SUSTAINABLE DEVELOPMENT GOAL

# 16 Peace, Justice and Strong Institutions

Progress Report

# 2025




**Shoolini University**

Shoolini University of Biotechnology and Management Sciences

Bajhol, Solan, Himachal Pradesh - 173229

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# 1. Introduction

Shoolini University places dignity, fairness and institutional integrity at the centre of its contribution to Sustainable Development Goal 16: Peace, Justice and Strong Institutions. Its approach connects accountable governance with an inclusive campus culture, access to grievance redressal, student participation and education that prepares responsible citizens.

Peaceful institutions are sustained through everyday practices: decisions that can be explained, concerns that can be raised without fear, and opportunities that are open to all. The University's governance and policy framework brings these principles into academic administration, student welfare and workplace relationships. Codes of conduct, safeguards against ragging and harassment, equality provisions and whistleblower protection establish a shared foundation of rights and responsibilities.

The 2025 report brings together this continuing institutional framework, justice-oriented education, research published during the year, and documented community activities. The Internal Quality Assurance Cell (IQAC), student representative structures and relevant committees provide channels for oversight, dialogue and improvement. Together, these arrangements support a learning environment grounded in respect, accountability and public responsibility.

**Reporting period and documentary scope**

The reporting period is January–December 2025. Policies are reproduced with their original dates and wording. The supplied Student Council notification concerns academic year 2024–25. The anti-ragging notifications dated 20 April 2026 and 3 September 2026 are identified as subsequent governance updates and are not presented as appointments made in 2025. Publication citation data reflect the supplied Scopus/SciVal export updated on 18 October 2026.

**Public evidence**

Shoolini University: Samvidhan Diwas and Law Fest 4.0 (29 November 2025)

## 2. Institutional Governance and Ethical Framework

Shoolini University's governance framework assigns responsibility across academic and administrative bodies while supporting consultation, oversight and ethical decision-making. The Governing Body, Academic Council and Boards of Studies provide structured forums for policy development, academic review and institutional direction. This distribution of responsibility strengthens accountability and allows decisions to draw on expertise from across the University.

### Transparent administration

The institutional framework emphasises merit, consistency and fairness in recruitment, promotion and academic evaluation. Deliberations through statutory bodies enable policies and procedures to be reviewed through professional dialogue, with clear responsibilities for implementation and follow-up.

### Quality assurance and institutional review

The IQAC supports academic quality, documentation and institutional self-review. Its work links quality benchmarks with departmental evidence, stakeholder feedback and improvement priorities. Academic and Administrative Audits provide a complementary mechanism for examining curriculum delivery, operational effectiveness and stakeholder experience.

### Digital governance

Digital administrative systems, including ERP, e-office processes and online channels for concerns, support accessible communication and orderly record management. These mechanisms help departments coordinate work, track processes and strengthen the evidence available for review. Their value lies in making institutional responsibilities clearer and supporting timely, informed decisions.

The governance arrangements described in the preceding report remain the institutional foundation of this account. Continuous review, responsible documentation and attention to stakeholder concerns connect the University's pursuit of academic excellence with the principles of transparent and effective institutions.

# 3. Policy Framework for Equality, Safety and Justice

A safe and inclusive university requires both clear standards of conduct and dependable mechanisms for applying them. Shoolini University's policy framework addresses intimidation, harassment, discrimination, disability-related barriers and the reporting of unethical conduct. These provisions establish a common expectation: every member of the University community should be treated with dignity and have access to appropriate support.

### Safety and protection from harassment

Anti-ragging arrangements define institutional responsibility for prevention, monitoring and response. The Anti-Harassment Policy provides a documented framework for respectful conduct and the handling of concerns. Together, these measures support a campus environment in which academic participation is protected from bullying, coercion and harassment.

### Equity, diversity and inclusion

The EDI Policy and committee arrangements support equal opportunity and respect for diverse backgrounds. The Policy for Differently Abled Persons extends this commitment to accessibility, learning support, accommodation and participation. Its complete pages are retained unchanged in the following documentary section.

### Protected reporting and accountability

The Whistleblower Protection Policy provides a formal route for raising concerns about misconduct and safeguards the principle of responsible disclosure. Confidential handling, fair examination and protection against reprisal are central to institutional trust.

The following pages reproduce the supplied anti-ragging notification, Anti-Harassment Policy, EDI Policy and committee document, the retained disability policy, and the Whistleblower Protection Policy. Original institutional wording, signatures and dates are preserved.

Shoolini University
Think Learning. Think Success.

Ref. No SUBMS/ 2025-26 / 16-20
Dated 20/04/2026

In partial modification to this office Notification No. SUBMS-Acad/2024-25-2946-51 dated 22/08/2024, **and consequent upon the resignation of Dr. Deepak Kapoor**, the Vice-Chancellor, in exercise of the powers vested in him under the provisions contained in Section 25(i) of the University Act, has been pleased to reconstitute the Anti-Ragging Committee of the University as under:

**Reconstituted Anti-Ragging Committee**

1. **Dr. Narinder Verma**— Dean Academic Affairs, **(Convener)**
   (Phone No. 7018408726, Email: **deanacademics@shooliniuniversity.com**)
2. **Dr. Neeraj Gandotra** — Associate Dean, Students Welfare **(Co-Convener)**
   (Phone No. 8580527369, Email: **neerajgandotra@shooliniuniversity.com**)
3. **Brig. Sunil Mehta**— Dean (Student Residence-cum-Director Operations) **(Member)**
   (Phone No. 8146488553, Email: **dirops@shooliniuniversity.com**)
4. **SDM Solan or nominee of District Administration — Member**
5. **Ms. Poonam Nanda** — Director **(Member)**
   (Phone No. 8219443632, Email: **poonam.nanda@shooliniuniversity.com**)
6. **Dr Sangeeta Kakkar**—Assistant Professor, Psychology **(Member)**
   (Phone No. 9212981542, Email: **sangeetakakkar@shooliniuniversity.com**)
7. **Dr. Nitika Thakur**—Assistant Professor, Biotechnology **(Member)**
   (Phone No. 8219955735, Email: **nitikathakur@shooliniuniversity.com**)

The above Committee will monitor the anti-ragging activities in the University including hostels and take appropriate action as per the guidelines contained in the **UGC Regulations on Curbing the Menace of Ragging in Higher Educational Institutions, 2009**, and as per judgments passed by the Hon'ble Supreme Court from time to time.

Dy. REGISTRAR

**Copy forwarded for information and necessary action to:**

1. All the above-mentioned members of the committee.
2. The Sub Divisional Magistrate, Solan w.r.t. letter No. SLN/Rdr/DC (Anti Rag.)/2016-18/19-41 dated 16.08.2016 from AC to DC Solan.
3. All Deans/Directors, Shoolini University, Solan.
4. All Wardens of the Hostels, Shoolini University, Solan.
5. The Secretary to the Vice-Chancellor for kind information of the latter.

Dy. REGISTRAR

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# ANTI HARASSMENT POLICY

2025

Shoolini University

SOLAN, HIMACHAL PRADESH, INDIA-173229
shooliniuniversity.com

## Policy Statement:

Shoolini University is committed to providing a safe and respectful environment for all members of its community, free from all forms of harassment, including sexual harassment, racial harassment, disability harassment, and other forms of harassment. This policy applies to all students, employees, and visitors to the university, regardless of their gender, sexual orientation, race, disability, or any other protected characteristic.

## Objective:

The objectives of the University's Anti – Harassment policy are to:

The University will follow the Guidelines of the UGC Act, 1956 (Section 20). In addition to that the policy will be implemented in the following:

1. Eliminate acts of harassment, either sexual or otherwise, and provide appropriate procedures to deal with the problem in case of such an occurrence.
2. Encourage and promote the creation of workplaces free of harassment, in which employers and employees respect their privacy and right to equality within and outside of the University.
3. Deal with it in a sensitive, prompt, unbiased, and confident manner
4. Ensure that neither the aggrieved nor the alleged party is victimized in any way by management.

