

Report on

Sustainable Development

Goal 5



GENDER EQUALITY



Sustainable Development Goal: Gender Equality

Swami Rama Himalayan University (SRHU) places gender equality at the heart of its academic mission and institutional values. The University fosters an inclusive environment where women and men have equal opportunities to learn, lead, and excel. SRHU's commitment is reflected in its gender-focused research, womenled authorship, health initiatives, and community outreach programs that address real issues such as reproductive health, workplace safety, and empowerment. By integrating gender sensitivity across education, healthcare, and research, SRHU actively advances SDG 5. The University continues to champion a culture of respect, fairness, and equal participation, ensuring meaningful progress toward a more equitable society.

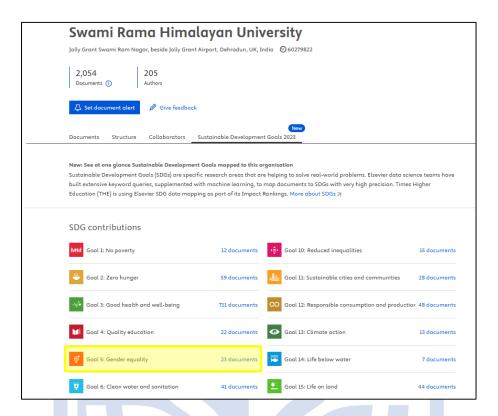
5.1 Research On Gender Equality

The University demonstrates a strong commitment to SDG 5 – Gender Equality through impactful, high-quality research and inclusive authorship. Of the 23 gender-related publications, 12 are authored or co-authored by female researchers, reflecting a balanced 52% female contribution and reinforcing the institution's culture of equity. These studies appear in reputable, high-CiteScore journals such as Reproductive Health, Epilepsy and Behavior, Journal of Tropical Pediatrics, and Journal of Clinical and Experimental Hepatology. The consistent presence of research in leading global platforms highlights the University's dedication to advancing gender equality, promoting women's empowerment, and contributing to sustainable societal transformation.

5.1.1 Proportion of Female Authors

The University demonstrates a clear and consistent commitment to SDG 5 – Gender Equality through impactful research, inclusive authorship, and quality scholarly dissemination. With 23 publications spanning health, social empowerment, and policy domains, the research portfolio showcases both depth and diversity, contributing directly to the global agenda on gender equality. Female scholars play an integral role in authorship and leadership across these studies, reinforcing the University's ethos of inclusivity while promoting gender equality. Publications in recognized, high-quality journals further emphasize the institution's contribution to advancing gender equity research and promoting sustainable societal transformation.





Screenshot from the Scopus database showing Swami Rama Himalayan University's research contributions toward various United Nations Sustainable Development Goals (SDGs)

Out of 23 gender-related publications, 12 were authored or co-authored by female researchers, accounting for approximately 52% of the total output. This strong participation of women in research highlights the university's commitment to inclusive scholarship and gender-balanced authorship.

5.1.2 Gender Equality: CiteScore

A significant proportion of the University's gender-related studies appear in top-tier journals such as Reproductive Health, Epilepsy and Behavior, Journal of Tropical Pediatrics, and Journal of Clinical and Experimental Hepatology, each carrying high CiteScores that reflect global academic excellence. Collectively, these publications showcase SRHU's growing influence in domains such as reproductive health, women's empowerment, public health equity, and social inclusion. The presence of research in journals with CiteScores above 4.0 highlights the institution's emphasis on scholarly rigor, relevance, and international collaboration.

5.1.3 Gender Equality: Publications

The University's publications on gender equality appear in reputable, peer-reviewed, and indexed journals with credible CiteScores. Examples include Reproductive Health (CiteScore 7), Social Work in Public Health (CiteScore 3.3), Journal of Clinical and Experimental Hepatology (CiteScore 5.1), and Epilepsy and Behaviour (CiteScore 4.9).



Table 1: Scopus indexed documents aligning with SDG 5

SN	Paper Title	Authors	Journal / Book Name	Year	Cite Score	FWCI
1	Born Too Soon: learning from the past to accelerate action in the next decade	Gruending, A.; Lawn, J.E.; Reid, A.; Kinney, M.V.; Dube, Q.F.	Reproductive Health	2025	7	11.96
2	Navigating Risks: Exploring Sexual and Reproductive Health and Contraceptive Awareness among Adolescent Girls in District Dehradun	Juyal, R.; Semwal, J.; Shikha, D.; Kaur, G.; Vallabh, V.	Indian Journal of Community Health	2025	0.4	
3	A study of women entrepreneurs as catalysts for sustainable development — An inspirational story of Uttarakhand well known "Mushroom Girl"	Bijlwan, S.; Joshi, S.; Singh, T.P.	Women Entrepreneurs Building Sustainable Business Models in Digital Spaces: Case Studies and Experiences	2024		
4	National workshop on 'Women empowerment in Uttarakhand through S&T interventions'	Sharma, L.M.; Dobhal, R.; Dey, B.; Yadav, N.	Current Science	2024	1.5	
5	Prevalence of Sexually transmitted infections in females attending community health centres in the rural area of Dehradun, India	Mittal, G.; Singh, R.; Rawat, S.; Kakati, B.; Pal, R.	Indian Journal of Community Health	2023	0.4	0.19
6	Does Female Sexuality Decrease in Pregnancy?: A Cross-sectional Questionnaire-based Study	Dagar, N.; Nautiyal, R.; Mangla, M.	Current Women's Health Reviews	2023	0.7	
7	Are Health Caregivers safe from workplace violence? A cross sectional study on workplace safety from Tertiary Care Hospital of Uttarakhand	Vyas, S.N.; Saini, R.S.; Semwal, J.; Chaturvedi, M.; Ansari, M.W.F.	Indian Journal of Community Health	2022	0.4	0.45
8	Socio-economic Correlates of Body Mass Index, Blood Pressure and Contraceptive Use by Reproductive age-group Females	Sinha, R.; Maheshwari, S.; Gupta, P.K.; Roy, D.; Deepshikha	Indian Journal of Community Health	2022	0.4	
9	Domestic Violence: Rehabilitation Programme for the Victim and Violent / Predator	Gokdemir, O.; Cabrita, A.L.; Pavlov, R.; Bhattacharya, S.	Social Work in Public Health	2022	3.3	0.35



