SC/ST/OBC/Minority Cell' is hereby constituted for welfare of the SC/ST/OBC/Minority students & employees of the University, comprising of the following:

1. Dr. Jayanti Semwal, Professor, Department of Community Medicine, HIMS	Anti-Discrimination Officer & Chairperson
2. Dr. (Brig.) Ravinder Singh Saini, Professor, Department of Hospital Administration, HIMS	Member
3. Dr. Grace Madona Singh, Assoc. Professor, HCN	Member
4. Dr. Sanad Kumar, Asstt. Professor, Department of Orthopaedics, HIMS	Member
5. Mr. Amar B. Sathe, Assistant Professor, HSMS	Member
6. Mr. Dinesh Chand Meena, Staff Nurse, Himalayan Hospital	Member
7. Ms. Farzana Ansari, Medical Social Worker, Department of Community Medicine, HIMS	Member
8. Dr. Nikku Yadav, Asstt. Professor, Department of Community Medicine, HIMS	Member Secretary

The role and responsibilities of the 'SC/ST/OBC/Minority Cell' shall be as follows:

- To protect the welfare of the SC/ST/OBC/Minority students and staff.
- To help the SC/ST/OBC/Minority categories to integrate with the mainstream of the University.

Neelam Bhattacharya
Contd.....2

- To remove difficulties, if any, faced by the SC/ST/OBC/Minority student & employee.
- To educate and develop awareness amongst the SC/ST/OBC/Minority student & employee about the various policies and programmes launched by the Central Govt., MHRD, UGC and State Govt. for the benefit of these students.
- To announce details of Govt. Scholarships through Circulars to the SC/ST/OBC/Minority students.
- Wherever required, to take up the problems of the SC/ST/OBC/Minority students and employees with the University authorities for amicable settlement.
- To act as a 'Friendly Counsellor' to all SC/ST/OBC/Minority students and employees.
- To improve the learning levels of SC/ST/OBC/Minority candidates in order to bring them up to the general level of the other communities.
- Any other work assigned from time to time to promote higher education among SC/ST/OBC/Minority communities suffering economic, social and educational deprivations.
- To resolve the grievances of SC/ST/OBC/Minority students & employees and render them necessary help in solving their academic as well as administrative problems.

Mechanism for Grievance Redressal

- Any student & employee of SC/ST/OBC/Minority category may submit a written complaint to the Chairman, SC/ST/OBC/Minority Cell for the redressal of any of their grievance(s) regarding academic, administrative or social problems
- The Chairman of the SC/ST Cell shall call the meeting of SC/ST/OBC/Minority committee and intimate the person concerned to appear before the committee for recording the statement of the person.
- The Committee understand his/her problem and takes necessary remedial action and/or renders them necessary advice/help to resolve the matter.

This bears the approval of the competent authority.

By Order,
Neelam Bhattacharya
Registrar

Copy to: Hon'ble Chancellor
Hon'ble Vice Chancellor
Pro Vice Chancellor
Principals of all constituent colleges/schools
Head, IT Deptt. - to upload on the University website and to create complaint section
IQAC Cell
All above Concerned

} for kind information please

Office Order – Anti-discriminatory Unit

Web Link of the Policy for Anti-discrimination: [Policy for Anti-Discrimination - SRHU](#)



Policy for Anti-Discrimination

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

Swami Rama Himalayan University
Swami Ram Nagar, Jolly Grant- 248 016, Dehradun, Uttarakhand

Policy for Anti-Discrimination

- **Internal Complaints Committee (ICC):** Handles cases of sexual harassment and ensures gender sensitization across campus.

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 Dr. Seema Madhok, Assistant Professor, HSST	Member
3	Two Non-Teaching Employee	Ms. Garima Kapoor Assistant Manager, C-PACE 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

- At least one-half of the total members of the ICC shall be women
- 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.
- The appointed External Member shall be paid TADA and/or Honorarium for holding the proceedings of the Internal Committee.
- The Students Member will be appointed case to case basis only provided the matter is related to the students.
- 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:
 - 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 of all of the following unwelcome acts or behaviour (whether directly or by implication), namely: -
- Any unwelcome physical, verbal or non-verbal conduct of sexual nature;
 - Demand or request for sexual favours;
 - Making sexually coloured remarks
 - Physical contact and advances; or
 - 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-
- Implied or explicit promise of preferential treatment as quid pro quo for sexual favours;
 - Implied or explicit threat of detrimental treatment in the conduct of work;
 - Implied or explicit threat about the present or future status of the person concerned;
 - Creating an intimidating offensive or hostile learning environment;
 - Humiliating treatment likely to affect the health, safety dignity or physical integrity of the person concerned;
- The committee shall provide assistance if an employee or a student chooses to file a complaint with the police;
 - 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;
 - 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;
 - The committee shall ensure that victims or witnesses are not victimised or discriminated against while dealing with complaints of sexual harassment; and
 - 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

- 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.
- 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.
- 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

Office Order – Internal Complaint Committee

- **Anti-Ragging Committee:** Monitors student conduct and enforces UGC anti-ragging regulations to maintain a safe and inclusive learning environment.

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	Parents' representatives
15	Dr. Ujjwal Nautiyal, Assoc. Professor, HSPS	
16	Mr. Surajit Singh Chowdhury F/o Ms. Shubhashree Chowdhury MBBS- 1 st Prof.	Students' representatives
17	Ms. Beena Saklani M/o Ayush Saklani, B.Tech 2 nd Year	
18	Mr. Smit Sharma, MBA 1 st Year, HSMS	Non-teaching representatives
19	Ms. Tanuja Rana, B.Sc. Nursing 4 th Year	
20	Mr. Om Borkar, MBBS 1 st Prof.	
21	Ms. Srishti Rawat, B.Sc. 2 nd Year, HSBS	
22	Mr. Praveen Tiwari Assist. Registrar Research and Development Cell, SRHU	
23	Ms. Arundhati Lakhwara, Assist. Office Superintendent, HCN	



Office Order- Anti-Ragging Committee

Student Grievance Cell:

At SRHU, the Students' Grievance Redressal Committee (SGRC) has been constituted to provide a transparent, accessible and confidential mechanism through which students may raise concerns about academic, administrative or personal issues including unfair treatment, discrimination, harassment or delays in services. The students can submit grievances through the online Grievance Portal. All complaints received through the portal or via written submission are handled with due confidentiality, and no student should fear retaliation for raising a grievance. The SGRC comprises faculty and administrative members, and liaises with the appointed Ombudsperson of the university for escalated matters. Through periodic awareness-sessions and orientation programmes, students are informed about their rights and how to use the grievance-redressal mechanism. The system is therefore designed to strengthen student welfare, maintain trust in institutional processes and uphold SRHU's commitment to an inclusive and respectful campus environment.

Swami Rama Himalayan University Office of the Registrar

SRHU/Reg/OO/2024-93

Date: 10th June, 2024

OFFICE ORDER

I am directed to inform that for redressal of the grievances of students of the University, following two "Students' Grievance Redressal Committees (SGRC)" have been constituted for the Academic Session 2024-2025:

SGRC 1: For redressal of the Grievances of students of UG/PG students under HIMS and HCN
SGRC 2: For redressal of the Grievances of students of UG/PG students HSST, HSMS, HSBS, HSYS and HSPS.