## Definition of Harassment

Harassment is any unwelcome conduct that is:

- Unwanted or unwelcome
- Based on a person's protected characteristic
- Creates a hostile or offensive work or learning environment
- Has the purpose or effect of interfering with a person's work or education

**Harassment can take many forms, including:**

- Verbal harassment, such as making derogatory or offensive comments.
- Physical harassment, such as unwanted touching or assault
- Visual harassment, such as displaying or distributing offensive material.
- Written harassment, such as sending or posting offensive messages.
- Cyberbullying, such as sending or posting offensive messages online.

**Remedies:**

If you believe that you have been harassed, you should report the incident to the Shoolini University Anti-Harassment Committee. The committee will investigate the matter and take appropriate action, which may include:

- Reprimanding the harasser
- Requiring the harasser to attend counseling
- Suspending or expelling the harasser

**Confidentiality:**

The Shoolini University Anti-Harassment Committee will take all reasonable steps to protect the confidentiality of all parties involved in a harassment complaint. However, it may be necessary to share some information with other university officials, such as the Dean of Students or the Human Resources Department, in order to investigate the complaint and take appropriate action.

**Enforcement :**

Any person who violates this policy will be subject to disciplinary action, up to and including termination of employment or expulsion from the university.

**Reporting Harassment :**

If you believe that you have been harassed, you should report the incident to the Shoolini University Harassment Committee. You can report the incident by sending an email to the committee's official email address. The email should include the following information:

- Your name and contact information
- The name of the person who harassed you
- A brief description of the incident
- Any other relevant information and document, if any.

**Committee formation to Investigate the case :**

The following will be the committee to look into the issue:

| | |
|---|---|
| 1. Dean Student welfare | Chairperson |
| 2. Director HR | Member Secretary |
| 3. Director Operation | Member |
| 4. Concerned Dean of Faculty | Member |
| 5. Dean/ Senior most teacher of Law School | Member |

After receiving your complaint, the Harassment Committee will initiate an investigation within 2 days from the date of the receipt of the complaint to discuss the issue. The committee may interview you, the person who harassed you, and any other witnesses. The committee will also review any relevant documents or evidence.

**Decision :**

After the investigation, the Harassment Committee will make a decision about the case. The committee may decide to take no action, issue a warning, impose a fine, suspend the person who harassed you, or expel the person who harassed you.

**Appeal :**

If you are not satisfied with the decision of the Harassment Committee, you may appeal the decision to the Vice Chancellor. The Vice-Chancellor will review the case and make a final decision.

**Counselling :**

In addition, the Harassment Authority may direct the student/ Employee to undergo compulsory counselling sessions by the psychologist/psychiatrist and/or campus community.

**Support Services :**

If you have been harassed, you may also want to seek support from the following resources:

- The Shoolini University Counseling Cell
- The Shoolini University Dean Student Welfare Office

**Confidentiality of complaints:**

Harassment complaints will be kept confidential, except as required to complete the investigation and review process, or unless the University is required to disclose it in a legal action. To maintain confidentiality, it is important that the employees should not also confer with anyone else about the situation.

**Disciplinary Action:**

Where the harassment amounts to misconduct, the University shall in accordance with the HR Policy or rules initiate appropriate disciplinary action. Harassment is a disciplinary offense and is capable of amounting to gross misconduct and can lead to suspension.

**Non- Retaliation :**

Discrimination or harassment for any reason will not be tolerated. No retaliation or intimidation directed towards anyone who makes, assists in making a complaint or is a witness in an investigation, will be tolerated.

The law and our values protect any person who, in good faith, reports what he or she thinks is discrimination or harassment from experiencing retaliation he or she has exercised his or her legal rights.

**Questions :**

If you have any questions about this policy, please contact the Shoolini University Anti-Harassment Committee.

Registrar

# EQUALITY, DIVERSITY AND INCLUSION (EDI) POLICY

# 2025

**Shoolini University of Biotechnology and Management Sciences, Bajhol, Solan, Himachal Pradesh-173229**

**Building an Inclusive Community: Promoting Diversity and Equity**

To promote diversity and equity among all students and employees, it is critical to create an inclusive community. It entails establishing an environment in which everyone, regardless of origin or identity. feels appreciated, respected, and supported. This can be accomplished by actively seeking out and listening to other points of view, establishing chances for diverse voices to be heard and represented. and ensuring that policies and practices are fair and equitable for all members of the community. An inclusive community stimulates innovation, creativity, and cooperation by fostering diversity and equity, resulting in a more dynamic and thriving community for all. The policy's scope is centered on providing a diverse and inclusive learning environment that promotes the achievement and well-being of all students, professors, and staff. The policy seeks to address issues of discrimination, bigotry, and exclusion that might harm the university community. It also aims to foster an inclusive culture that recognizes and respects diversity in all its manifestations while also providing opportunity for underrepresented groups to succeed. The scope of the policy for university includes a range of areas such as:

- **Admissions:** The policy would strive to guarantee that the university's admissions processes are fair, transparent, and free of prejudice, as well as that the university actively recruits a diverse student body.
- **Curriculum:** The policy would address the need for an inclusive curriculum that recognizes and incorporates many viewpoints, histories, and cultures, while also encouraging critical thinking and understanding.
- **Hiring and Promotion:** The policy would encourage hiring and promotion practices that arc fair and equitable to enhance diversity, equity, and inclusion.
- **Student Support Services:** The policy would ensure that all students, especially those from underrepresented groups, have access to the university's student support services.
- **Campus atmosphere:** The policy would attempt to foster a friendly and inclusive campus atmosphere that promotes the well-being and success of all university community members.

In accordance with the UGC Regulations, Shoolini University has made a concerted effort to enhance the participation of socially challenged, culturally excluded, and historically marginalized or subordinated individuals in higher education. This includes individuals from Scheduled Castes (SCs), Scheduled Tribes (STs), Minorities, Other Backward Classes (OBCs), physically challenged individuals or Persons with Disabilities (as defined in the PWD Act, 1995), and Women.

In addition, Shoolini University recognizes the importance of promoting diversity and inclusion for the trans-sexual and LGBTQI community, given that institutions of higher education in Himachal Pradesh have begun to welcome trans-gender students. As such, Shoolini University is committed to developing a policy initiative that incorporates the needs and concerns of the trans-sexual and LGBTQI community, along with its existing efforts to promote inclusivity and equity in higher education.

**Policy Objectives:**

1. To promote the benefits of a diverse and inclusive system through the integration of diversity, access, inclusion, and equity strategies, activities, and procedures in the University's core operations.
2. To make everyone feel valued and respected, regardless of their background.
3. To guide the institution in the successful adoption of a shared policy to drive organizational success and outcomes.
4. To support the university's basic values of diversity, inclusion, and equity.
5. To provide a baseline and not intended to replace comprehensive Diversity and Inclusion strategic plans on the Shoolini University Campuses.
6. To foster an environment of inclusiveness.
7. To employ best practices to attract diverse students, faculty, staff, and administrative leaders.
8. To ensure that services are in place to support the retention of a diverse campus.
9. To improve the retention of diverse staff and administrators.