10	Effect of COVID-19- Related Lockdown on Intimate Partner Violence in India: An Online Survey-Based Study	Pal, A.; Gondwal, R.; Paul, S.; Aulakh, A.P.S.; Bhat, A.	Violence and Gender	2021	3	1.08
11	Sexual risk behavior: A perilous journey by unmarried youth of District Dehradun, Uttarakhand	Jain, R.; Semwal, J.; Vyas, S.N.; Srivastava, M.	Indian Journal of Community Health	2018	0.4	
12	Changing epidemiology: A new focus of kala-azar at high-altitude Garhwal region of North India	Bhat, N.K.; Ahuja, V.; Dhar, M.; Gupta, V.; Chandra, S.	Journal of Tropical Pediatrics	2017	4.8	0.38
13	Gender difference in aerobic capacity and the contribution by body composition and haemoglobin concentration: A study in young Indian National hockey players	Sharma, H.B.; Kailashiya, J.	Journal of Clinical and Diagnostic Research	2016	1.2	1.03
14	The dilemma of arranged marriages in people with epilepsy. An expert group appraisal	Singh, G.P.I.; Pauranik, A.; Menon, B.; Nadkarni, V.V.; Wakankar, Y.	Epilepsy and Behavior	2016	4.9	0.69
15	Sleep pattern and insomnia among medical students: Effect of gender and dysfunctional beliefs and attitudes about sleep	Joshi, K.; Mishra, D.; Dubey, H.; Gupta, R.	Somnologie	2015	1.7	
16	Awareness and utilization of social security scheme and other government benefits by the elderly — A study in rural area of district Dehradun	Srivastava, A.K.; Kandpal, S.D.	Indian Journal of Community Health	2014	0.4	0.15
17	Gender correlation of stress levels and sources of stress among first year students in a medical college	Saxena, Y.; Shrivastava, A.; Singh, P.	Indian Journal of Physiology and Pharmacology	2014	0.6	0.21
18	Kleine-Levin syndrome: A case report and review of literature	Das, S.; Gupta, R.; Dhyani, M.; Raghuvanshi, S.	Pediatric Neurology	2014	3.9	0.6
19	Profile of Hepatitis B Virus, Hepatitis C Virus, Hepatitis D Virus and Human Immunodeficiency Virus Infections in Hemodialysis Patients of a Tertiary Care Hospital in Uttarakhand	Mittal, G.; Gupta, P.C.; Thakuria, B.; Mukhiya, G.K.; Mittal, M.	Journal of Clinical and Experimental Hepatology	2013	5.1	0.43



20	A study on ASHA - a change agent of the society	Saxena, V.; Kakkar, R.; Semwal, V.D.	Indian Journal of Community Health	2012	0.4	
21	Knowledge and awareness of nursing students about HIV/AIDS	Goel, N.K.; Bansal, R.; Pathak, R.; Aggarwal, M.; Luthra, S.C.	Health and Population Perspectives and Issues	2010	0.204	0.14
22	Knowledge, attitude and perception about HIV/AIDS among pregnant women in rural area of Dehradun	Negi, K.S.; Khandpal, S.D.; Kumar, A.; Kukreti, M.	JK Science	2006	0.2	
23	Prevention from HIV in E.N.T. practice	Gupta, P.C.; Varshney, S.	Indian Journal of Otology	2004	0.2	

Over the reporting period, the University produced 23 publications on gender equality and women's empowerment themes, demonstrating a consistent focus on SDG 5 priorities such as sexual and reproductive health, violence against women, entrepreneurship, and gendered health outcomes.

Table 2: Year-wise distribution of publications related to SDG 5, highlighting key research themes

Year	No. of Papers	Themes
2025	2	Reproductive health, adolescent girls
2024	2	Women entrepreneurs, empowerment
2023	2	Sexual health, workplace safety
2022	3	Body image, domestic violence
2021	1	Intimate partner violence
Earlier (≤ 2020)	13	Gender differences, stress, HIV, etc.
Total	23	

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

5.2 Proportion of First-Generation Female Students

Among its new female enrolees, approximately 3.8 % are first-generation learners, reflecting the University's outreach to women who are the first in their families to pursue higher studies. This achievement highlights SRHU's inclusive admission practices, scholarship opportunities, and supportive campus environment that encourage participation from under-represented and promote gender equality in education. The University continues to strengthen its mentoring and academic-support programmes to enhance retention and success rates among first-generation female students, furthering its mission toward gender equality in higher education



Table 3: Proportion of first generation female students

Data Item	Number
Number of women starting a degree	1,942
Number of First-generation women starting a degree	74

5.3 Student Access Measures

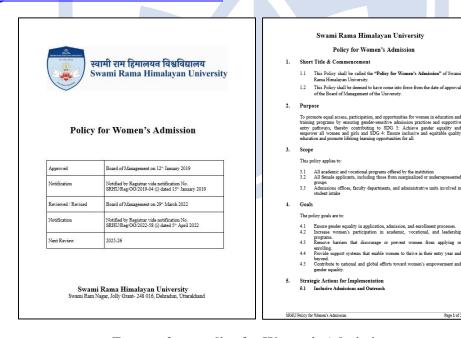
5.3.1 Tracking Access Measures

SRHU systematically tracks women's application, admission, and enrolment data through its annual admission reporting process. This monitoring enables evidence-based evaluation of gender representation and supports continuous improvement in access measures for gender equality. The University's transparent data-tracking framework demonstrates accountability and commitment to equitable participation in all programmes.

5.3.2 Policy for Women Applications and Entry Year

The policy for women's admission promotes gender-sensitive admission practices through targeted outreach, flexible entry options, financial assistance, and mentorship support for women applicants. It also mandates annual monitoring of women's enrolment data and regular policy reviews, demonstrating the University's strong commitment to SDG 5 (Gender Equality) and SDG 4 (Quality Education) by fostering an inclusive and supportive environment for women in higher education. These policies serve as a foundation for enhancing access, inclusion, and gender equality within the University ecosystem

Evidence: Policy for Women's Admission - SRHU



Excerpt from policy for Women's Admissions

5.3.3 Women's Access Schemes

The University has an established, written policy addressing women's applications, acceptance, and entry, as part of its "SRHU Policy for Scholarships & Fee Concessions (2024)". Clause 6.1 of this policy states: "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 programme." This policy ensures that female applicants receive direct financial support at the point of entry, promoting equitable access and gender equality in higher education.