These committees shall be comprising of the following members:

SGRC 1: For the students of HIMS (including Paramedical, MHA, Epidemiology, and Clinical Research) and HCN:

A Professor-Chairperson	Dr. D C Dhasmana Professor Himalayan Institute of Medical Sciences	Chairperson
Four Professors/Senior Faculty Members of the Institution as Members	Dr. Vinit Mehrotra Professor Himalayan Institute of Medical Sciences	Member
	Dr. Dushyant Gaur Professor Himalayan Institute of Medical Sciences	Member
	Dr. Veena Bhowal Assistant Professor Himalayan Institute of Medical Sciences	Member
	Dr. Kamli Prakash Professor, Himalayan College of Nursing	Member
A person with Law background	Mr. Shakti Nautiyal Legal Associate	Member
Representatives from among students to be nominated on academic merit/excellence in sports/performance in co-curricular activities-Special Invitee	Mr. Om Borkar, MBBS, Batch 2022, HIMS Student Representative	Special Invitee
	Ms. Muskan Srivastava MBBS, Batch-2020, HIMS Student Representative	Special Invitee
	Ms. Iqra Ahmed, BPT, Batch 2023, HIMS Student Representative	Special Invitee
	Mr. Rahul Singh, BMLT, Batch 2022, HIMS Student Representative	Special Invitee
	Ms. Anjali Sajwan, B.Sc(N), Batch 2022, HCN Student Representative	Special Invitee
	Mr. Deepanshu, M.Sc(N), Batch 2023, HCN Student Representative	Special Invitee

SGRC 2: For the students of HSST, HSMS, HSBS, HSYS and HSPS:

A Professor - Chairperson	Dr. Mohit Verma Principal Himalayan School of Management Studies	Chairperson
Four Professors/Senior Faculty Members of the Institution as Members	Dr. Vivek Kumar Professor Himalayan School of Bio-Sciences	Member
	Dr. Pooja Baloni Assistant Professor Himalayan School of Science & Technology	Member
	Dr. Sonilata Jha Assistant Professor Himalayan School of Yoga Sciences	Member
	Mr. Abhishek Chandola Assistant Professor Himalayan School of Pharmaceutical Sciences	Member
A person with Law background	Mr. Piyush Dhyani Legal Assistant	Member
Representatives from among students to be nominated on academic merit/excellence in sports/performance in co-curricular activities-Special Invitee	Ms. Shreya Sharma B. Com, Batch-2022, HSMS Student Representative	Special Invitee
	Mr. Smit Sharma, MBA, Batch- 2023, HSMS Student Representative	Special Invitee
	Ms. Jyoti Rawat M.Sc. (Biotechnology), Batch 2023, HSBS Student Representative	Special Invitee
	Mr. Anuj Anand B.Tech. (IT) CSE in AI & ML, Batch 2022, HSST Student Representative	Special Invitee
	Ms. Bhavna Jha M.Sc. (Yoga Sciences), Batch-2023, HSYS Student Representative	Special Invitee
	Mr. Vishal Baidot B. Pharm, Batch-2023, HSPS Student Representative	Special Invitee

Terms, Conditions and Responsibilities of Committee Members

- The term of the Chairperson and members shall be for a period of two years.
- The term of the special invitee shall be for a period of one year.
- The student representative will be invited for their respective school/college grievances only.

- The committee(s) shall entertain only those grievances of the students which are defined in Section 3(k) of UGC (Redressal of Grievances of Students) Regulation, 2023, dated 11th April, 2023, as mentioned below:

- Admission contrary to merit determined in accordance with the declared admission policy of the institution;
- Irregularity in the process under the declared admission policy of the institution;
- Refusal to admit in accordance with the declared admission policy of the institution;
- Non-publication of a prospectus by the institution, in accordance with the provisions of these regulations;
- Publication by the institution of any information in the prospectus, which is false or misleading, and not based on facts;
- Withholding of, or refusal to return, any document in the form of certificates of degree, diploma or any other award or other document deposited by a student for the purpose of seeking admission in such institution, with a view to induce or compel such student to pay any fee or fees in respect of any course or program of study which such student does not intend to pursue;
- Demand of money in excess of that specified to be charged in the declared admission policy of the institution.
- Violation, by the institution, of any law for the time being in force in regard to reservation of seats in admission to different category of students;
- Non-payment or delay in payment of scholarships or financial aid admissible to any student under the declared admission policy of such institution, or under the conditions, if any, prescribed by the Commission;
- Delay by the institution in the conduct of examinations, or declaration of results, beyond the schedule specified in the academic calendar of the institution, or in such calendar prescribed by the Commission;
- Failure by the institution to provide student amenities as set out in the prospectus, or is required to be extended by the institution under any provisions of law for the time being in force;
- Non-transparent or unfair practices adopted by the institution for the evaluation of students;
- Delay in, or denial of, the refund of fees due to a student who withdraws admission within the time mentioned in the prospectus, subject to guidelines, if any, issued by the Commission, from time to time;
- Complaints of alleged discrimination of students from the Scheduled Castes, the Scheduled Tribes, Other Backward Classes, Women, Minorities or persons with disabilities categories;
- Denial of quality education as promised at the time of admission or required to be provided;

- Harassment or victimization of a student, other than cases of harassment, which are to be proceeded against under the penal provisions of any law for the time being in force;
 - Any action initiated/taken contrary to the statutes, ordinances, rules, regulations, or guidelines of the institution; and
 - Any action initiated/taken contrary to the regulations and/or guidelines made/issued by the Commission and/or the regulatory body concerned.
- The quorum for the meeting including the Chairperson, but excluding the special invitee, shall be three.
 - A complaint from an aggrieved student relating to the Academic Unit/University shall be addressed to the Chairperson, Students' Grievance Redressal Committee (SGRC).
 - The committee shall fix the date for hearing the complaint which shall be communicated to the University and the aggrieved student.
 - In considering the grievances before it, the SGRC shall follow principles of natural justice.
 - The SGRC shall send its report with recommendations, if any, to the competent authority of the University and a copy thereof to the aggrieved student, preferably within a period of 15 working days from the date of receipt of the complaint.
 - Any student aggrieved by the decision of the Students' Grievance Redressal Committee may prefer an appeal to the Ombudsperson, within a period of fifteen days from the date of receipt of such decision.

Procedure for Grievance Redressal

- The aggrieved student may submit an application through the University online Portal for seeking redressal of grievances.
- On receipt of an online complaint, the Registrar shall refer the complaint to the appropriate Students' Grievance Redressal Committee, along with its comments within 15 days of receipt of complaint on the online portal.
- The Students' Grievance Redressal Committee shall fix a date for hearing the complaint which shall be communicated to the University and the aggrieved student.
- An aggrieved student may appear either in person or authorize a representative to present the case.
- Grievances not resolved by the Students' Grievance Redressal Committee may be referred to the Ombudsperson by the university.
- The Ombudsperson shall, after giving reasonable opportunities of being heard to the parties concerned, on the conclusion of proceedings, pass such order, with reasons thereof, as may be deemed fit to redress the grievance and provide such relief as may be appropriate to the aggrieved student.



7. The aggrieved student shall be provided with copies of the order under the signature of the Ombudsperson.
8. The University shall comply with the recommendations of the Ombudsperson.
9. The Ombudsperson may recommend appropriate action against the complainant, where a complaint is found to be false or frivolous.

This bears approval of the Competent Authority.

By Order,


Registrar

Copy to:

Hon'ble President
Hon'ble Vice Chancellor
Director General (Academic Development)
Advisor & Director, Hospital Services
Advisors
Director, Operations
Principals of all constituent colleges/schools to intimate respective Departments under your control
Director, Medical Services
Finance Officer
Controller of Examinations
Director - Academic Processes and Quality
University Librarian
Medical Superintendent
Director, CRI
Director, Nursing
Director, Research
Director, Students' Affairs & Welfare
GM - Administration & Work Force Development
Nursing Superintendent
Human Resource Department
Information Technology Department
Material Management Department
Motor Transport Department
Infrastructural Development & Maintenance Department
Audit Department
Legal Department
Media & Publicity Department
Admissions Department
Placements Department
Center for Professional & Communication Enrichment (C-PACE)
Estate Officer
Dy. Security Officer
Person(s) concerned
All Notice Boards

} for kind information please

Office Order - Grievance Redressal Committee (SGRC)

3. Awareness and Sensitization

- 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 Sensitization Session

Date: 7/8/2023

No. of Participants: 175

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.