**Redressal Mechanism:**

The Committee shall consist of the following members, who shall be appointed by the Vice-Chancellor as under, namely:

| | |
|---|---|
| Dean Academic Affairs | Chairperson |
| Dean Student Welfare | Member Secretary |
| Deans of the Faculties | Member |
| Director Operations | Member |
| Chief Warden | Member |
| Two Student Representatives (Male & Female) | Member |

1. The Committee shall be need based.
2. Quorum shall be seven members present in person.

3. The Chairperson shall preside over the meeting.
4. In the absence of the Chairperson, the second senior faculty member shall preside over the meeting.
5. The Chairperson may upon the request/complaint of any aggrieved individual call a meeting on a date not later than five days after the receipt of such requisition/complaint.
6. All decisions in the meeting will be taken through mutual consent from the members of the Committee present in the meeting.
7. In the case of any disagreement among the members regarding any decision, Chairperson of the Committee shall hold the authority to take the final decision and her decision would be considered as final.
8. The committee is NOT to act as moral police; neither will it intrude on anyone's privacy . The role of the Committee is to create awareness about inclusivity and non-discrimination and to deal with and recommend punishment for non-consensual acts of Discrimination. Members are expected to be sensitive to the issue and not let personal biases and prejudices which affect their functioning as members of the committee.
9. The Committee will receive complaints from the affected student and staff in terms of discrimination of caste, creed, religion, language, ethnicity, gender, tolerance and harmony towards cultural, regional, linguistic, communal, and disability and conduct a proper inquiry within a week of the complaints received, and submit a detailed report to the Registrar for suitable action.

**Measures against discrimination: -**

1. University will take appropriate measures to-
   i) Safeguard the interests of the students without any prejudice to their caste, marriage &civil partnership, refugee & asylum seekers, pregnancy and maternity creed, age, religion, language, ethnicity, gender and disability.
   ii) Eliminate discrimination against or harassment of any student in all forms in higher education by prohibiting it and by providing for preventive and protective measures to facilitate its eradication and punishments for those who indulge in any form of discrimination or harassment.
   iii) Promote equality among students of all sections of the society.
2. Without prejudice to the directives or instructions of the Central Government or the State Governments issued from time in respect of treatment of students belonging to Scheduled Castes or the Scheduled Tribes, no higher educational institution shall discriminate a student belonging to the Scheduled Caste and Scheduled Tribes categories, or allow or condone any

constituent of the higher educational institution to discriminate such a student or group of such students, and take the following measures namely.

i) The University or constituent of institution shall not discriminate against students belonging to the Scheduled Castes and the Scheduled Tribes in admissions.
   (1) By breach of the policy of reservation in admissions as may be applicable
   (2) In accepting application for admission of such students.
   (3) In the way in which an application is processed.
   (4) In the arrangements made for, or the criteria used in deciding who should be offered admission as a student.
   (5) Not to compel any student to pay any fee or fees in respect of any course or programme of study which he/she does not intend to pursue.
   (6) By demanding money in excess of the specified in the declared admission policy.
   (7) By denying or limiting access to any benefit arising from such enrolment provided by the higher educational institution.
   (8) By treating unfavorably in any way in connection with the student's enrolment to a specific standard of class or area of study, training or instruction.

ii). Shoolini University prohibits all persons and authorities of the higher educational institutions from harassing or victimizing any student.

   (1). By announcing. verbally or otherwise, in the class, the names of the castes, tribes, religion or region of the students

   (2). By labeling students as reserved category in the class

   (3). By passing derogatory remarks indicating caste, social, regional, racial or religioti, background as reason of under-performance in the class

   (4). By allotting differential time to any student to meet faculty as compared to other students.

   (5). By keeping any student idle in the laboratory and not allowing him/her to work even if he/she is allowed to enter

   (6). By earmarking separate scats to any student or a group of students in the reading hall

   (7). By following differential treatment to any student regarding issue of books or journals or magazines, etc.

   (8). By treating any student or section of students separately in utilizing the sports facilities on the basis of their caste, creed, region or religion.

(iii). Shoolini University or any of its body shall not discriminate or allow discrimination in evaluation on the basis of caste, creed, religion, language, ethnicity, gender and disability.

- By not properly evaluating and re-evaluating examination papers of such students and by giving them less marks.
- By delaying declaration of results of any student or section of students.
- By not giving full information about the fellowships related matters.
- By withholding or stopping the fellowships meant for students.

(iv). Shoolini University will ensure that no student or section of students is discriminated on the basis of caste, creed, religion, language, ethnicity, gender and disability against.

- By segregating such students from others in hostel or mess or reading room or common room or playground or canteen and any other student amenities including drinking water facilities, etc.
- By indulging in acts of ragging specifically targeted against such students.
- By doing anything which disrupts or disturbs the regular activities of such students.
- By any act of financial extortion or forceful expenditure put on such students.
- By not allowing such students to participate in the cultural programme or the sports events.

(v). University will promote equality among all sections of the students without prejudice to their belonging to any social group and for this purpose it shall establish an Equal Opportunity Cell and appoint an Anti- Discrimination Officer who shall not be below the rank of an Associate Professor.

(vi). University will prohibit any conduct by any person or group of persons in the institution, whether by words spoken or written or by any act which has the effect of ragging on students.

(vii). University will prescribe the procedures and mechanism, within a period of six months of coming into force of these regulations, to deal with and decide any complaint of discrimination, made or submitted by any student or group of students and it shall be obligatory on the part of Shoolini University to decide such complaints within a maximum period of thirty days from the date of receipt or submission of such complaints.

(viii). University will take steps to educate the educational fraternity and public and raise public awareness on the importance of equality and overcoming any form of caste-based

discrimination and harassment against students belonging to the marginalized sections, including SC/ST students of the society in Shoolini University.

(ix). University will ensure the strict implementation of all constitutional provisions and protective measures in respect of students belonging to SC/ST categories.

(x). University will upload on its website this policy for the elimination of discrimination and punishments for breaching them and the university shall also upload relevant public awareness material for prevention of discrimination against and harassment of any section of the student.

**Registrar**

Shoolini University
Think Learning. Think Success.

SUBMS-2024-25- 1421
Dated: 19-02-2025

In exercise of the powers vested in him under the provisions contained in section no. 25 (i) of the Act of the University, the Vice Chancellor has been pleased to reconstitute the following Committee for the implementation of Shoolini University Equity, Diversity, and Inclusivity (EDI) policy guidelines:

1. Prof. Narinder Verma, Dean Academic Affairs – Chairperson

**Dean of the Faculties**

2. Prof. Saurabh Kulshreshtha, Dean, Applied Sciences and Biotechnology – Member
3. Prof. Deepak Kapoor, Dean, Pharmaceutical Sciences – Member
4. Prof. Virender Rihani, Dean Engineering and Technology – Member
5. Prof. Somesh Sharma, Associate Dean, Agriculture – Member
6. Prof. Nandan Sharma, Associate Dean, Legal Sciences – Member
7. Prof Munish Sahrawat, Dean, Management Sciences – Member

**Director Operations**

8. Brig S D Mehta, Director Operations – Member

**Chief Warden**

9. Dr. Neeraj Gandotra, Chief Warden – Member

**Two Student Representatives**

10. Ms. Palak Thakur student of BTech CSE (GF202216954) – Member
11. Mr. Aman Chauhan student of B Com (Hons) (GF202460905) – Member

**Dean Student Welfare**

12. Ms. Poonam Nanda – Member Secretary

**REGISTRAR**

**Copy for information and necessary action to:**

1. All the members mentioned above.
2. Secy. to Vice Chancellor for the information of the latter

**REGISTRAR**

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Shoolini University

SHOOLINI UNIVERSITY
SOLAN, HP

# Policy for Differently Abled Persons



# Policy for Differently Abled Persons

## Shoolini University of Biotechnology and Management Sciences

### Bajhol, Solan

# Policy Document - Policy for Differently Abled Persons

**"Shoolini University of Biotechnology and Management Sciences is committed to excellence in all aspects of graduate & post graduate learning, the transmission of relevant knowledge & skills, and free thinking needed to address the challenges of modern world."**

Shoolini University has a diverse community of both staff and students; this policy on differentially abled individuals is formed with an objective to provide a supportive and equal opportunity environment for all. The policy acts as a guiding principle to create a barrier free, harassment free-healthy environment within campus, free from unlawful discrimination ensuring equality of opportunity, dignity and respect for all individuals immaterial of his/her disabilities. The policy is applicable to all schools, administrative offices functioning within the university and all procedures from admission, examination to placements. This document outlines Shoolini University's policy for supporting disabled staff and disabled students, in line with legal obligations and university's duty of care.