SRHU also provides structured financial and inclusion-based support mechanisms for women and underrepresented groups, reinforcing gender equality principles. Special Scholarships for Transgender Candidates: Section 5.3.1(a) establishes 100%/50% tuition scholarships for transgender students (UG/PG) during the first year. These formalised financial-access measures demonstrate SRHU's commitment to SDG 5 (Gender Equality) and contribute directly to the university's Access & Participation objectives

Evidence: Link to policy

- 5.3 Special Scholarship:
 - 5.3.1 Categories of the Scholarships

 - (b) Differently abled Candidate
 - (c) Ward of below the rank of Non-Commissioned Officers of Armed Forces / Para Military Forces / Police Force Personnel (Serving and Retired)
 - 5.3.2 Applicability and percentage of 'Special Scholarship' on Tuition Fee shall be as given hereunder:

Applicability *	% of Scholarship on Tuition Fee			
	For UG Students	For PG Students		
For First year	100%	50%		
For subsequent years based on maintaining a minimum ≥80% (8.4 CGPA) and attendance record of at least 80% in each of the semester	100 %	50%		

- Document required from Transgender / Differently abled Candidate (Medical Certificate from Competent Authority) and for ward of Armed /Para Military /Police Force Personnel either Serving or Retired (Valid ID/Pension card of the serving parent). The Scholarship granted for the First year will be distributed over the entire duration of the programs
- 6. Fee concessions:
 - 6.1 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 programm
 - 6.2 For students passed out from SRHU & joining next Higher Degree in the SRHU: At the time of admission, one-time fee concession equivalent to 25% of the Tuition Fee of the First Year shall be applicable for one programme only for taking admission into next higher degree programme immediately after passing the eligible course.
 - 6.3 For Wards of SRHU Employees: At the time of admission, one-time fee concession equivalent to 25% of the Tuition Fee of the First Year shall be applicable for one programme only, subject to the following condition:
 - (a) Employee must have completed 3 (three) years of service.
 (b) Only one child of Employee will be benefited.
 - (c) Fee-concession will be withdrawn once the employment of the employee ceases with the University.

 The required documents will be verified by the University.

7. Free-ship for Orphans

One Candidate in each academic programme of the University will get free education who is Orphan and has no earning member in the family. The Free-ship will be provided only on the basis of first come first serve. For applying for Free-ship, the candidate/student will be required to submit Death Certificate of the parents.

SRHU/Policy for Scholarships & Fee Concessions

University provide special scholarship to various marginalized students along with fee concession

5.3.4 Women Application in Underrepresented Subjects

The University promotes women's participation in academic disciplines where they are historically underrepresented, particularly in STEM (Science, Technology, Engineering and Mathematics) and Management Studies. The University encourages applications by women through sustained outreach, awareness programmes, and collaborations with national and regional partners, strengthening the pursuit of gender equality in education.



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

SRHU celebrated this UN-recognised day on campus to promote equal access and participation of women and girls in science. The event featured sessions highlighting opportunities for women in research and innovation and encouraged female students from nearby schools to consider STEM education

Evidence: Click here for more information

Women Empowerment through Science and Technology Workshop (29–30 March 2024)

The University hosted a two-day workshop titled "Women Empowerment through Science and Technology in Uttarakhand," coinciding with the inauguration of the Uttarakhand Chapter of the National Academy of Sciences, India (NASI). The programme promoted women's participation in STEM-related research, self-reliance, and entrepreneurship, particularly among women and young students

Evidence: Click here for more information

5.4 Proportion of Senior Female Academics

5.4.1 Proportion of Senior Female Academics

In the academic year 2023–2024, SRHU recorded a total of **337** senior academic staff (FTE), among whom **119** were female, representing approximately **35.3** percent of all senior academic roles. These data reflect SRHU's commitment to increasing women's representation in academic leadership and fostering gender equality at senior institutional levels. SRHU's transparent recruitment, promotion, and faculty development policies are consistent with its broader gender equality framework under SDG 5, ensuring equitable advancement opportunities for women in academia.

Table 4: Proportion of female senior academic staff

Metric	Value (FTE)
Number of senior academic staff	337
Number of Female senior academic staff	119

5.5 Proportion of women Receiving Degrees

5.5.1 Proportion of Female Degrees Awarded

To monitor progress in gender equality, SRHU systematically collects and analyses gender-disaggregated student data across all academic units and programmes each year. Graduates are classified according to broad subject areas namely STEM, Medicine, and Arts & Humanities / Social Sciences: encompassing all undergraduate and postgraduate programmes offered by SRHU's constituent schools and colleges. The figures represent headcount totals (not FTE) of all graduates who successfully completed their programmes and were awarded degrees in 2023–2024.

The 2023–2024 data show that female students formed a significant majority (63%) of the total graduate population. In particular, women accounted for 68.6% of graduates in Medicine and Health Sciences, 57% in STEM, and 46.2% in Arts & Humanities / Social Sciences. This distribution reflects SRHU's sustained efforts to promote women's participation in traditionally underrepresented areas such as science and technology, while maintaining strong gender representation in the medical and health sciences disciplines.



Table 5: Proportion of female students in STEM, Medicine, and Arts & Humanities / Social Sciences

Broad Subject Area	Female Graduates	Male Graduates	Total Graduates	% Female Graduates
Medicine / Health Sciences (HCN + HIMS)	302	138	440	68.6 %
STEM (HSBS + HSST)	65	49	114	57.0 %
Arts & Humanities / Social Sciences (HSMS + HSYS)	48	56	104	46.2 %
Total (All Subjects)	415	243	658	63.1 % female

Table 6: Percentage of female graduates at different academic units of SRHU

Academic Unit	Subject Category (Broad Area)	Female Graduates	Male Graduates	Total Graduates	% Female Graduates
HCN – Himalayan College of Nursing	Medicine / Health Sciences	93	20	113	82 %
HIMS – Himalayan Institute of Medical Sciences	Medicine / Health Sciences	209	118	327	64 %
HSBS – Himalayan School of Bio Sciences	STEM	49	17	66	74 %
HSMS – Himalayan School of Management Studies	Arts / Humanities / Social Sciences	33	40	73	45 %
HSST – Himalayan School of Science & Technology	STEM	16	32	48	33 %
HSYS – Himalayan School of Yoga Sciences	Arts / Humanities / Social Sciences	15	16	31	48 %
Grand Total	-	415	243	658	63 % female graduates overall

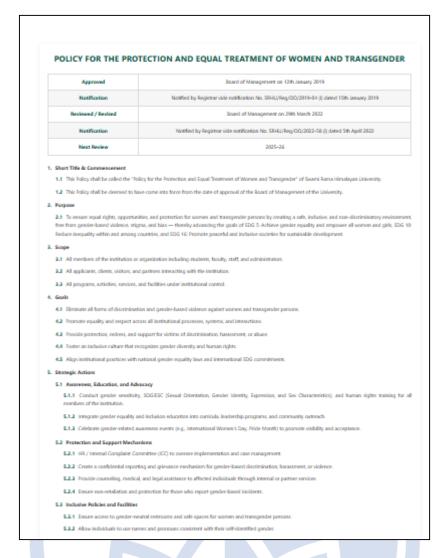
5.6 Women's Progress Measures

5.6.1 Policy of Non-Discrimination Against Women

The Policy for the Protection and Equal Treatment of Women is present in the University, aimed at fostering a safe, inclusive, and non-discriminatory environment across all academic and administrative domains while promoting gender equality.