Gender Sensitization Session for students at SRHU

Date: 31/10/23

No. of Participants: 50

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 analysing real life case studies.



Gender Sensitization Session for staffs at SRHU

Empowering Underrepresented Groups through Science and Technology Initiatives

In alignment with SDG 10 (Reduced Inequalities), SRHU is committed to fostering inclusive growth and equal opportunities in science, technology, and innovation by empowering individuals from diverse social, economic, and regional backgrounds. The NASI Uttarakhand Chapter's National Workshop on Empowerment in Uttarakhand through Science and Technology Interventions, held in March 2024, exemplified this commitment by highlighting the transformative potential of science and technology in reducing social and economic disparities. The workshop emphasized the need to enhance access to STEM education and research opportunities for underrepresented groups, including women, rural youth, and marginalized communities, through mentorship, capacity building, and training initiatives. Experts also discussed strategies to reduce regional inequalities in healthcare and education by leveraging technology-based interventions and promoting inclusive innovation ecosystems. Collaborative approaches involving academia, government, and industry were encouraged to develop sustainable models that bridge existing gaps and promote equitable participation in scientific and socio-economic development. Through such initiatives, SRHU continues to contribute actively towards achieving SDG 10 by ensuring that advancements in science and technology serve as instruments for inclusion, equality, and social progress.



National Workshop on Empowerment in Uttarakhand at SRHU

4. Support and Inclusivity Initiatives

- Counselling and mentoring services for students and employees to address psychological stress or discrimination-related concerns. The **Psychological Counselling Cell**, managed by the Department of Clinical Psychology, contributes to **SDG 10 (Reduced Inequalities)** by ensuring equitable access to mental health support for all students and employees, irrespective of gender, background, or social status. The Cell provides confidential, inclusive, and non-judgmental counselling services to individuals



experiencing emotional, psychological, or social challenges. By addressing mental health concerns promptly and compassionately, the initiative helps create a supportive and inclusive campus environment where everyone feels valued and heard. This effort not only reduces inequalities in access to mental health care but also fosters overall well-being, empathy, and resilience within the SRHU community.

- Accessibility provisions for differently-abled individuals, including ramps, elevators, and exam accommodations.
- Scholarships, financial aid, and support schemes for students from economically weaker and underrepresented backgrounds.



Psychological Counselling Cell

10.6.1 Non-discriminatory Admission Policy

SRHU is committed to providing equitable access to higher education through a Non-Discriminatory Admission Policy that upholds fairness, transparency, and inclusion. The university strictly prohibits discrimination based on caste, creed, religion, gender, ethnicity, disability, socio-economic status, or nationality in its admission process. All admissions are merit-based and adhere to government norms regarding reservation and relaxation for underrepresented groups, including persons with disabilities, economically weaker sections, and socially disadvantaged communities. SRHU also offers scholarships, financial aid, and fee concessions to promote equal opportunity and encourage participation from marginalized backgrounds. By ensuring an inclusive and bias-free admission framework, SRHU advances its mission of education for all, aligning with SDG 10: Reduced Inequalities and fostering a diverse and inclusive academic community.

Web Link of the Non-discriminatory Admission Policy: [Policy for Non-Discrimination in Admissions - SRHU](#)



Policy for Non-Discrimination in Admissions

Approved	Board of Management on 12 th January 2019
Notification	Notified by Registrar vide notification No. SRHU/Reg/00/2019-04 (i) dated 15 th January 2019
Reviewed / Revised	Board of Management on 29 th March 2022
Notification	Notified by Registrar vide notification No. SRHU/Reg/00/2022-58 (i) dated 5 th April 2022
Next Review	2025-26

Swami Rama Himalayan University
Swami Ram Nagar, Jolly Grant- 248 016, Dehradun, Uttarakhand

Policy for Non-Discrimination in Admission

10.6.2 Access to University Track Underrepresented Group Applications

Swami Rama Himalayan University (SRHU) is committed to promoting equitable access to higher education by fostering inclusion and diversity in its admissions. In alignment with SDG 10 (Reduced Inequalities), SRHU tracks and evaluates applications from underrepresented groups, including ethnic minorities, low-income students, women, persons with disabilities, LGBTQ+ individuals, and refugees. The university reviews admission data to identify representation gaps and implements targeted outreach, scholarships, fee waivers, and preparatory programs for students from rural and disadvantaged backgrounds. Through inclusive admission policies and community engagement, SRHU ensures fair opportunities for all and continues to advance its mission of reducing educational inequalities and fostering a diverse, inclusive academic environment.

University Enrolment and Access among Underrepresented Groups: [For More Information](#)



Disabled friendly website with Accesibility Tools and screen reading software

Website Admission Page

Online Admission Tracking

Web Link: [Scholarship and Fee Concession Schemes](#)

Category of Scholarship		
2.	Merit cum Means Scholarship for economically weaker sections	- The Scholarship shall be applicable to the candidates / students whose family annual income is less than Rs. 5,00,000/- (Rupees Five lakhs) in a year. - Scholarship shall be given on the basis of merit. - The quantum of Scholarship will be equivalent to 50% of the Tuition Fee of the First year. - Scholarship extension up to 50% of the Tuition Fee for the subsequent years will be based on maintaining a minimum $\geq 70\%$ (7.8 CGPA) and attendance record of at least 80% in each of the semester. - The eligible candidate/ student shall submit income certificate from the competent authority which will be duly verified by the University.
3.	Special Scholarship for Transgender Candidate	All the candidates admitted in the Programs under HSST, HSMS, HSBS, HCN, HSPS, HIMS - (MHA, M.Sc. Clinical Research, M.Sc. Epidemiology Paramedical), HSYS (B.Sc. Yoga Science & Holistic Health) and Hill Campus who secured minimum 70% marks in qualifying Examination and fall under this category. All the candidates in each program who fall under this category. a) For the first year: 100% for UG students and 50% for PG students, and b) For subsequent years: Based on maintaining a

