

# **Holistic Ethical Organizational Culture and Values-Based Training**

## **2024-25**



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

Shoolini University actively supports and facilitates a **holistic ethical organizational culture** through structured initiatives, **value-based training**, and **experiential learning** at all levels of the institution. The university integrates **ethics, inclusivity, sustainability, and well-being** into its academic and co-curricular framework.

The University provides training based on these values at all levels of the organisation, as detailed below.

**Activities Supporting Ethical Organisational Culture & Training**

Sr. No.	Event Name	Date	Type of Initiative	Relevance to Ethical Culture & Training
1	Eco-Friendly Induction for New Students	20–23 August 2024	Induction & Training	Introduced students to ethical values, sustainability, code of conduct, and holistic development
2	Creating a Safe Haven: Anti-Ragging Awareness Session	21 August 2024	Ethical Awareness / Policy Training	Promoted respect, inclusivity, and zero tolerance for unethical behaviour (ragging)
3	Yoga & Zumba Session Supporting SDG 3	20 August 2024	Well-being Initiative	Promoted mental well-being, discipline, and holistic development
4	Strengthening Inclusivity: A Vibrant Meet & Greet with Cultural Showcase	22–23 August 2024	Inclusivity & Cultural Engagement	Fostered inclusivity, diversity, and community bonding
5	Quality Time with Differently-Abled Kids at the Indian Association of Muscular Dystrophy	28 August 2024	Community Engagement	Promoted empathy, compassion, and social responsibility
6	Ensuring Well Being of Shoolini Fraternity	September 27, 2024	Well-being Initiative	Promoted mental well-being, discipline, and holistic development

7	Let's Talk: A Safe Space for Voices, Breaking the Silence	4th February 2025	Mental Health Support	Encouraged open dialogue, emotional well-being, and ethical sensitivity
8	Life Skills Masterclass for New Students: Understanding Learning Beyond Classrooms	7 May 2025	Capacity Building	Focused on resilience, ethics, personal development, and leadership
9	Healing with Heart, Creating with Care - EXA Art Therapy Workshop	June 6, 2025	Well-being & Therapy	Promoted emotional balance, mental health, and self-awareness

# **Sample report on Ethical Organizational Culture & Training**

August 20-23, 2024

## Eco-Friendly Induction for New Students

The 3-day Induction Program at Shoolini University, held from August 20-23, 2024, successfully engaged both undergraduate (UG) and postgraduate (PG) students, integrating them into university life with a focus on academic excellence, holistic growth, and sustainability. The program began with a warm inaugural ceremony led by the Vice-Chancellor and faculty, who welcomed the students and underscored the university's dedication to sustainable practices across academic and campus life.

On **Day 1**, students received an academic orientation where faculty introduced the curriculum structure, grading systems, and support services like mentoring. Emphasis was placed on integrating sustainability into their academic journey, encouraging students to consider environmental impacts in their studies and projects. Interactive workshops introduced Shoolini's research culture, highlighting sustainability-focused initiatives and the importance of extracurricular participation in green initiatives.

**Day 2** included a campus tour featuring key facilities like the library, research labs, and sports complex, where sustainability measures were demonstrated, including energy-efficient installations and waste reduction practices. Ice-breaking sessions during the tour fostered connections, and students learned about eco-friendly practices embedded in university operations.

As part of Shoolini University's commitment to maintaining a safe and respectful environment, a special **play and discussion** was organized to promote a **ragging-free campus**. The event highlighted the university's strict anti-ragging policies, with a play performed by students that conveyed the harmful impacts of ragging on individuals' mental and emotional well-being.

On **Day 3**, personal development workshops focused on time management, mental health, and goal setting, with an emphasis on creating balance and building sustainable habits. Senior students shared their experiences, encouraging new students to approach university life with a sustainability-oriented mindset.

During the induction, Zumba and yoga sessions were organized at Shoolini University to promote fitness and well-being among students. The energetic Zumba sessions provided a fun way for participants to improve cardiovascular health, while the calming yoga sessions

focused on flexibility, balance, and mental wellness. These sessions offered a holistic approach to fitness, catering to both physical and mental health, and encouraged participants to adopt healthier, active lifestyles as part of Shoolini's commitment to overall wellness.

Following the induction program, a **'Meet and Greet' event** on August 22 introduced PG students to the university's vibrant community, allowing them to connect with peers and faculty. This was followed by a **'Club Mela' on August 23**, where each university club showcased its activities, particularly sustainability-themed initiatives. The PG induction also commenced on October 22, helping new students transition smoothly into Shoolini's ecosystem, enriched with sustainability-focused goals. The induction program left students well-prepared and excited for their academic journey, inspired to contribute positively to their university and environment.