The policy is framed to enhance overall campus experience of all individuals with special needs (students, staff and outsourced associates) and disabilities connected to the University in various capacities. The aim is to provide a healthy environment for learning and working that covers physical, intellectual, emotional and social (including sports and recreation) aspects of university experience. It outlines Shoolini University's commitment for embracing a positive attitude toward the promotion of equality and diversity.

It is desired through these guidelines that all members of university community are adequately supported to fulfill their potential, particularly those with a disability.

## 1. OBJECTIVES

The university is committed to ensure disability does not provide a barrier to existing and prospective staff and students:

a. To facilitate the process of making University environment barrier-free. Provision of ramps and easy access to all blocks and buildings including existing and future facilities.
b. To orient and guide individuals associated in various capacities to deal / interact with individuals with special needs in a right based approach as against the charity approach.
c. To create a centralized committee/cell which will be accountable to maintain records related to individuals associated in various capacities having certified disability and / or special needs, ensure implementation of norms, train staff / students (including curriculum


Registrar
Shoolini University of Biotechnology & Management Sciences Solan (H.P.)

/ material development and implementation) and suggest developmental activities for knowledge sharing, workshops and special projects.

d. To use technology to benefit students with special needs. Identify and deploy technology to benefit teaching-learning for students and faculty with special needs, wherever possible.
e. To ensure barrier free provision of learning resources and additional facilities in the library to cater to needs for students and faculty with special needs. This can range from academic material to additional technology support for discovery, access and use of academic material.
f. To sensitize teaching and non- teaching staff on issues related to disability and special needs.
g. To create, maintain and update the records of individuals with disabilities associated with Shoolini university to be able to use the information for research and policies.
h. To ensure implementing reservation, exemptions and concessions in tune with prescribed norms in current legislation to individuals associated in various capacities having certified disability in terms of education (particularly for students) and employment (particularly for the staff).
i. To ensure the support to individuals with special needs remains relevant at all levels
j. To ensure the internal process of career development take cognizance of the needs of disabled staff
k. To have a supportive environment in responding to the needs of disabled persons.

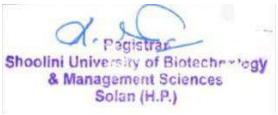
## 2. SCOPE

The policy covers all schools and administrative offices & procedures of the university.

A person shall be considered to be disabled requiring special needs as defined under Persons with Disability (Equal Opportunities, Protection of Rights and Full Participation) Act (1995), National Trust Act (1999) and The Rights of Persons with Disabilities Act, 2016. These legislations list following disabilities which are entitled for certification and hence various legal accommodations.

Disability types benchmarked for certification:

1. Blindness
2. Low-vision
3. Leprosy Cured persons
4. Hearing Impairment (deaf and hard of hearing)
5. Locomotor Disability
6. Dwarfism
7. Intellectual Disability
8. Mental Illness



9. Autism Spectrum Disorder
10. Cerebral Palsy
11. Muscular Dystrophy
12. Chronic Neurological conditions
13. Specific Learning Disabilities
14. Multiple Sclerosis
15. Speech and Language disability
16. Thalassemia
17. Hemophilia
18. Sickle Cell disease
19. Multiple Disabilities including deaf & blindness
20. Acid Attack victim
21. Parkinson's disease

As per the relevant acts, the concerned individual needs disability certificate to avail various provisions/benefits/accommodations. However, there are many individuals who may not be eligible for disability certificate but yet have some specific special needs. These individuals shall be entitled for any simple accommodations which are based upon common sense required to reach the services (educational and social experiences planned and delivered) to all – without diluting the system and without impacting the merits of others. These may be facilities like providing assistance, concessions of additional time during examinations, scholarships, fee waiver, exemption in lowering pass percentage etc. Also, facilities like priority seating in classroom, bold print notes, substitutions of written tasks for oral tasks and vice versa, buddy system, multimedia teaching strategies etc. listed under provision may also be provided may also be provided on case to case basis.

## 3. PROVISIONS

**Conveyance:**

1. Centralized transport vehicle/e-carts for differently abled may be provided for the conveyance on the campus.
2. The provision for conveyance assistance may be considered for differently abled persons.
3. Differently abled employees leaving or coming to the campus may be provided with transport / conveyance facility.
4. Those who have their personal vehicles may be given transport allowance to commute between hostels and the academic buildings.

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**Accommodation:**

1. Differently abled persons may get hostel accommodation and in the case of faculty - employees campus housing, on priority.
2. The accommodation must be provided in the ground floor in the rooms designed taking into consideration their special requirement.

**Financial assistance to acquire support systems:**

1. Five percent scholarship is provided for the differently abled students.
2. Financial assistance to buy tricycles, scooters, stretches, support devices etc. may be considered.
3. Financial support to procure hearing aids by hearing impaired may be provided.
4. Financial assistance to procure mp3 voice recorders / players may be provided to visually challenged students which they use for recording and listening to the class room lectures.
5. University may approach some foundations and charity organizations to raise funds for providing such assistance.

**Mode of Examinations:**

1. Many of the differently abled students would not be able to cope with the conventional examination system. If they need some allowances and exemptions in terms of options in answering certain questions involving drawings/graphics; duration of time etc. same may be provided.
2. The scribes, provided by the university must be sufficiently qualified to help the visually challenged students in writing their examinations.
3. The additional time for the end-semester exam may be increased to 1 ½ hrs. For internal tests, the time may be increased by half an hour. Similarly, entrance exam duration may be increased by 1 hour.

**Networking and Computing Facility:**

1. Person's in-charge of the hostel may take necessary steps to help out with net facility in the hostels.
2. All the computing facilities meant for differently abled may be backed up with adequate technical staff/technicians that have the knowledge of operating systems.

**Other enabling facilities:**

1. The Placement cell shall pro-actively explore the possibility & provide employment in industry & other relevant institutions.



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2. Special equipment for sports and games may be available to take care of recreational needs. Events may be planned at regular intervals.
3. 24x7 helpline number shall be made available to the students and on calling support within 5 minutes shall be provided.
4. All classes having direct access shall be preferred for differently abled students.
5. Special health care and medical facilities may be provided on periodic or demand basis.
6. Provision of special mentor student/faculty for counseling and support.

**Infrastructure**

1. Provision of ramps and railings.
2. Creation/Conversion of washroom in each block to meet requirement of disabled students/staff.
3. Provision of lift in few buildings & blocks.

## 4. LINES OF RESPONSIBILITY

**Special Cell/Committee for Differently Abled:**

1. A special cell to facilitate the requirements/grievances of differently abled persons may be formed to facilitate the communication and other requirements that shall be continuously monitoring the facilities and assistance in the matters of differently abled persons.
2. A complete list of differently abled students, their addresses with phone numbers be maintained by the same.
3. The cell also will be the custodian of equipment such as mp3 players, recorders which will be borrowed by the differently abled students.

Through this policy, university takes responsibility for ensuring that the day-to-day management of the university takes cognizance of the equality and equal opportunity to all irrespective of any discrimination.

As staff, students and visitors, contractors and service providers along with any other persons associated with the functions of the university are responsible for ensuring that they adhere to the relevant sections of this policy.

The university as an employer of potential and existing staff has a duty to support the needs of disabled staff and staff that become disabled whilst employment. All individuals are required to work in partnership alongside disabled staff to ensure that reasonable adjustments are made,



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enabling disabled staff to meet their full potential. This process should be facilitated through discussion and agreement with all parties.

## 5. MONITORING

Complaints of discrimination based on grounds of protected characteristics should be raised through relevant grievance procedures for staff or complaints procedures for students. Complaints regarding staff harassment or bullying will be strictly viewed.
This policy will be reviewed on yearly basis to ensure compliance with legislation, effectiveness, taking into consideration the number of disabled staff/students.