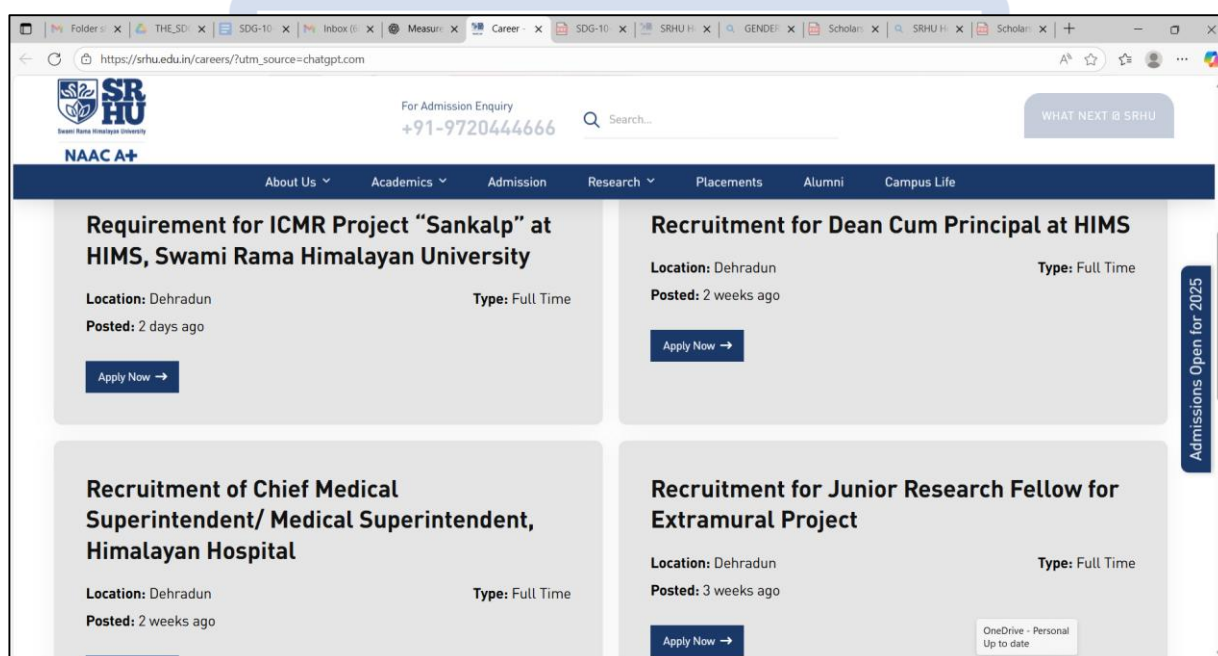
4.	Special Scholarship for Differently abled Candidate	All the candidates in each Program who fall under this category. c) Documents required: Medical Certificate from Competent Authority for Transgender / Differently abled Candidate and Valid ID / Pension card of the serving parent for ward of Armed / Para Military / Police Force Personnel either Serving or Retired.
5.	Special Scholarship for Ward of serving or retired Non-Commissioned Officers of (Armed Forces / Para Military Forces / Police Force Personnel)	All the candidates in each Program who fall under this category. d) The Scholarship granted for the First year will be distributed over the entire duration of the Program
6.	Fee concession for Female Candidates	At the time of admission, one-time fee concession equivalent to 25% of the Tuition Fee of the First Year of the Program . The Scholarship granted for the First year will be distributed over the entire duration of the Program



10.6.3 Access to University Track Underrepresented Groups Recruit

Swami Rama Himalayan University actively pursues planned actions to recruit students, faculty, and staff from under-represented groups—including ethnic minorities, low-income families, women, persons with disabilities, non-traditional learners, and refugees—to promote diversity and equity. The university’s inclusive recruitment process engages in targeted outreach, transparent hiring practices, and support measures to ensure that individuals from socially and economically disadvantaged backgrounds have meaningful access to opportunities. By fostering representation across all levels of the institution, the university seeks to reduce educational and employment inequalities, support social mobility, and build a more inclusive and equitable academic community.

Equitable Recruitment: Ensures equal treatment for all job applicants and employees, irrespective of gender or other characteristics. **(For more information)**



Web Link of Equitable Recruitment: [Code-of-conduct-and-service-rules-employees-Ord-45.pdf](#)

10.6.4 Anti-discriminatory Policy

Swami Rama Himalayan University (SRHU) upholds a strong Anti-Discrimination and Inclusivity Policy to ensure a safe, respectful, and equitable environment for all students, faculty, and staff. The university follows a zero-tolerance approach toward any form of discrimination or harassment based on gender, caste, religion, ethnicity, socio-economic status, disability, or other protected identities. Institutional mechanisms such as the Internal Complaints Committee (ICC), Students’ Grievance Redressal Committee (SGRC), and dedicated cells for SC/ST/OBC, minority, and differently-abled individuals actively address grievances and monitor policy compliance. SRHU also organizes awareness programs and sensitization workshops to promote diversity, gender equality, and inclusion. Its policies, including the Code of Conduct and Policy against Sexual Harassment, provide clear procedures for reporting and resolving complaints confidentially and fairly. Furthermore, the university ensures barrier-free infrastructure, equitable access, and support systems for underrepresented groups.



Through these comprehensive measures, SRHU reinforces its commitment to eliminating discrimination, advancing inclusivity, and fostering a campus culture of dignity and mutual respect.

Web Link of the Policy for Anti-discrimination: [Policy for Anti-Discrimination - SRHU](#)



Policy for Anti-Discrimination

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

Swami Rama Himalayan University
Swami Ram Nagar, Jolly Grant- 248 016, Dehradun, Uttarakhand

Anti-Discrimination Policy of University

10.6.5 University Diversity Officer

Swami Rama Himalayan University has established an Anti-Discriminatory Unit dedicated to promoting diversity, equity, inclusion, and human rights across the campus. The unit functions under the guidance of the university administration and is supported by designated officers and committees responsible for advising on and implementing institutional policies and programs related to equality and inclusion. It ensures that issues concerning discrimination, harassment, or bias—based on gender, caste, religion, disability, or socio-economic background—are promptly addressed in accordance with university and national guidelines. The unit also organizes awareness programs, sensitization workshops, and capacity-building sessions to foster an inclusive academic environment where every student and employee feels valued and respected. Through this structured approach, SRHU reaffirms its commitment to upholding human dignity, promoting equal opportunity, and maintaining a discrimination-free campus.



**Swami Rama Himalayan University
Office of the Registrar**

SRHU/Reg/00/2018-124(A)

Date: 8th December, 2018

OFFICE ORDER

I am directed to inform that in accordance with UGC guidelines, 'SC/ST/OBC/Minority Cell' is hereby constituted for welfare of the SC/ST/OBC/Minority students & employees of the University, comprising of the following:

1	Dr. Jayanti Semwal, Professor, Department of Community Medicine, HIMS	Anti-Discrimination Officer & Chairperson
2	Dr. (Brig.) Ravinder Singh Saini, Professor, Department of Hospital Administration, HIMS	Member
3	Dr. Grace Madona Singh, Assoc. Professor, HCN	Member
4	Dr. Sanad Kumar, Asstt. Professor, Department of Orthopaedics, HIMS	Member
5	Mr. Amar B. Sathe, Assistant Professor, HSMS	Member
6	Mr. Dinesh Chand Meena, Staff Nurse, Himalayan Hospital	Member
7	Ms. Farzana Ansari, Medical Social Worker, Department of Community Medicine, HIMS	Member
8	Dr. Nikku Yadav, Asstt. Professor, Department of Community Medicine, HIMS	Member Secretary

The role and responsibilities of the 'SC/ST/OBC/Minority Cell' shall be as follows:

1. To protect the welfare of the SC/ST/OBC/Minority students and staff.
2. To help the SC/ST/OBC/Minority categories to integrate with the mainstream of the University.

Neelam Shrivastava

Contd.....2

3. To remove difficulties, if any, faced by the SC/ST/OBC/Minority student & employee.
4. To educate and develop awareness amongst the SC/ST/OBC/Minority student & employee about the various policies and programmes launched by the Central Govt., MHRD, UGC and State Govt. for the benefit of these students.
5. To announce details of Govt. Scholarships through Circulars to the SC/ST/OBC/Minority students.
6. Wherever required, to take up the problems of the SC/ST/OBC/Minority students and employees with the University authorities for amicable settlement.
7. To act as a 'Friendly Counsellor' to all SC/ST/OBC/Minority students and employees.
8. To improve the learning levels of SC/ST/OBC/Minority candidates in order to bring them up to the general level of the other communities.
9. Any other work assigned from time to time to promote higher education among SC/ST/OBC/Minority communities suffering economic, social and educational deprivations.
10. To resolve the grievances of SC/ST/OBC/Minority students & employees and render them necessary help in solving their academic as well as administrative problems.

Mechanism for Grievance Redressal

- (a) Any student & employee of SC/ST/OBC/Minority category may submit a written complaint to the Chairman, SC/ST/OBC/Minority Cell for the redressal of any of their grievance(s) regarding academic, administrative or social problems
- (b) The Chairman of the SC/ST Cell shall call the meeting of SC/ST/OBC/Minority committee and intimate the person concerned to appear before the committee for recording the statement of the person.
- (c) The Committee understand his/her problem and takes necessary remedial action and/or renders them necessary advice/help to resolve the matter.