Evidence: Click here for Policy

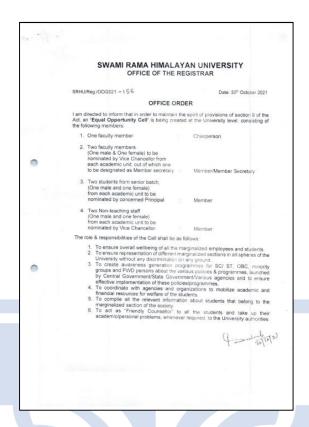




SRHU has a policy in place that protects and imparts equal treatment to women supporting non discrimination against women

SRHU has an institutional commitment to non-discrimination, reflected in its 'Equal Opportunity Cell' charter and inclusion policy, which explicitly support gender equality across all university operations. The University ensures fair treatment and equal opportunities in recruitment, education, and employment, promoting a culture rooted in gender equality.





Equal Opportunity Cell" to promote inclusivity, ensure welfare of marginalized sections, and provide support mechanisms for students and staff across all spheres of university life

In addition, we uphold a strong commitment to equitable recruitment and employment practices, ensuring that all applicants and employees are treated fairly and without discrimination, regardless of gender or any other individual characteristics.

Evidence: https://srhu.edu.in/wp-content/uploads/2023/12/Recruitment%20Policy.pdf



Swami Rama Himalayan University

RECRUITMENT POLICY

1. Short Title & Commencement

- 1.1 This Policy shall be called "Recruitment Policy" of Swami Rama Himalayan
- 1.2 This Policy shall be deemed to have come into force from the date of approval of the Board of Management of the University
- 1.3 Unless otherwise specifically provided in this Policy, pronouns in masculine, feminine and neuter genders shall be construed to include any other gender, and words in the singular form shall be construed to include the plural and
- 2. OBJECTIVE: This policy aims to strategically forecast the staffing needs, formulate budgetary considerations, and acquire human resources possessing the essential qualifications, skills, aptitude, merit, and suitability aligned with the University's
 - 2.1 The primary goal is to uphold professional standards and implement best practices tment processes.
 - 2.2 Secure personnel with the appropriate skill set for the University while fostering a conducive environment for their retention
 - 2.3 Facilitate the professional development of employees, preparing them for future oles within the University.
 - 2.4 Affirm the University's commitment to fair treatment by articulating a recruitment policy that ensures equal consideration for job applicants and incumben regardless of age, gender, marital status, caste, community, race, color, religio ethnic background, nationality, national origin, sexual orientation, or disability.
 - 2.5 Regularly assess and update selection criteria and procedures to guarantee that individuals are evaluated and managed based on their relevant merits and abilities

3. DEFINITIONS:

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

Recruitment Policy emphasise on fair treatment during recruitment process regardless of gender and other norms

The University also has an Internal Committee in place that handles cases of discrimination against women and sexual harassment while ensuring gender sensitization across campus.

SWAMI RAMA HIMALAYAN UNIVERSITY OFFICE OF THE REGISTRAR

SRHU/Reg./OO/2024-102

OFFICE ORDER

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

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

Terms, Conditions and Responsibilities of Committee Members

- 1. At least one-half of the total members of the ICC shall be women
- The term of office of the members of the ICC shall be for a period of three years out of which one –third of the members of the ICC may change every year. 3. The appointed External Member shall be paid TA/DA and /or Honrarium for holding the
- proceedings of the Internal Committee
- The Students Member will be appointed case to case basis only provided the matter is related to the students.
- 5. The committee shall entertain only those cases of sexual harassment which are defined in Section 3(1)(0 of UGC (Prevention, Prohibition and redressal of Sexual harassment of women employee and students in higher educational institutions) Regulation, 2015, as mentioned below:
 - (A) An unwanted conduct with sexual undertones if it occurs or which is persistent and which demeans, humiliates or creates a hostile and intimidating environment or is calculated to induce submission by actual or threatened adverse consequences

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

- (i) Any unwelcome physical, verbal or non-verbal conduct of sexual nature;
- Demand or request for sexual favours;
- (iii) Making sexually coloured remarks
- (iv) Physical contact and advances; or
- (v) Showing pornography"
- (B) Any one (or more than one or all) of the following circumstances, if it occurs or is present inrelation or connected with any behaviour that has explicit or implicit present inrevalues sexual undertones-
 - (i) Implied or explicit promise of preferential treatment as quid pro quo for sexual favours;
 - (ii) Implied or explicit threat of detrimental treatment in the conduct of work;
 - (iii) Implied or explicit threat about the present or future status of the person
 - (iv) Creating an intimidating offensive or hostile learning environment;
- (v) Humiliating treatment likely to affect the health, safety dignity or physical integrity of theperson concerned;
- The committee shall provide assistance if an employee or a student chooses to file a complaint with the police;
- 7. The committee shall provide mechanisms of dispute redressal and dialogue to anticipate and address issues through just and fair conciliation without undermining complainant's rights, and minimize the need for purely punitive approaches that lead to further resentment, alienation or violence;
- 8. The committee shall protect the safety of the complainant by not divulging the person's identity, and provide the mandatory relief by way of sanctioned leave or relaxation of attendance requirement or transfer to another department or supervisor as required during the pendency of the complaint, or also provide for the transfer of the offender;
- The committee shall ensure that victims or witnesses are not victimised or discriminated against while dealing with complaints of sexual harassment; and
- 10. The committee shall ensure prohibition of retaliation or adverse action against a covered individual because the employee or the student is engaged in protected activity.