## 6. GRIEVANCE

The student can directly or by mail approach their respective Dean /Registrar Vice Chancellor. In case the matter is received by anyone apart from Registrar, the same shall be forwarded to the registrar within the same day, who in turn transfers the matter to the discipline committee Chairperson/member secretary along with the complaint/mail received and documentary evidence.



# Whistleblower Protection Policy

2025

Shoolini University of Biotechnology and Management Sciences,
Bajhol, Solan, Himachal Pradesh-173229

## Whistleblower Protection Policy

### Purpose

Shoolini University is committed to uphold the highest standards of integrity and ethical conduct. The purpose of this policy is to create a safe and supportive environment for employees to report alleged wrongdoing in good faith without fear of retaliation. Additionally, this policy defines the responsibilities of both employees and management in promptly reporting fraud or misconduct and outlines the procedures for handling such reports.

### Reporting Wrongdoing

We encourage all employees to promptly report any significant violations of university regulations or local, state, or national laws. Employees are urged to bring forward suspicions of wrongdoing in good faith to a designated Shoolini University official or public body.

### Protection from Retaliation

The University is committed to safeguarding the rights of whistleblowers. Any employee who reports alleged wrongdoing in good faith will be protected from adverse employment actions in retaliation for making such reports. It is our firm belief that no employee should face negative consequences for acting in the best interests of the University and the community.

This policy does not extend protection to employees who self-report their own misconduct or misbehaviour. However, we still strongly encourage self-reporting of any wrongdoing as part of our commitment to maintaining a transparent and accountable community. By fostering a culture of openness and accountability, we can collectively work towards maintaining the highest standards of ethics and conduct within Shoolini University.

### Policies on Conduct, Behaviour, and Reporting at the University

At the University, we have put in place a comprehensive set of policies and procedures to uphold the highest standards of conduct and behaviour among our employees. These guidelines are not only based on the principles of the University but also in compliance with relevant state and federal laws. We firmly uphold that no supervisor or University official can force any employee to violate a university policy, applicable laws, or public policies.

In line with our commitment to the University's best interests, we encourage employees who possess knowledge of potential wrongful conduct to promptly report it to the University Ethics and Compliance Office. We believe that transparency and accountability are vital in maintaining a positive working environment and protecting the integrity of our institution.

### Responsibility of Employees and Management

The University's Code of Conduct serves as a fundamental reference for professional behaviour and emphasizes the obligation of all individuals representing the University to act in ways that instill trust and confidence in the system's integrity. It is essential that no action taken by university personnel should compromise their commitment to the University.

All employees share the responsibility of safeguarding the University's resources and ensuring they are utilized solely for authorized purposes, adhering to established rules, policies, and applicable laws. Any use of university resources for personal gain or non-university purposes is strictly prohibited and constitutes a violation of our policies.

Furthermore, management employees hold a particular responsibility in detecting fraudulent activities or misconduct within their respective areas of responsibility. To fulfill this duty, managers must be well-informed about potential improprieties that may occur in their areas and stay vigilant for any signs of dishonest or improper behaviour. In cases where misconduct is identified or suspected, it is the responsibility of management to investigate thoroughly, differentiating between errors or misunderstandings and potential fraud. Appropriate corrective actions should be taken to ensure that adequate controls are in place to prevent any recurrence of fraudulent activities.

**Compliance with Laws and Reporting Obligations**

In addition to adhering to university policies, all employees are required to comply with national and state laws. This includes mandatory reporting of any instances of abuse or neglect of minors visiting our university or participating in university-sponsored activities. We take these reporting obligations seriously as part of our commitment to maintaining a safe and secure environment for all individuals associated with the University.

By upholding these policies and working collectively to ensure a culture of ethical behaviour, we can strengthen the reputation of our university and create a positive impact on the academic community we serve.

**Protection for Whistleblowers Reporting Fraud or Misconduct**

At our institution, we strictly adhere to the guidelines set forth by the Government of India, which grants comprehensive protection to our valued system employees who courageously come forward to report fraud or misconduct. This protection extends to employees who engage in the following activities:

1. **Disclosure:** Employees who disclose or express their intention to disclose to their supervisor or any Office of the University an act or omission that they reasonably believe to be a violation of law, rule, or regulation by another University employee.
2. **Cooperation:** Employees who provide information or testify before any investigating, hearing, or inquiry into a violation of law, rule, or regulation.

3. **Participation:** Employees who assist or participate in a proceeding to enforce the Ethics Act.

**Retaliatory Measures Prohibited**

The University is resolute in its commitment to maintaining a fair and supportive environment for all employees. As such, we strictly prohibit any retaliatory action against whistleblowers who engage in any of the protected activities mentioned above. Retaliatory measures, such as reprimands, discharge, suspension, demotion, denial of promotion, or transfer, will not be tolerated under any circumstances.

**Remedies for Whistleblowers**

In the unfortunate event that retaliation does occur, the Ethics Act ensures that appropriate remedies are available for affected employees. These remedies may include, but are not limited to:

1. **Making the Employee Whole:** Taking necessary steps to restore the affected employee to the position they would have been in had the retaliation not occurred.
2. **Reinstatement:** Reinstating the employee to their previous position with all associated rights and privileges.
3. **Two Times Back Pay:** Providing the employee with compensation equivalent to double the number of lost wages due to retaliation.
4. **Interest on Back Pay:** Offering interest on any back pay owed to the employee.
5. **Payment of Reasonable Costs and Attorneys' Fees:** Covering reasonable expenses incurred by the employee, including legal fees, related to seeking remedial relief.

**Cooperation and Confidentiality in Reporting and Investigations**

Upon making a report, the employee involved should refrain from further engagement in the matter unless specifically instructed otherwise by the University authorities or committee constituted for such purpose.

As responsible members of the University community, all employees are obligated to cooperate fully with the University and any other relevant law enforcement agencies during the detection, reporting, and investigation of fraud and/or misconduct.

The University is responsible for maintaining comprehensive records of all reported allegations. Subsequently, either the University HR Office or an appropriate referring unit (e.g., internal audit, university security, public safety, human resources) will conduct a follow-up investigation.

It is important to recognize that laws and University policies impose privacy and confidentiality restrictions on reporting the outcomes of such reviews or investigations. Nonetheless, within the boundaries of these laws and policies, the University HR Office will acknowledge the receipt of the disclosure and, where permissible, provide confirmation of the status and conclusion of the review.

**Handling Complaints of Reprisal**

In the event of complaints of reprisal, the University Ethics and Compliance Office will take immediate action to address the situation fairly and impartially. The process will involve the following steps:

1. **Appointment of an Investigator:** The University HR Office will collaborate with the Vice Chancellor to designate an experienced investigator or committee.
2. **Investigation and Reporting:** The investigator will gather relevant information and submit a comprehensive report to the Registrar through Director HR.
3. **Final Decision:** The Vice Chancellor will make a final and binding decision based on the findings and recommendations.

At every stage of this process, confidentiality and sensitivity will be maintained to protect the rights and privacy of all parties involved. The University is committed to ensuring a safe and respectful environment for all its employees, where complaints are taken seriously and addressed promptly and fairly.

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## 4. Grievance Redressal and Institutional Integrity

Accessible grievance redressal is essential to fairness and confidence in institutional decisions. Shoolini University's established framework includes the Grievance Redressal Committee, Women's Cell and Internal Complaints Committee, with channels through which students, faculty and staff can communicate concerns. The framework is intended to support impartial consideration, confidentiality and timely communication.

Online reporting complements direct institutional channels and makes it easier to bring concerns to the attention of the appropriate authority. Protection against retaliation encourages members of the community to raise issues responsibly. Systematic examination, documented follow-up and communication of decisions help translate these commitments into an accountable process.

The role of institutional review extends beyond resolving individual complaints. Feedback and periodic examination of procedures help identify recurring concerns and opportunities to strengthen practice. Awareness of ethical conduct, workplace dignity and student rights supports prevention and reinforces a culture in which concerns can be discussed respectfully.