This bears the approval of the competent authority.

By Order,

Neelam Shrivastava
Registrar

Copy to: Hon'ble Chancellor
Hon'ble Vice Chancellor
Pro Vice Chancellor
Principals of all constituent colleges/schools
Head, IT Deptt. - to upload on the University website and to create complaint section
IQAC Cell
All above Concerned

} for kind information please

Office Order – SC/ST/OBC/Minority Cell

Maternity Leave

SRHU provides 90 days of paid maternity leave to female employees, ensuring equal access to health, recovery, and childcare support. This policy promotes workplace equity and supports women's participation in the workforce, aligning with SDG 10 by fostering an inclusive and supportive environment for all employees.

Curriculum for Inclusivity and Equality

An inclusive and equitable curriculum plays a vital role in shaping socially responsible professionals capable of addressing inequalities and promoting diversity within their respective fields. At SRHU, this commitment is reflected through a comprehensive academic framework that incorporates 53 courses designed to address cross-cutting themes of inclusivity. These courses integrate diverse perspectives, cultures, and community needs, ensuring that students develop a holistic understanding of social equity, empathy, and global citizenship.

Medical and Health Sciences: Courses such as Community Medicine, Health Policy Planning, Geriatric and Adolescent Health, and Occupational Health equip students with the skills to tackle healthcare inequalities. Subjects like Health Economics and Biostatistics enable critical analysis and the development of equitable healthcare policies.

Physiotherapy and Nursing: Programs such as Community Physiotherapy, Health Promotion, and Advance Nursing Practice focus on community-oriented care, helping bridge gaps in healthcare access for underserved populations.



Social Sciences and IT: Courses like Sociology, Professionalism, Basic Computer Sciences, and Communication Skills cultivate empathy, cultural awareness, and technological fluency, essential for building inclusive communities.

Management and Business: Subjects such as Human Resource Management, Business Communication, and Strategic Management emphasize ethical leadership and inclusivity, empowering future professionals to advocate for equality within organizational frameworks.



Accessible Learning Resources

At SRHU, accessibility and inclusivity are integral to the university's educational philosophy, ensuring equal opportunities for all learners. The university website incorporates the wp-accessibility plugin, allowing users to adjust color contrast and font sizes to support individuals with visual impairments. Additionally, users can further enhance accessibility by customizing their device settings or using assistive technologies such as NVDA (NonVisual Desktop Access) for improved navigation.

The SRHU Library System exemplifies this commitment to inclusive learning. Recognized as one of the most advanced among private universities in India, it consists of a Central Library and six specialized faculty library centers across the university's schools—HSMS, HSST, HCN, HSBS, HSYS, and HSPS. Equipped with modern digital tools such as RFID technology, KOHA Library Management System (LMS), and remote access capabilities, the library provides seamless access to extensive academic resources. The collection includes over 37,000 monographs, 2,561 international journals, and a vast repository of e-books and open-access journals, ensuring that students, researchers, and faculty members can engage in inclusive, technology-enabled, and barrier-free learning.



Learning Resources at SRHU

10.6.6 Support for Underrepresented Groups

The Mentorship Programme

The Mentorship Programme at Swami Rama Himalayan University (SRHU) is a structured initiative designed to promote inclusivity, equity, and holistic student development. In alignment with SDG 10: Reduced Inequalities, the programme ensures that every student—regardless of socio-economic background, gender, or region—receives equal access to academic guidance and emotional support. Each faculty mentor is assigned a small group of students to provide personalized mentoring, regular monitoring of academic progress, and timely assistance in addressing academic, personal, or financial challenges. Through continuous interaction, mentors help build students' confidence, nurture their potential, and foster a sense of belonging within the university community. The programme emphasizes open communication, trust, and inclusivity—particularly supporting first-generation learners and students from diverse backgrounds. Mentors also guide students in career planning, life skills, and emotional well-being, coordinating with counselling and support services when required. By bridging gaps in access, opportunity, and achievement, the SRHU Mentorship Programme plays a vital role in creating an equitable and supportive academic environment, advancing the university's mission of education for empowerment and contributing directly to SDG 10: Reduced Inequalities.

The Mentorship Programme at SRHU



Student Clubs and Initiatives

YOUNITE, a dynamic student-led initiative at SRHU, embodies the spirit of SDG 10: Reduced Inequalities by fostering unity, inclusivity, and empowerment among students. Launched by the Hon'ble Vice Chancellor, YOUNITE—symbolized by the emblem of *joining hands*—reflects the strength and synergy that arise when youth come together to drive positive social change. This vibrant platform promotes equal opportunities, bridges social and cultural divides, and uplifts marginalized groups through leadership workshops, peer-support networks, and community engagement activities. By encouraging collaboration, mutual respect, and holistic growth, YOUNITE inspires students to celebrate diversity, challenge biases, and contribute to a more equitable and compassionate campus environment. The initiative stands as a testament to SRHU's enduring commitment to reducing inequalities and nurturing an inclusive academic community grounded in social harmony and shared purpose.

Event Organized by YOUNITE Aligned with SDG 10: Reduced Inequalities

Yuvotsav 2024 was a vibrant celebration of talent, innovation, and collaboration at SRHU, showcasing the creativity and dynamism of its student community. The event featured a wide array of competitions, including the Code Quiz 202 Hackathon, Fish Tank Start-Up Challenge, Ranbhoomi E-Sport Tournament, and MUN – Envisage, providing students with a platform to display their problem-solving abilities, entrepreneurial ideas, and leadership potential. By bringing together participants from diverse disciplines and backgrounds, Yuvotsav fostered an environment of inclusivity, teamwork, and mutual respect—embodying the vision of YOUNITE and its alignment with SDG 10: Reduced Inequalities. The event created meaningful opportunities for learning, growth, and unity, reflecting SRHU's ongoing commitment to building an equitable and empowered student community.





Cultural and Religious Diversity

To promote cultural and religious diversity, ensuring that students from varied backgrounds can engage, collaborate, and learn in an inclusive environment. With 751 students admitted from other states, the university celebrates the rich blend of cultural perspectives and traditions. This diversity is further nurtured through a variety of cultural events organized throughout the year. The '**Himotsav-2024**' foundation day celebration exemplified the university's commitment to cultural inclusivity. The three-day event saw students from different regions and communities come together, showcasing the vibrant cultural diversity of India. Performances ranged from Garhwali and Punjabi dances to Marathi and South Indian folk traditions, creating a memorable exchange of regional cultures. The participation of students from diverse disciplines highlighted the unity in diversity, fostering a sense of belonging among the entire student body. [For more information.](#)

In addition, the university observes international celebrations such as **Mother Language Day** and **Republic Day**, further enriching the cultural fabric of the campus. These events promote linguistic diversity and the preservation of cultural heritage, ensuring that students' identities and backgrounds are respected and celebrated. The campus continues to be a platform where different cultures converge, providing opportunities for students to share ideas, learn from each other, and contribute to a more inclusive society. [For more information](#)

Alumni Meet 2024

Alumni Meet 2024 was a nostalgic and heartwarming reunion that brought former students back to their alma mater to reconnect, share experiences, and celebrate their journey with *Swami Rama Himalayan University (SRHU)*. The event fostered inclusivity by welcoming alumni from diverse academic years, disciplines, and professional backgrounds, creating a vibrant space for exchange and collaboration. By strengthening intergenerational bonds and promoting mutual support, the gathering reinforced SRHU's vision of unity, equality, and lifelong connection—reflecting the university's continued commitment to **SDG 10: Reduced Inequalities**.