Procedure for conducting Inquiry

- An aggrieved person is required to submit a written complaint to the ICC within three months from the date of the incident and in case of a series of incidents within a period of three months from the date of the last incident.
- 2. The ICC shall, upon receipt of the complaint, send one copy of the complaint to the respondent within a period of seven days of such receipt
- 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.

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- The inquiry has to be completed within a period of ninety days from the receipt of the complaint. The inquiry report, with recommendations, if any, has to be submitted within ten days from the completion of theinquiry to the Vice-chancellor of the University. Copy of the findings or recommendations shall also be served a both parties to the
- 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.
- 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.
- 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.
- The identities of the aggrieved party or victim or the witness or the offender shall not be made publicor kept in the public domain especially during the process of the inquiry.

This bears approval of the competent authority.

Registrar

Hon'ble President Hon'ble Vice Chancellor Director General (Academic Development)

for kind information please

Parents' representatives

Students' representatives

Non-teaching representatives

Principal, All constituent colleges/schools - to intimate all HODs

Notice Boards

ICC, ensures a safe, respectful, and gender-sensitive campus environment

SWAMI RAMA HIMALAYAN UNIVERSITY

Anti-Ragging Committee: Monitors student conduct and enforces

OFFICE OF THE REGISTRAR SRHU/Reg./00/2023-143 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 | 1 | Dr. Rajendra Dobhal, Vice-Chancellor, SRHU | 2 | SDM, Rishikesh Designated as Chairperson Representative of Civil Administration Representative of Police Administration Dr. Alpa Gupta, Professor Department of Pediatrics, HIMS Dr. A. K. Srivastava, Professor Department of Community Medicine, HIMS Ms. Ekta Rao, Assist. Professor, HSMS Dr. Ravindra Sharma, Assist. Professor, HSMS Dr. Department Strivastava, Assist. Professor, HSST Dr. Pooja Joshi, Assist. Professor, HSST Ms. Preeti Prabha, Assist. Professor, HSST Ms. Preeti Prabha, Assist. Professor, HSN Dr. Vishal Rajput, Assist. Professor, HSNS Dr. Somlata Jha, Assist. Professor, HSSS Dr. Somlata Jha, Assist. Professor (Med Phys) Department of Radio Oncology, HIMS Dr. Ujjwal Nautival. Assoc. Professor, HSPS Mr. Surajit Singh Chowdhuy Flo Ms. Shubhashree Chowdhuy MBBS- 1ª Prof. Ms. Beena Saklani Mo Ayush Saklani, B Tech 2nd Year Dr. Alpa Gupta, Professor Faculty representatives

Anti-Ragging committee with an aim to tackle issues related to discrimination irrespective of gender

Ms. Beena Saklani
Mo Ayush Saklani, B. Tech 2nd Year
Mr. Smit Sharma, MBA 1st Year, HSMS
Ms. Tanuja Rana, B. Sc. Nursing 4th Year
Mr. Om Borkar, MBBS 1st Prof.
Ms. Srishti Rawat, B. Sc. 2nd Year, HSBS
Mr. Praveen Tiwari
Assist. Registrar
Research and Development Cell, SRHU
Ms. Arundhati Lakhwara,
Assist. Office Superintendent, HCN



5.6.2 Non-Discrimination Policies for Transgender

The Policy for the Protection and Equal Treatment of Transgender Persons is present in the University, aimed at fostering a safe, inclusive, and non-discriminatory environment across all academic and administrative domains while promoting gender equality. The policy ensures equal rights, dignity, and opportunities for women and transgender individuals by promoting gender sensitivity, awareness, and inclusivity through structured education, grievance redressal mechanisms, and supportive facilities. It establishes confidential reporting systems, counselling and legal support, and mandates gender-sensitivity and SOGIESC training for all members of the institution

Evidence: Click here for Policy



SRHU has a policy in place that protects and imparts equal treatment to women and transgender

5.6.3 Maternity Policy

The University has adopted a comprehensive Policy for Parental Leave to promote gender equality, employee well-being, and work—life balance for all staff members. The policy provides 26 weeks of paid maternity leave and 15 days of paid paternity leave, extending benefits to adoptive and commissioning parents as well. It ensures job protection, continuity of service, and equal reinstatement rights for employees availing parental leave, while also offering flexible work options and access to crèche facilities as per statutory norms. The policy encourages shared parenting and gender equity in caregiving responsibilities through awareness and support programs. By ensuring equal parental benefits for both men and women

Evidence: Click here for Policy



5.6.4 and 5.6.5 Childcare Facilities for Students, Staff and Faculty

SRHU provides accessible and affordable childcare support to enable student mothers to continue their education without interruption. The University offers subsidised childcare access through two on-campus facilities Udgam Pre-school and Day-care Facility and Vidya School. These facilities are situated within the main campus, ensuring easy access for students pursuing professional and academic programmes at SRHU. Both centres provide safe, well-equipped environments designed to meet the developmental needs of young children (For more information)



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



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







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





Children of Play group at Vidya School located within the University Campus



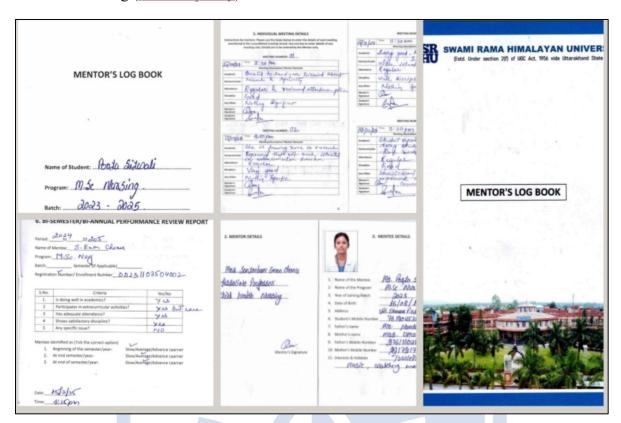
Children of Play group at Vidya School located within the University Campus

Evidence: https://srhu.edu.in/campus-life/#



5.6.6 Women's Mentoring Schemes

SRHU offers a structured Mentor-Mentee Programme that pairs students with experienced faculty, providing personalised academic, career- and life-skills guidance. All the **enrolled female students (100%)** have a designated mentor who are eligible and supported through this scheme demonstrates a strong foundation for gender-inclusive mentoring (Link for policy).



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

5.6.7 Tracking Women's Graduation Rate

While SRHU currently monitors broader student progress and engagement. The University promotes gender-sensitive admission and mentorship policies, the University signals readiness and intent to track such outcomes and close any performance gaps over time.