These mechanisms connect the University's policy commitments with the everyday experience of its community. Their purpose is to ensure that fairness is accessible, responsibility is clearly assigned and institutional trust is supported by consistent procedures.

# 5. Promotion of Peace, Ethics and Human Values

Shoolini University connects academic learning with ethical judgement, empathy and civic responsibility. Teaching, student forums and community engagement provide opportunities to examine rights, responsibilities and the practical meaning of fairness. Respectful dialogue and participation across cultural backgrounds help students understand how peaceful communities are built and sustained.

Legal education contributes directly to this approach through advocacy, evidence-based reasoning and an understanding of public institutions. The Centre for Clinical Legal Education provides a setting in which students can connect legal concepts with practical exercises and contemporary social concerns. Cultural and service activities complement this work by encouraging cooperation, dignity and respect for difference.

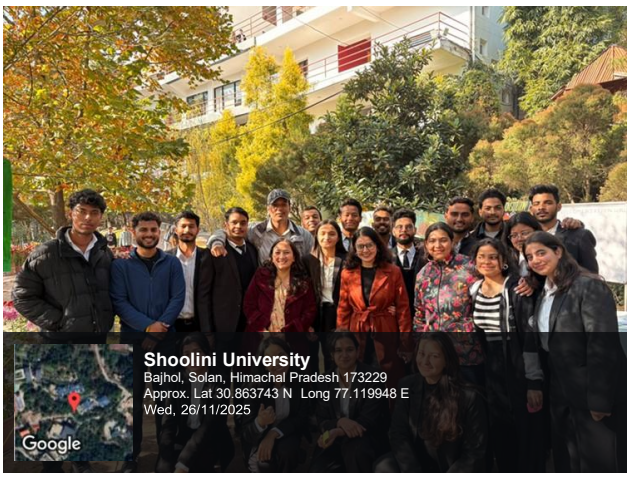
### Continuity in legal education

The five-day programme on Sensitisation to New Criminal Laws, held from 27 February to 2 March 2024, forms part of the University's earlier foundation in legal education. Its engagement with legal practitioners and academics is retained here as historical context. The principal Law Fest account for the current reporting period is the 2025 edition below.

### Law Fest 4.0 and Samvidhan Diwas | 24–26 November 2025

The Centre for Clinical Legal Education organised Law Fest 4.0 from 24 to 26 November 2025. Moot Court and Crime Scene Investigation were conducted on campus, alongside online PIL Drafting, Case Analysis and Legislative Review competitions. The programme attracted entries from more than 30 teams across institutions.

Samvidhan Diwas activities included debates, poster-making and an awareness parade. Himachal Pradesh Inspector General of Police (Crime) Bindu Rani addressed students and presided over the Law Fest valedictory ceremony, emphasising constitutional values and drug-abuse prevention. More than 150 law students participated in the Constitution Day activities and valedictory session. Informative stalls addressed constitutional provisions, legal rights and anti-drug awareness.




**Samvidhan Diwas and Law Fest 4.0, Shoolini University**

# 6. Student Participation and Democratic Engagement

Student participation brings lived experience into institutional dialogue. Through representative structures and quality-assurance forums, students can contribute to academic improvement, campus life and shared priorities. Shoolini University's Student Council provides a formal platform for leadership, consultation and collaboration with the administration.

The Council's responsibilities include consultation on the activity calendar, support for induction, coordination with placement teams, campus events, community work and sports. Collaboration with the Dean of Student Welfare, university departments, local communities and voluntary organisations connects student leadership with service and practical responsibility.

Participation in institutional committees and feedback processes helps students understand how decisions are made and how concerns can be represented constructively. These opportunities reinforce the values of accountability, cooperation and inclusion that underpin SDG 16.

**Student Council Committee and Policy**

The complete supplied notification and policy pages follow. The notification constitutes the Student Council for academic year 2024–25; its original term and membership are retained.

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Ref No. SUBMS /2024-25- 4039-4041
Dated: 05/11/2024

The Vice Chancellor, in exercise of the power vested in him under the provisions contained in section no. 25 (i) of the Act of the university, on the recommendation of the selection committee of the university has been pleased to constitute the Student Council for Academic Year 2024-25.

1. Ankita Chakaborty (MBA) Registration No. PGD202452333 — President
2. Aman (BSc Hons Agriculture) Registration No GF202456438 — Vice President
3. Dean Student Welfare — Member
4. Visharad Kashyap (B. Tech CSE) Registration No.GF202347376 — Member
5. Sharoon Sharma (B. Pharmacy) Registration No.GF202215901 — Member
6. Ritu Khatri (BSc Yoga) Registration No. GF20232250 — Member
7. Manisha Goel (BALLB) Registration No.GF202112143 — Member
8. Angela (BSc Hons Behavioral & Neuro Psychology) Registration No GF202345265 — Treasurer
9. Abhijeet Nair (BAJMC) Registration No. GF202322743 — Secretary

The Council will look after the responsibilities as mentioned in the attached document.

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**Copy for information and necessary action is forwarded to:**

1. All the members mentioned above
2. Executive Assistant to Vice Chancellor for the information of the latter

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**The major responsibilities of the council are in the following spheres**

1. The students council will participates in planning the activity calendar of the campus in consultation with the students of the University.
2. The Student Council will coordinate in Induction program for the new students with the support teams created by them.
3. The Student Council will support the Career Advancement Cell in organizing the placement activities.
4. The Student Council will help in organizing the events in the campus including community work.
5. The council will work with the office of Dean Student Welfare to organize various programs like Moksh, Manchtantra, Prerna Diwas, Independence Day and many more.
6. The council will collaborate with various NGO's and local communities and undertakes various projects and ensures maximum participation of the students.
7. Any other activity where students involvement is required.

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## Student Council Policy Guidelines and Responsibilities

Constituting a student council at Shoolini University involves several steps and guidelines to ensure fairness, representation, and student involvement. The following procedure is followed:

1. **Nomination-Based Selection Process**
   - **Faculty and Student Nominations:** Deans and faculty can nominate candidates based on predefined criteria such as leadership potential, academic performance, involvement in extracurricular activities, and community service.
   - **Self-Nomination:** Students can apply or express interest in being part of the council by submitting a statement of purpose explaining why they want to join and how they plan to contribute.

2. **Eligibility Criteria**
   - **Academic Performance:** Students must maintain a minimum GPA (e.g., 6.0/10 or higher) to be considered for the council.
   - **Behaviour and Discipline Record:** Students with a clean disciplinary record are eligible.
   - **Extracurricular Involvement:** Active participation in clubs, societies, or volunteer initiatives within the university is encouraged.

3. **Balanced Representation**
   - **Diversity in Representation:** We ensure representation from different faculties, year groups, and diverse backgrounds.

4. **Faculty Advisory Committee**
   - **Advisory Board:** A committee of faculty members could be responsible for reviewing nominations and applications and making the final list of shortlisted candidates.
   - **Mentorship Role:** Faculty members also mentor the selected student council members, providing guidance in decision-making and leadership development.

5. **Interview and Screening**
   - **Interview Round:** Shortlisted candidates undergo an interview with the advisory committee to assess their leadership skills, vision for the council, and commitment to representing the student body.

6. **Term and Roles**
   - **Tenure:** Council members should serve a fixed term (one academic year), ensuring regular rotation and opportunities for other students to participate.
   - **Role Assignment:** Roles such as President, Vice-President, Secretary, Treasurer and other council positions should be assigned based on the strengths and interests of the selected students.

The above process ensures the council is composed of capable and motivated students while maintaining transparency and inclusivity without traditional elections.