Glimpses of Cultural Program at SRHU

Recreation Session for Students

A lively and engaging session filled with games, laughter, and camaraderie provided nursing students with a well-deserved break from their demanding schedules. The event fostered inclusivity and unity by bringing together students from diverse backgrounds, encouraging teamwork, mutual respect, and peer bonding. By creating an environment where every student felt valued and connected, the session promoted social cohesion and equal participation—reflecting *Swami Rama Himalayan University's* commitment to building an inclusive campus culture in alignment with SDG 10: Reduced Inequalities.

Science of Joyful Living: Empowering SRHU Employees

In line with our commitment to holistic well-being, SRHU held a two-day "Science of Joyful Living" session for the employees. The event was introduced by Dr. Vijay Dhasmana, President, SRHU, who set the tone with an inspiring introduction. On the second day, Dr. Dhasmana also led an insightful session on "Mind and Emotions," offering valuable perspectives on emotional well-being. The sessions featured a diverse range of topics, each designed to enhance the overall wellness of our employees. Dr. Renu Dhasmana took the stage with an engaging session on "Diet and Exercise," emphasizing the importance of nutrition and physical activity in maintaining a healthy lifestyle. Dr. Vijendra Chauhan and Dr. Kathy took sessions covering the "Science of Breath," shedding light on the significance of proper breathing techniques for physical and mental health. Ms. Sadhana Mishra (Director Operations) conducted a focused meditation exercise session, guiding participants through techniques to achieve inner calm and mindfulness. Additionally, employees from various departments actively participated in the sessions, contributing to vibrant and meaningful Q&A discussions on both days. The exchange of ideas and experiences further enriched the learning experience, fostering a sense of community and shared growth. Together, we are taking important steps toward creating a healthier, more joyful work environment at SRHU.



Science of Joyful Living Sessions for staff at SRHU

Science of Joyful Living: Empowering SRHU Employees

Web Link: [Click Here](#)

SRHU organized a two-day workshop on the “Science of Joyful Living,” inspired by the teachings of Guru Dev Dr. Swami Rama. Held at the Mother Teresa Auditorium of the Himalayan College of Nursing, the workshop emphasized the deep connection between the mind and body and the importance of yoga and meditation for holistic health. Inaugurated by Dr. Vijay Dhasmana, President of SRHU, along with senior university officials, the sessions explored themes such as positive thinking, meditation, balanced diet, and the integration of yoga with modern science. Experts including Dr. Vijendra Chauhan, Dr. Prakash Keshaviaah, Dr. Renu Dhasmana, and Dr. Kathy conducted interactive sessions and practical demonstrations on breathing techniques, physical exercises, and mindfulness practices. Dr. Dhasmana highlighted Guru Dev Dr. Swami Rama’s principle that nearly 70% of physical illnesses stem from mental disturbances, emphasizing meditation as a tool for mental discipline and healing. The workshop concluded with expert interactions and training sessions aimed at fostering mental peace, emotional stability, and overall well-being.



Science of Joyful Living Sessions for staff at SRHU

The Science of Joyful Living workshop held at Rajbhawan Uttarakhand

Web Link: [Click Here](#)

On 6th September 2023, a special workshop titled “The Science of Joyful Living” was held at Raj Bhawan, Uttarakhand, inspired by the teachings of Swami Rama, one of the greatest philosophers from the region. The event, graced by Governor Lt. Gen. Gurmit Singh (Retd) as the Chief Guest, aimed to help attendees discover inner happiness and maintain a joyful outlook even during challenging times. The program commenced with the ceremonial lighting of the lamp by the Hon’ble Governor, followed by insightful sessions conducted by expert doctors and scholars from Swami Rama Himalayan University (SRHU). Dr. Vijay Dhasmana, Chancellor of SRHU, spoke about achieving a blissful life through the constructive use of emotions, a balanced diet, regular exercise, and the practice of Pranayama and meditation—emphasizing the harmony of a healthy mind in a healthy body. Dr. Prakash Keshaviya and Dr. Renu Dhasmana further elaborated on the science behind meditation, the



mind-body connection, and the role of nutrition in holistic well-being. In his address, Governor Gurmit Singh commended SRHU for organizing such a meaningful workshop, noting that happiness is an inner state that must be consciously nurtured. He remarked, “We always ask ourselves how to be happy, and today the expert doctors of Himalayan University have given us the answer. The insights shared here will help everyone lead a joyful life even in stressful times.”



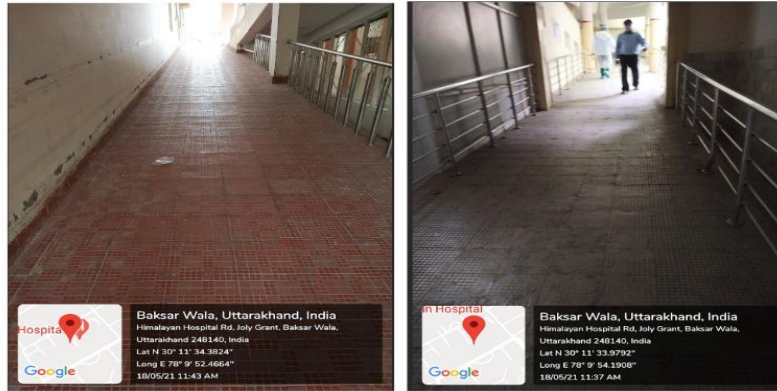
Science of Joyful Living Workshop at Rajbhawan Uttarakhand

10.6.7 Accessible Facilities

SRHU is committed to creating an inclusive and barrier-free campus that ensures equal access, safety, and dignity for persons with disabilities. In alignment with SDG 10: Reduced Inequalities, the university has developed a range of accessible infrastructure and services designed to facilitate independent mobility, participation, and comfort for all members of its community.

Ramps with Railings

To enable smooth and obstacle-free movement, SRHU has installed ramps with railings across major buildings such as the Medical Block, Adi Kailash Auditorium, and other academic and administrative blocks. These ramps ensure that students and visitors with physical disabilities can easily access classrooms, laboratories, auditoriums, and other facilities without hindrance. Wheelchairs are available in critical areas including the Himalayan Institute of Medical Sciences (HIMS) and other departments. Additionally, an electric vehicle (E-vehicle) service is operational to transport individuals with mobility challenges across the campus, while a pedestrian overbridge provides safe and accessible connectivity between key buildings, eliminating the need to cross busy roads.