5.6.8 Policies Protecting Those Reporting Discrimination

The University has established an Internal Complaints Committee (ICC) in accordance with statutory guidelines to ensure a safe, inclusive, and equitable environment for all members of the campus community. The ICC not only addresses cases of sexual harassment but also extends protection to individuals who report any form of discrimination, harassment, or unfair treatment based on gender, caste, religion, disability, or other personal characteristics. The University's policy strictly prohibits retaliation or victimization against any person who, in good faith, reports discrimination or participates in an inquiry process. The ICC ensures that complainants, witnesses, and individuals assisting in investigations are treated with dignity and respect, and that their identities and statements are kept confidential throughout the process. (For information on ICC)



SWAMI RAMA HIMALAYAN UNIVERSITY OFFICE OF THE REGISTRAR

SRHU/Reg./OO/2024-102

Date: 2nd July 2024

OFFICE ORDER

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

S.N.	Composition	Name & Designation	Status
1	A women Faculty Member	Dr. Alpa Gupta, Professor, Dept. of Paediatrics, HIMS	Chairperson
2 Two Faculty members	Dr. Pragya Tripathi, Associate Professor, Dept. of Forensic Medicine, HIMS	Member	
	2 Two raddity members	Dr. Seema Madhok, Assistant Professor, HSST	Member
Two Non-Teaching	Two Non-Teaching	Ms. Garima Kapoor Assistant Manager, C-PACE	Member
3	Employee	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 TA/DA and /or Honrarium for holding the proceedings of the Internal Committee.
- 4. The Students Member will be appointed case to case basis only provided the matter is related to the students.
- The committee shall entertain only those cases of sexual harassment which are defined in Section 3(1)(f) of UGC (Prevention, Prohibition and redressal of Sexual harassment of women employee and students in higher educational institutions) Regulation, 2015, as mentioned below:
 - (A) An unwanted conduct with sexual undertones if it occurs or which is persistent and which demeans, humiliates or creates a hostile and intimidating environment or is calculated to induce submission by actual or threatened adverse consequences

SRHU/Constitution of Internal Complaints Committee



and includes any one or more or all of the following unwelcome acts or behaviou ther directly or by implication), namely

- Any unwelcome physical, verbal or non-verbal conduct of sexual nature;
- Demand or request for sexual favours; (ii)
- (iii) Making sexually coloured remarks
- (iv) Physical contact and advances; or
- (v) Showing pornography"
- (B) Any one (or more than one or all) of the following circumstances, if it occurs or is present inrelation or connected with any behaviour that has explicit or implicit sexual undertones-
 - Implied or explicit promise of preferential treatment as quid pro quo for sexual favours;
 - (ii) Implied or explicit threat of detrimental treatment in the conduct of work;
 - (iii) Implied or explicit threat about the present or future status of the person
 - (iv) Creating an intimidating offensive or hostile learning environment
- Humiliating treatment likely to affect the health, safety dignity or physical integrity of the person concerned;
- 6. The committee shall provide assistance if an employee or a student chooses to file a
- 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
- 10. The committee shall ensure prohibition of retaliation or adverse action against a covered individual because the employee or the student is engaged in protected activity.

Procedure for conducting Inquiry

- 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



- 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 a both parties to the complaint.
- 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.
- 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.
- 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.
- The identities of the aggrieved party or victim or the witness or the offender shall not be made publicor kept in the public domain especially during the process of the inquiry.

This bears approval of the competent authority.

By order.

Copy to: Hon'ble President Hon'ble Vice Chancellor

for kind information please

Director General (Academic Development)

Principal, All constituent colleges/schools – to intimate all HODs

All concerned members

Notice Boards

ICC, ensures a safe, respectful, and gender-sensitive campus environment



5.6.9 Paternity Policy

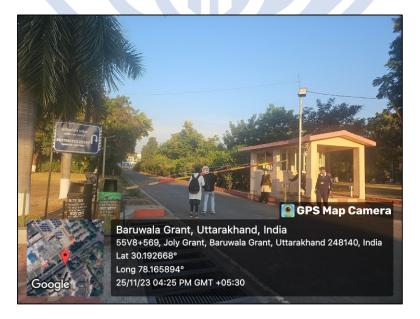
The University has adopted a comprehensive Policy for Parental Leave to promote gender equality, employee well-being, and work—life balance for all staff members. The policy provides 15 days of paid paternity leave, extending benefits to adoptive and commissioning parents as well. It ensures job protection, continuity of service, and equal reinstatement rights for employees availing parental leave. The policy encourages shared parenting and gender equity in caregiving responsibilities through awareness and support programs. By ensuring equal parental benefits for both men and women (Click here for Policy)

Infrastructure and Facilities

The entire campus is gated and well-guarded with 24*7 security personnel available at various entry points, including hostels, colleges, offices, etc. Separate security-guarded hostels with in-house messes are provided for girls with full-time female guards and wardens.



Guards (Male and Female) at the Main Security Gate at the University entrance
With Barricades



Female guards at the Security Gate with Barricades at the entrance of the residential campus (near the Medical College)



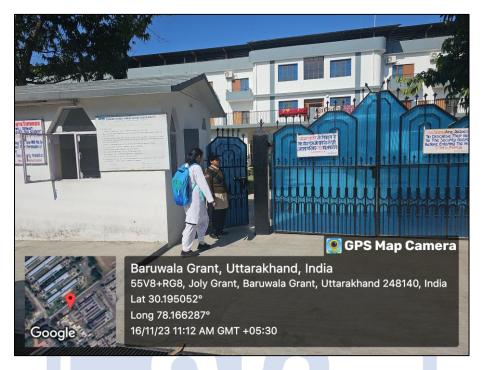


Security Guard at Barricades on the way to University and Nursing College
(Near SBI ATM)

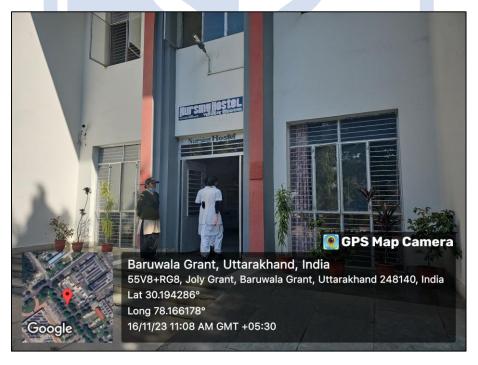


Security Guard at barricades at the way to Hospital LTs (besides Central Laboratory)