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## Structure of the Student Council

The Student Council typically comprises elected representatives from the student body, including officers such as a president, vice-president, secretary, and treasurer. These officers are often joined by class and department representatives, ensuring broad representation. The main structural components are:

**President**: Leads the council, presides over meetings, and coordinates overall activities.
**Vice-President**: Assists the president, assumes responsibilities in their absence, and oversees specific committees or projects.
**Secretary**: Manages documentation, minutes of meetings, and correspondence.
**Treasurer**: Handles the budget, finances, and fundraising activities.
**Class and School Representatives:** Serve as liaisons between the council and their respective class and school representatives.
**Committees**: Specialized groups formed to manage specific areas such as events, sports, induction programs, or placements.

## Functions of the Student Council

The Student Council acts as a crucial communication channel between students, faculty, and management. Its primary functions include:

**Communication**

- Facilitates dialogue and addresses student concerns and issues.
- Participates in institutional planning and decision-making processes.

**Problem Resolution**

- Works closely with Dean Student Welfare to ensure effective problem resolution.

The Council embodies the interests, concerns, and aspirations of the student body. By actively participating in campus activity planning and collaborating with faculty, it ensures effective communication and problem resolution.

## Key Activities

**Running the Induction Program**

- Manages the Week of Welcome (WOW) for new students.
- Coordinates logistics, guest speakers, and mentorship through the BUDDY system, fostering a nurturing transition for new students.

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**Placement Coordination**

- Oversees placement activities in collaboration with the Placement and Career Development Cell, resulting in over 400+ students receiving placement offers each year.
- Assists in producing placement brochures, collecting resumes, and sharing company information.

**Organizing Events and Community Work**

- Coordinates with the Dean of Student Welfare for events like Moksh, Manchtantra, and national celebrations, involving participation from all 15 schools within the university.
- Promotes cultural engagement and community involvement, embedding a course titled **"Social Project"** into the curriculum to in still social and environmental responsibility in students.

**Sports Events Coordination**

- Organizes interdepartmental sports tournaments in collaboration with sports facilities.
- Encourages student participation in various sports activities, utilizing impressive facilities like the Milkha Singh Sports Complex and Yuvraj Singh Stadium. Popular sports such as Table Tennis, Badminton, Cricket, and Chess receive significant attention and coordination from the Student Council.

**Discipline**

- Ensuring the maintenance of discipline and upholding standards of conduct among students within the university.

The Student Council at Shoolini University is more than a representative body; it is a cornerstone of student involvement and leadership. Through its structured approach and multifaceted responsibilities, it plays a pivotal role in the holistic development of students, contributing to a thriving and inclusive academic community.

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## IQAC Committee

The IQAC supports quality benchmarks, institutional review, learner-centred education, faculty development and annual quality reporting. The committee table below is retained unchanged from the preceding report.

| | |
|---|---|
| **Head of Institution** | |
| Prof. Atul Khosla, Vice Chancellor | Chairperson |
| **Administrative Officers** | |
| Brig. (Retd.) Sunil Mehta | Member |
| Mr. Bijay Dhiman | Member |
| Mrs. Poonam Nanda | Member |
| **Teachers** | |
| Prof. Virender Rihani | Member |
| Prof. Saurabh Kulshrestha | Member |
| Prof. Rohit Goyal | Member |
| Prof. Narinder Verma | Member |
| Prof. Munish Sahrawat | Member |
| Prof. Deepak Kapoor | Member |
| Prof. Saamdu Chetri | Member |
| Prof. Kesari Singh | Member |
| Prof. Dinesh Kumar | Member |
| Mr. Vipin Pubby | Member |
| Dr. Nandan Sharma | Member |
| Prof. Somesh Sharma | Member |
| Prof. Indu Rihani | Member |
| Prof. Pradeep Singh | Member |
| Prof. Ram Prakash Dwivedi | Member |
| Prof. Bhaskar Goel | Member |
| Dr. Purnima Bali | Member |
| Ⅳ. Members from the Management | |
| Mr. Vishal Anand, Chief Financial Officer | Member |
| Mr. Ashish Khosla, President of Innovation and Marketing | Member |
| Dr. Ashoo Khosla, Chief Learning Officer | Member |

# IQAC Committee (continued)

| | |
|---|---|
| **Students and Alumni** | |
| Ms. Shourya Gautam (M.Sc. Microbiology) | Member |
| Mr. Nittan Sharma (B.Sc. Microbiology) | Member |
| **Employers/ Industrialists/ Stakeholders** | |
| Mr. Prem Singh (President and Group CHRO, JK Organisation) | Member |
| Mr. Rajendra Abhange (Director & Chief Operating Officer with Endurance Technologies Ltd) | Member |
| Dr. S.D Bhardwaj, Ex-Dean, UHF, Nauni, Solan | Member |
| **Coordinator IQAC** | |
| Prof. Sunil Puri | Member Secretary |
| Mrs. Varsha Patil | Coordinator |
| Mr. Shubham Verma | Astt. Coordinator |
| Mr. Rishabh Shyam | Astt. Coordinator |

**Anti-Drug Committee**

The Anti-Drug Committee described in the preceding report provides a supervisory and advisory framework for prevention, awareness and the handling of substance-related concerns. Its remit includes confidential consideration of complaints, engagement with students and families where appropriate, and coordination with relevant health or law-enforcement authorities when necessary.

Awareness, student feedback and supportive engagement complement formal procedures. The 2025 induction activities documented later in this report combined anti-ragging discussions with anti-drug awareness, road safety and personal responsibility.

**Anti-Ragging Committee | subsequent update, 3 September 2026**

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Ref. No SUBMS/ 2026-27- 5948- 5952
Dated 03-09-2026

In partial modification to this office Notification No. **SUBMS/2025-26-16-20** dated **20/04/2026**, the Vice-Chancellor, in exercise of the powers vested in him under the provisions contained in **Section 25(i) of the University Act**, has been pleased to **reconstitute the Anti-Ragging Committee of the University** as under:

**Reconstituted Anti-Ragging Committee**

1. **Dr. Narinder Verma**— Dean Academic Affairs, **(Convener)**
   (Phone No. 7018408726, Email: **deanacademics@shooliniuniversity.com**)
2. **Dr. Neeraj Gandotra** — Associate Dean, Students Welfare **(Co-Convener)**
   (Phone No. 8580527369, Email: **neerajgandotra@shooliniuniversity.com**)
3. **Brig. Sunil Mehta**— Dean (Student Residence-cum-Director Operations) **(Member)** (Phone No. 8146488553, Email: **dirops@shooliniuniversity.com**)
4. **SDM Solan or nominee of District Administration — Member**
5. **Ms. Poonam Nanda** — Director **(Member)**
   (Phone No. 8219443632, Email: **poonam.nanda@shooliniuniversity.com**)
6. **Ms Akanksha Negi**—Assistant Professor, Psychology **(Member)**
   (Phone No. 9816602675, Email: **akankshanegi@shooliniuniversity.com**)
7. **Dr. Nitika Thakur**—Assistant Professor, Biotechnology **(Member)**
   (Phone No. 8219955735, Email: **nitikathakur@shooliniuniversity.com**)

The above Committee will monitor the anti-ragging activities in the University including hostels and take appropriate action as per the guidelines contained in the **UGC Regulations on Curbing the Menace of Ragging in Higher Educational Institutions, 2009**, and as per judgments passed by the Hon'ble Supreme Court from time to time.

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**Copy forwarded for information and necessary action to:**

1. All the above-mentioned members of the committee.
2. The Sub Divisional Magistrate, Solan w.r.t. letter No. SLN/Rdr/DC (Anti Rag.)/2016-18/19-41 dated 16.08.2016 from AC to DC Solan.
3. All Deans/Directors, Shoolini University, Solan.
4. All Wardens of the Hostels, Shoolini University, Solan.
5. The Secretary to the Vice-Chancellor for kind information of the latter.

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## 8. Research, Innovation and Advocacy on Governance and Justice

Research provides a further route through which Shoolini University contributes to discussions on justice, accountability and social development. The supplied publication dataset includes work on access to information, mediation, victimology, dispute resolution, digital threats and wider questions of sustainable development. These themes connect scholarly inquiry with the systems and relationships that shape public trust.