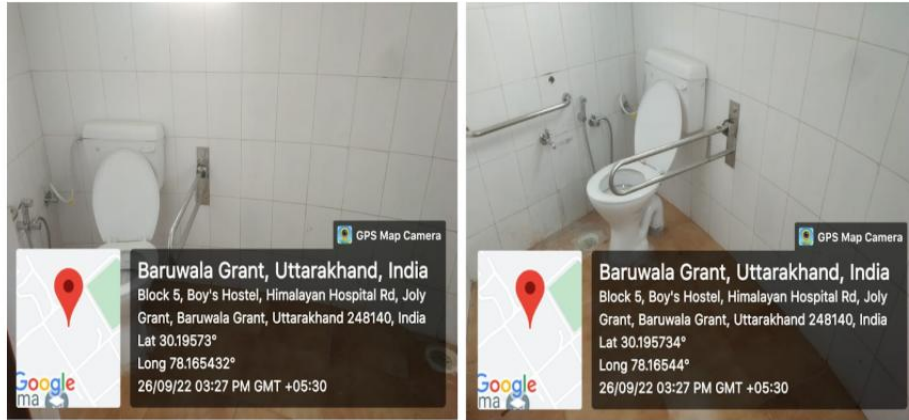
Ramps with Railings



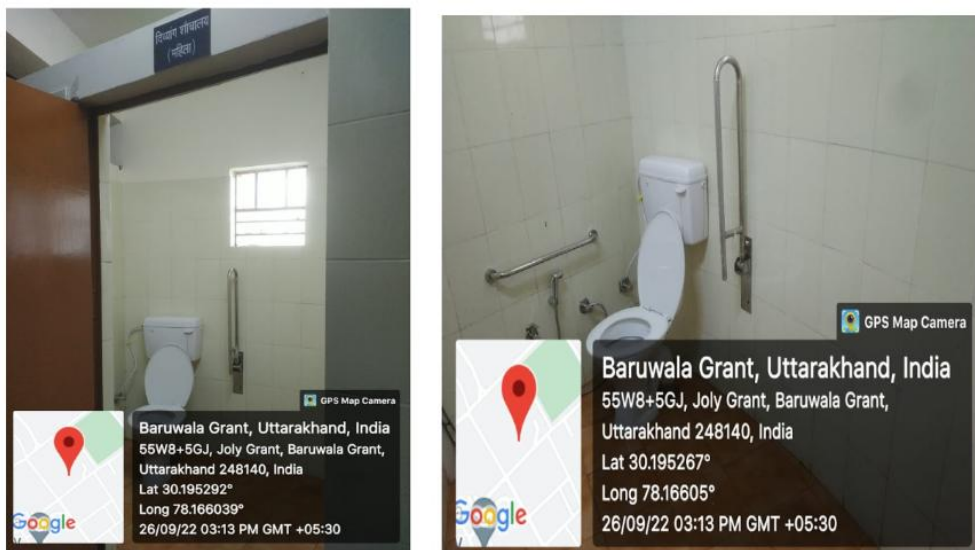
Ramps with Railings

Special Toilets with Support Grab Bars

SRHU has constructed disabled-friendly toilets in all colleges, hostels, and the University Administrative Building. Each facility is equipped with support grab bars, slip-resistant flooring, and accessible dimensions to ensure safety, hygiene, and convenience for users with mobility impairments. These restrooms uphold the university's commitment to dignity, comfort, and inclusivity for all.



Boys Hostel (MBBS)



Girls Hostel (MBBS)

Special Toilets with Support Grab Bars

Disabled-Friendly Lifts

To facilitate vertical movement, SRHU buildings such as the Medical Block, Adi Kailash Auditorium, and other multi-storey facilities are equipped with disabled-friendly lifts. These lifts feature braille inscriptions on call buttons, support grab bars, and, where applicable, dedicated lift assistants to assist users. This infrastructure ensures unrestricted access to classrooms, laboratories, and offices across all floors. Additionally, wheelchairs are available in the library and across campus buildings to assist students and visitors with mobility challenges, ensuring barrier-free movement and comfort. Wheelchair-friendly pathways, ramps with railings, and spacious reading areas further enhance accessibility and ease of navigation within the facility. Through these continued efforts, SRHU reaffirms its dedication to accessibility, inclusivity, and equality, ensuring that every student, faculty member, and visitor—irrespective of physical ability—can fully participate in academic and campus life. These initiatives reflect the university's unwavering commitment to SDG 10: Reduced Inequalities, promoting a truly inclusive learning environment.



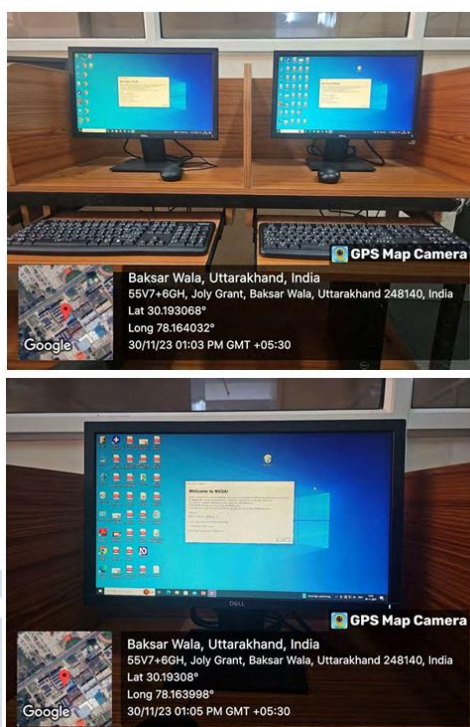
Disabled Friendly Lifts



Student Using Wheel Chair With Assistance

Accessible Learning Facilities for Visually Impaired Students

The Central Library at Swami Rama Himalayan University (SRHU) is equipped with a Braille system and a range of assistive learning tools designed to support visually impaired and low-vision students. These resources ensure equal access to academic materials, enabling students to engage in independent learning and active participation in academic activities. To further strengthen accessibility, the library and computer facilities include desktops equipped with NVDA (Non-Visual Desktop Access) software, a screen reader that allows visually impaired users to access digital information through audio output. This technology empowers students to browse online resources, read e-books, and prepare academic documents independently. By integrating such inclusive digital and physical resources, SRHU demonstrates its deep commitment to equal educational opportunities for all learners. The university continuously enhances its infrastructure to create an accessible, inclusive, and empowering academic environment, reflecting its alignment with SDG 10: Reduced Inequalities and its mission to ensure that every student can learn and thrive with dignity and independence.



Desktops Equipped with Inbuilt Speaker, NVDA (Non-Visual Desktop Access) Software and Braille Keyboards

Evidence: <https://srhu.edu.in/divyangjan-facilities-for-pcs-2/>

10.6.8 Disability Support Services

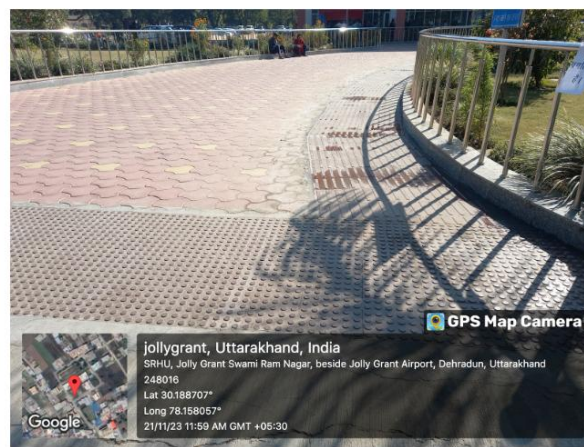
SRHU is dedicated to creating an inclusive and barrier-free learning environment that supports the academic, social, and personal development of all students, including persons with disabilities. The Disability Support Services at SRHU ensure accessibility through thoughtful infrastructure, technology integration, and inclusive practices. The campus is equipped with wheelchair-accessible ramps, pathways, and restrooms to promote easy mobility and independence. To assist visually impaired students, the Central Library offers a Braille reading system, NVDA screen-reading software, and other assistive learning tools, enabling equal access to academic content and independent study.

SRHU has also implemented a comprehensive signage and visual aid system across the campus, featuring tactile pathways that guide visually impaired individuals safely between facilities. In addition, illuminated display boards, directional signposts, and Braille signage further enhance navigation and accessibility.