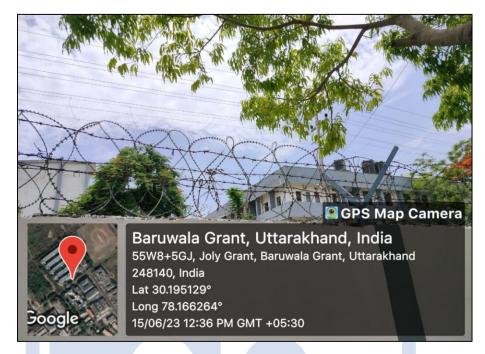


Female guard outside MBBS Girls Hostel



Female guard outside Nursing Girls Hostel





Wire fencing at MBBS Girls Hostel

A total of 1794 CCTV cameras have been installed at various strategic points monitored by CCTV units 24x7. If there is any unusual incident, the security team posted at the concerned CCTV surveillance center scans all records and reports back to the authorities for timely and appropriate actions.

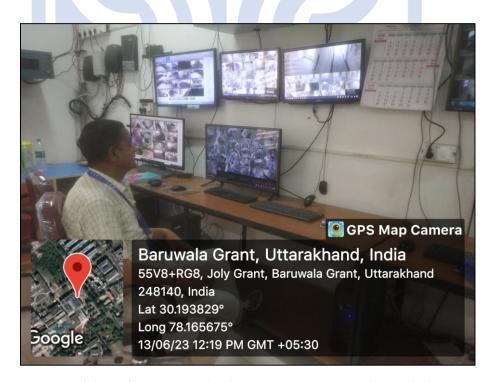


CCTV cameras at medical college and Security check post in front of Medical College





CCTV camera at main hospital entrance



CCTV Camera monitoring room at New Hospital Building





CCTV Camera monitoring room at the Himalayan College of Nursing



CCTV Camera monitoring room at the Himalayan Institute of Medical Sciences





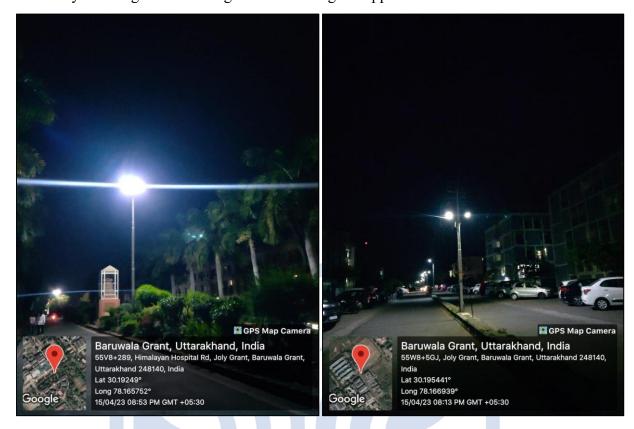
CCTV Camera monitoring room at the University office



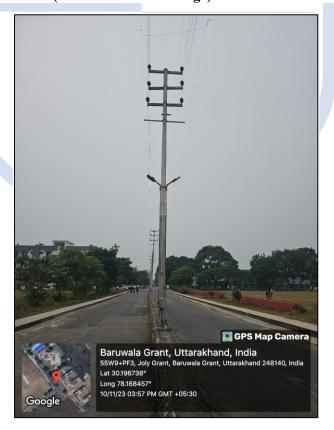
CCTV Camera monitoring room at the MBBS girls hostel



Roads are well-lit by street lights that have generator/solar grid support.



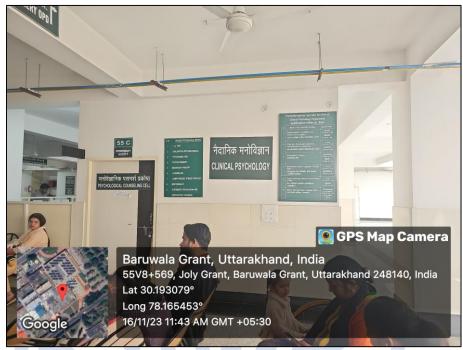
Street lights at Buddha Statue (outside Medical College) and on the road to activity centre



Street light in broad daylight in front of the sports ground



The University has a dedicated Psychological Counselling Cell run 24 X 7 by a team of experts from the Clinical Psychology department that organizes awareness and provides counselling to the staff and students related to sexual, emotional, or psychological issues, offering support through listening and responding in a confidential, non-judgmental and timely way.



Psychological Counselling Cell at Himalayan Hospital, New OPD Block



Counselling sessions in progress at Psychological Counselling Cell by the expert





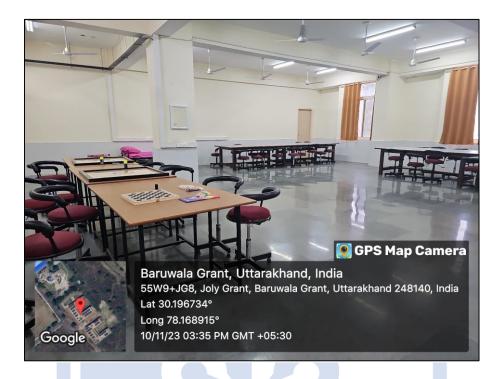
Counselling sessions in progress at Psychological Counselling Cell by the expert

There are separate Common Rooms for boys and girls, with beds, tables, chairs, indoor games, drinking water facilities, and washrooms. The girls' common rooms also provide sanitary pads vending machines and dustbins.

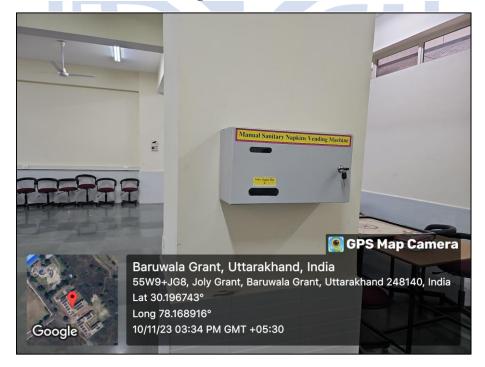


Common Room for Female Students in Himalayan School of Science & Technology (HSST)





Tables, chairs, and indoor games in Girls' Common Rooms at HSST



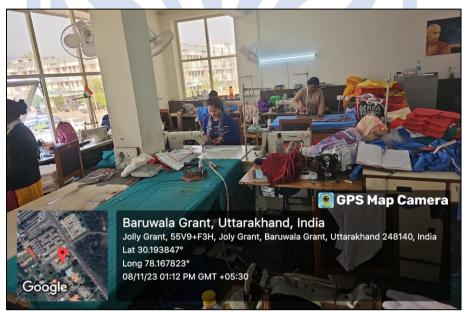
Sanitary Napkin Vending Machine in Girls' Common Rooms at HSST



The University has facilities such as parlour, tailoring, and grocery stores within its premises, so that the female employees/students don't have to leave the campus for their basic necessities.