The annual list below contains the 12 records with publication year 2025 in the supplied SDG 16 workbook. Titles, authors and source publications are retained from that dataset. The complete export contains 24 records spanning 2022–2025, within its stated 2021–2025 search window. Earlier-year records are excluded from this annual list.

The dataset identifies Scopus as its source, with an update date of 18 October 2026 and export date of 27 October 2026. The list follows the supplied SDG classification; inclusion does not imply that every publication addresses governance or justice as its primary subject.

## Publications published in 2025

| Sr. No. | Title and authors | Source / type |
|---|---|---|
| 1 | Artificial intelligence-driven intelligent nanocarriers for cancer theranostics: A paradigm shift with focus on brain tumors<br><br>Pourmadadi, M.; Shabestari, S.M.; Abdouss, H.; Rahdar, A.; Fathi-Karkan, S.; Pandey, S. | Seminars in Oncology<br><br>Article \| 2025 |
| 2 | Graph neural networks for temporal terrorist network analysis and multi-relational threat prediction<br><br>Mwendwa, G.; Nagpal, A.; Garg, S.; Chouhan, L.; Mandela, N. | International Journal of Information Technology (Singapore)<br><br>Article \| 2025 |
| 3 | Pandemic Prevention Paradigms: Understanding Global Health Governance<br><br>Sadr, S.; Santucciu, C.; Chisu, V.; Lotfalizadeh, N.; Nazemian, S.; Esfandiari, N.; Hajjafari, A.; Sepahvand, H.; Rahdar, A.; Pandey, S.; Borji, H. | Public Health Challenges<br><br>Review \| 2025 |
| 4 | Artificial Intelligence and the Social Reordering of Insurance Risk, Trust, and Human-Technology Relations: Transformative Role of AI in the Insurance Sector<br><br>Srivastava, S. | AI-Driven Innovations in the Insurance Sector<br><br>Chapter \| 2025 |
| 5 | Technical and Socio-Legal Aspects of Smart Governance in the Context of Indian Bureaucracy<br><br>Sharma, S.; Bali, S.; Verma, V.; Bali, P. | Startup-Driven E-Government: Digital Innovation for Sustainable Ecosystems<br><br>Chapter \| 2025 |

| SR No. | Title and authors | Source / type |
|---|---|---|
| 6 | Bioprospecting and Biodiscovery for Sustainable Development<br><br>Sonia; Banerjee, R.; Yadav, S.; Mishra, S.; Jaiswal, K. | Biotechnological Innovations for Sustainable Biodiversity and Development<br><br>Chapter \| 2025 |
| 7 | Strengthening Aisyiyah Banguntapan 4's Understanding of Murabahah Financing as a Sustainable Sharia Economic Solution<br><br>Asyiqin, I.Z.; Yunita, A.; Marwa, M.H.M.; Oktaviani, A.; Surana, T. | Jurnal Pengabdian Hukum Indonesia<br><br>Article \| 2025 |
| 8 | Empowering equality: How the right to information fuels inclusive development<br><br>Ranjan, R.; Singh, R.; Tripathi, S. | Edelweiss Applied Science and Technology<br><br>Article \| 2025 |
| 9 | Alchemy of Empathy: Mediation as a Catalyst in the Landscape of Victimological Restoration<br><br>Sharma, N.; Kapoor, K.; Bansal, V. | Fundamentals of Forensic Victimology: Insights into Crime, Trauma, and Justice<br><br>Chapter \| 2025 |
| 10 | The Role of Forensic Science in Disaster Management: Advancing Preparedness and Resilience<br><br>Kumar, V. | Fundamentals of Forensic Victimology: Insights into Crime, Trauma, and Justice<br><br>Chapter \| 2025 |
| 11 | The Transformative Impact of Technology in Shaping Modern Dispute Resolution<br><br>Alkhayer, J.; Kaur, G.; Gupta, C.M. | Lecture Notes in Networks and Systems<br><br>Conference Paper \| 2025 |
| 12 | Depending on AI: A Critical Review of Intelligent Systems in Daily Life<br><br>Sethi, K.; Attri, M.; Damini; Thakur, A.; Rohit; Thakur, P. | 2025 7th International Symposium on Advanced Electrical and Communication Technologies, ISAECT 2025<br><br>Conference Paper \| 2025 |

## 9. Community Engagement and Documented Outcomes

The 2025 community-project record connects institutional values with practical participation. Four activities are explicitly associated with SDG 16 in the Jagriti Community Projects 2025 report: cultural inclusion, anti-ragging and safety awareness, an inclusive celebration at IAMD, and experiential service alongside campus staff. Their relevance lies in respect for diversity, prevention of intimidation, shared responsibility and dignity.

| SR No. | Activity | Date | Location |
|---|---|---|---|
| 1 | Roots and Rhythms: North East Cultural Evening | 23 April 2025 | OAT, Shoolini University |
| 2 | Street Stage, Safe Campus: Induction Awareness | 21–23 August 2025 | Shoolini University campus |
| 3 | Dancing in Diversity: Navratri Celebration at IAMD | 19 September 2025 | IAMD |
| 4 | Walk in the Shoes: An Act of Empathy | 3 October 2025 | Shoolini University campus |

These activities provide documented examples of participation and awareness. The reported attendance and volunteer figures describe engagement; they are not measures of changes in grievance outcomes or the incidence of misconduct. The following summaries retain the dates and photographs recorded in the community-project source.

## 9.1 Roots and Rhythms: North East Cultural Evening

**23 April 2025 | OAT, Shoolini University**

Students celebrated the traditions of North East India through music, dance, cultural storytelling and participation across backgrounds. The programme created opportunities for cross-cultural understanding and challenged stereotypes through shared experience. Its emphasis on welcome, respect and inclusion supported the social foundations of a peaceful campus.




**North East cultural celebration at Shoolini University**

## 9.2 Street Stage, Safe Campus: Induction Awareness

**21–23 August 2025 | Shoolini University campus**

Street plays and interactive sessions introduced freshers to anti-ragging expectations, harassment prevention, road safety and anti-drug awareness. The community-project report records engagement with more than 600 freshers. Performances were followed by discussions that encouraged questions, shared responsibility and familiarity with campus safety provisions.




**Anti-ragging street play during Induction 2025**

## 9.3 Dancing in Diversity: Navratri Celebration at IAMD

**19 September 2025 | IAMD**

Twelve student volunteers participated in an inclusive celebration centred on belonging and shared cultural experience. Garba, Dandiya and other collective activities created opportunities for people with different backgrounds and abilities to participate together. The programme reinforced respect, cooperation and the value of an inclusive community.




**Inclusive Navratri celebration at IAMD**

## 9.4 Walk in the Shoes: An Act of Empathy

**3 October 2025 | Shoolini University campus**

During Daan Utsav, student volunteers worked alongside security, gardening and housekeeping staff in two-hour slots. Sharing routine responsibilities encouraged recognition of the effort that sustains campus life and respect for the dignity of work. The initiative translated empathy into direct participation and strengthened relationships across the University community.




**Students working alongside campus staff during Daan Utsav**

## 10. Institutional Commitment and Priorities

Shoolini University's contribution to SDG 16 rests on the relationship between institutional safeguards and everyday participation. Policies establish expectations for safety, equality and accountability; representative structures create space for dialogue; legal education and research encourage critical understanding; and community activities give students opportunities to practise respect and responsibility.

The 2025 record brings these elements together through Law Fest 4.0 and constitutional awareness, research published during the year, and activities that address campus safety, cultural inclusion and dignity of work. The continuing governance framework provides the institutional setting in which these contributions can be sustained and reviewed.

Future priorities include strengthening the accessibility of reporting channels, improving the consistency of institutional documentation, extending legal and civic awareness, and connecting student feedback with demonstrable improvements. These priorities support a university community in which fairness is understood, concerns are heard and responsibility is shared.