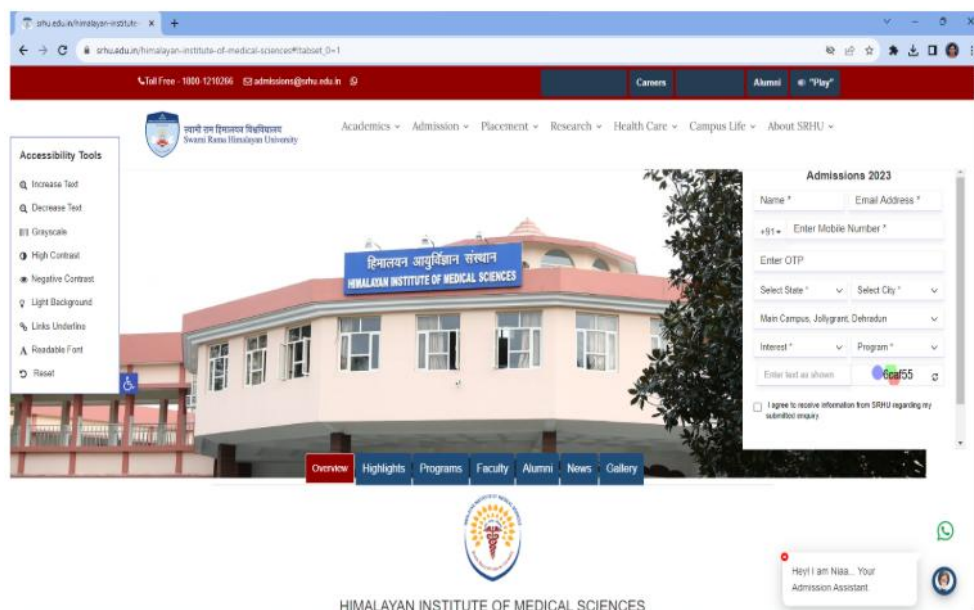
In addition, the university promotes digital accessibility through an inclusive website compatible with screen-reading software and provides mechanized and adaptive equipment to support students with functional or mobility limitations. Through these measures, SRHU reaffirms its commitment to equitable education and accessibility, ensuring that every individual—regardless of physical ability—can participate fully in the academic community.



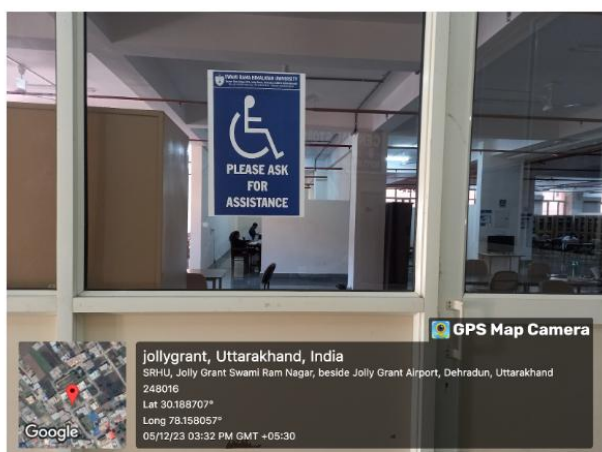
Signages across the University Campus



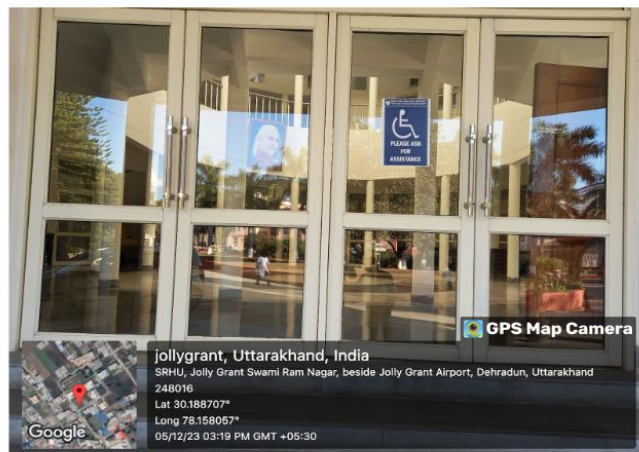
Tactile Path at New OPD Block, Himalayan Hospital



Disability Friendly Website with Accessibility Tools and Screen Reading Software



Provision for assistance for the disabled persons (Central Library)



Provision for assistance for the disabled persons (Medical College)

Provision for Disabled Person

Evidence: <https://srhu.edu.in/divyangjan-facilities-for-pcs-2/>

10.6.9 Disability Access Scheme

SRHU is committed to ensuring that students with disabilities receive equal opportunities to learn, participate, and excel through a comprehensive Disability Access Scheme. This initiative integrates mentoring, academic assistance, personalized support, and accessibility services to create an inclusive and empowering educational environment in alignment with SDG 10: Reduced Inequalities.

Mentoring and Academic Support

Under the scheme, each student with a disability is paired with a faculty mentor who provides continuous academic and emotional support. Mentors assist in academic planning, help address course-related challenges, and coordinate with faculty to ensure reasonable accommodations such as extended exam time, scribe or reader support, and accessible study materials. Peer mentoring programs are also encouraged, promoting collaboration, inclusion, and social integration among students. **(For More Information)**

Individualized Assistance and Counselling

The Student Welfare Department, in collaboration with the Anti-Discriminatory Unit (ADU) and the Psychological Counselling Cell, offers individualized guidance to students with disabilities. Counsellors provide emotional and psychological support, while the ADU ensures that all academic and administrative processes are free from discrimination and bias.

Learning and Assistive Technologies

Through the Central Library's assistive learning resources, visually impaired students can access Braille materials, NVDA screen-reading software, and audio books for independent learning. The Disability Support Services also coordinate the provision of adaptive and mechanized equipment for students with mobility impairments to facilitate participation in laboratory and classroom activities.



Capacity Building and Sensitization

Regular awareness workshops and training sessions are conducted for faculty, administrative staff, and students to promote empathy and inclusive teaching practices. These initiatives aim to build institutional sensitivity toward diverse learning needs and strengthen the culture of equity and respect.

Evidence: <https://srhu.edu.in/divyangjan-facilities-for-pcs-2/>

10.6.10 Disability Accommodation Policy

SRHU is committed to providing equal access, opportunity, and dignity to persons with disabilities through its Disability Accommodation Policy. The policy ensures reasonable academic, physical, and digital accommodations, including accessible classrooms, ramps, tactile pathways, Braille signage, NVDA-enabled computers, and assistive learning tools. Students are provided with scribe support, extended exam time, and accessible study materials as needed. Mentoring, counselling, and anti-discrimination mechanisms further promote inclusion and well-being. Implemented through the Disability Support Services (DSS), the policy reinforces SRHU's commitment to an equitable, barrier-free, and inclusive learning environment in alignment with SDG 10: Reduced Inequalities.

Web Link of the Policy for Disability Accommodation: [Policy for Disability Accommodation - SRHU](#)



Policy for Disability Accommodation

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

Swami Rama Himalayan University
Swami Ram Nagar, Jolly Grant- 248 016, Dehradun, Uttarakhand

Policy for Disability Accommodation



10.6.11 Anti-harassment Policy

SRHU upholds a zero-tolerance policy against all forms of harassment, discrimination, or misconduct to ensure a safe, respectful, and inclusive environment for its students, faculty, and staff. The Anti-Harassment Policy prohibits verbal, physical, emotional, or sexual harassment based on gender, caste, religion, disability, socio-economic background, or any other protected identity.

The university's Internal Complaints Committee (ICC) addresses cases of sexual harassment in compliance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, ensuring confidentiality, fairness, and timely resolution. Additionally, the Anti-Discriminatory Unit (ADU) and Student Grievance Redressal Cell (SGRC) handle complaints related to workplace or academic harassment, fostering a culture of accountability and dignity.

Through continuous awareness, sensitization workshops, and orientation sessions, SRHU promotes empathy, equity, and respect among all members of its community—reflecting its strong alignment with SDG 10: Reduced Inequalities and its vision of an inclusive and harassment-free campus.

Web Link: [Policy Against Sexual Harassment - SRHU](#)



Policy for Against Sexual Harassment

Approved	Board of Management on 12 th January 2019
Notification	Notified by Registrar vide notification No. SRHU/Reg/OO/2019-04 (i) dated 15 th January 2019
Reviewed / Revised	Board of Management on 29 th March 2022
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Policy Against Sexual Harassment