Parlour Services for Female Employees and Students in the University



Tailoring and Ironing Services for Female Employees and Students in the University





Tailoring and Ironing Services for Female Employees and Students in the University

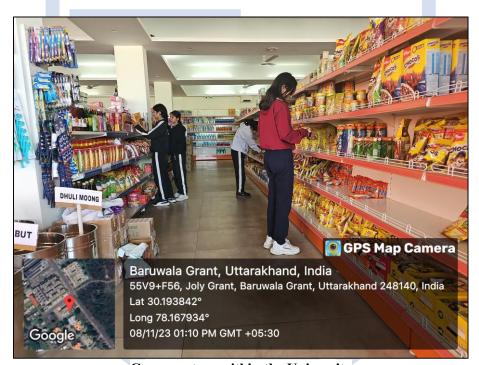


Laundry Services in the University





Laundry Services in the University



Grocery store within the University

Activities undertaken by University Promoting SDG 5

1. Date: May 28, 2024

Menstrual Hygiene Day: Awareness and Training Session for ASHAs at the Rural Health Training Centre

The Department of Community Medicine observed Menstrual Hygiene Day on May 28, 2024, by organizing an awareness and training session for Accredited Social Health Activists (ASHAs) at the Rural Health Training Centre (RHTC), Gohri Mafi. The event was led by Dr. A.K. Srivastava (Head of Department), Dr. Abhay Srivastava (RHTC In-charge), Dr. Neha Sharma (Assistant Professor & Nodal Officer for Menstrual Hygiene Management), Dr. Avani Gupta, and Mrs. Albert Grace (Public Health Nurse), along with interns and MSWs. The session focused on enhancing the ASHAs' understanding of menstrual hygiene management (MHM), addressing myths and misconceptions, and promoting safe and hygienic practices in rural communities. Interactive discussions and demonstrations were conducted to



build their capacity to educate adolescent girls and women in their respective areas. The program concluded with a reaffirmation of the department's commitment to promoting menstrual health awareness and empowering community health workers to foster positive behavioral change at the grassroots level.



Faculty members, interns, and health workers from the Department of Community Medicine, HIMS, SRHU, during the Menstrual Hygiene Day awareness

2. Date: April 13, 2024

Himalayan College of Nursing, Jolly Grant conducts an awareness campaign on 'Safe Motherhood Day'

Information on risk-free maternity provided through posters and plays

The Himalayan College of Nursing, Jolly Grant, organized an awareness campaign at CHC Doiwala to commemorate *National Safe Motherhood Day*. The event aimed to educate women about maternal health, safe childbirth, and quality maternal care services. A quiz competition was conducted to engage participants and reinforce health-related knowledge. Dr. K.S. Bhandari, Chief Medical Superintendent at CHC Doiwala, emphasized the importance of ensuring maternal health and providing comprehensive care to expectant mothers. Dr. Kamlesh Bharti from the Department of Obstetrics and Gynecology unveiled the theme of the event — "Together, Let's Play Our Role for Respectful Motherhood Care." Students from the Himalayan College of Nursing actively participated through informative plays and a poster exhibition, effectively spreading awareness on safe motherhood practices.





A nursing student from the Himalayan College of Nursing, Jolly Grant, educates women on maternal and child health during the National Safe Motherhood Day awareness campaign at CHC Doiwala



Faculty and students of the Himalayan College of Nursing, Jolly Grant, during the National Safe Motherhood Day awareness program organized in collaboration with the Department of Obstetrics and Gynaecology, SRHU, Jolly Grant



3. Date: April 22, 2024

Rising Cases of Breast Cancer in Young Women Alarming: Dr. Rakesh Kumar

A guest lecture on Breast Cancer was organized at Swami Rama Himalayan University (SRHU), Jolly Grant, featuring renowned cancer biologist Dr Rakesh Kumar, under the SRHU International Endowment Chair – Swami Rama Chair for Cancer Research. The event commenced with the traditional lighting of the lamp before the portrait of the university's founder, Dr Swami Rama, at the Himalayan Institute of Medical Sciences auditorium. Dr Rakesh Kumar shared significant insights from his research, focusing on the increasing incidence of breast cancer among young women. He emphasized the importance of early detection and highlighted factors contributing to the declining age of onset in India, including lifestyle choices, contraceptive use, and dietary patterns.



Dr. Rakesh Kumar delivering a guest lecture on breast cancer during the inaugural session of the SRHU International Endowment Chair – Swami Rama Chair for Cancer Research at the Himalayan Institute of Medical Sciences, Jolly Grant.

4. Date: February 15, 2024

International Day of Girls and Women in Science celebrated at SRHU

Swami Rama Himalayan University (SRHU), Jolly Grant, celebrated the International Day of Women and Girls in Science with great enthusiasm. The event, organized by the Research and Development Cell, was inaugurated with the traditional lighting of the lamp before the portrait of the university's founder, Dr. Swami Rama, at the Adi Kailash Auditorium. The program honored women who have made remarkable contributions to the fields of science and technology. Chief Guest Dr. Rajendra Dobhal, Vice-Chancellor of SRHU, highlighted that this international observance, initiated by UNESCO and UN-Women, aims to promote equal access and participation of women and girls in science, encouraging their active role in research and innovation.

Special Guest Dr. Meenu Singh, Director and CEO of AIIMS Rishikesh, emphasized that women have played pivotal roles in the advancement of science since its early history and continue to contribute significantly to scientific progress today. The event served as a platform to inspire young women scholars and students to



pursue careers in science and research, reinforcing SRHU's commitment to gender equality and empowerment in the scientific community.



Vice-Chancellor Dr. Rajendra Dobhal addressing the gathering during the International Day of Women and Girls in Science celebration organized by the Research and Development Cell at Swami Rama Himalayan University, Jolly Grant



Faculty members and participants during the celebration of the International Day of Women and Girls in Science at Swami Rama Himalayan University, Jolly Grant