**Chancellor Dr. PK Khosla addressing the students**



**Brigadier Mehta taking session on anti-ragging**



**Dr. Ashoo Khosla addressing students on campus life**



**Ms. Avnee Khosla addressing the students**

August 20, 2024

### **Yoga & Zumba Session at Shoolini University Supporting SDG 3**

As part of the Induction Program at Shoolini University, engaging **yoga and Zumba sessions** were organized to promote physical fitness and mental well-being among new students. These activities aimed to enhance the induction experience by fostering community connections and encouraging healthy lifestyle habits, aligning with the university's commitment to holistic development.

To promote sustainability, participants were encouraged to bring reusable water bottles, minimizing single-use plastic waste. The sessions utilized mats made from eco-friendly materials, and certified local instructors led the activities to support the community and reduce carbon emissions. Mindfulness practices incorporated into yoga emphasized the link between mental well-being and sustainable living, inspiring students to adopt environmentally conscious habits.

The impact of the sessions was significant, fostering an inclusive atmosphere during the induction program. Students actively participated, forming new friendships and support networks that eased their transition into university life. Many expressed appreciation for the connection between fitness and sustainability, reinforcing Shoolini University's dedication to promoting health, well-being, and environmental responsibility as they embark on their academic journeys.



**Ms. Suman taking the session**



**Meditation session in the process**

**August 21, 2024**

### **Creating a Safe Haven: Shoolini University's Anti-Ragging Awareness Session**

Shoolini University organized an engaging event during the induction featuring a **street play** and a **pledge against ragging**, aimed at sensitizing students and fostering team building while promoting sustainability.

The **street play**, performed by the Shoolini Creative Studio, highlighted the negative impacts of ragging through powerful storytelling that resonated with the audience. It promoted a culture of respect and inclusivity, encouraging students to speak out against such behaviors. Following the performance, discussions allowed students to share their experiences and thoughts on creating a supportive campus environment.

The event concluded with a **collective pledge**, where students committed to fostering a safe and welcoming atmosphere. This initiative reinforced Shoolini University's dedication to student welfare and community engagement while integrating sustainability into campus life, emphasizing the connection between mental well-being and responsible environmental practices.

Additionally, the event underscored the importance of a collaborative and responsible community. Students were encouraged to engage in initiatives that promote inclusivity and environmental sustainability, such as participating in green campus programs and supporting each other in their academic and personal journeys. This holistic approach aimed to cultivate not just a ragging-free environment but also a culture of care, empathy, and responsibility towards each other and the planet.



**Students presenting a Nukkad Natak on Anti ragging**



**Harmful effects of drug abuse were shown**



**Students displayed posters on Anti ragging**

## Let's Talk: A Safe Space for Voices, Breaking the Silence

**SDG 3: Good Health and Well-being & SDG 17: Partnerships for the Goals**

**Date:** 4th February 2025

**Location:** PDH, Shoolini University

"Let's Talk" was more than just a discussion—it was a transformative experience that brought together over 50 participants in a safe, judgment-free space to share their thoughts on adversity, trauma, and resilience. By blindfolding everyone, we removed visual biases, allowing raw and honest conversations to unfold. The event not only prioritized mental well-being but also aligned with sustainability principles, ensuring minimal environmental impact.

To promote eco-conscious practices, we completely avoided single-use plastics and used reusable blindfolds, reducing textile waste. The event was paper-free, with all communication—invites, promotions, and guidelines—shared digitally to minimise unnecessary waste. Additionally, the session was conducted without artificial lighting, conserving electricity and creating an immersive atmosphere focused on deep listening. The venue was chosen for its natural ventilation, reducing the need for fans or air conditioning.

Beyond its environmental aspects, the event championed social sustainability, addressing an often-overlooked aspect of sustainability—mental health and emotional well-being. By providing a safe space for open conversations, we encouraged self-expression, active listening, and human connection. The overwhelming participation and engagement highlighted the importance of such spaces in fostering community well-being.

A heartfelt thank you to Poonam Nanda Ma'am, our faculty, and the entire organizing team, whose unwavering support made this event possible. "Let's Talk" was not just a one-time discussion—it was a reminder that sustainability goes beyond the environment; it's about nurturing people, emotions, and communities.





**Students discussion Let's Talk: A Safe Space for Voices**

## **Healing with Heart, Creating with Care - EXA Art Therapy**

### **Workshop SDG 3: Good Health and Well-being & SDG 4: Quality**

**Education Date:** June 6, 2025

Mode: Online (Zoom)

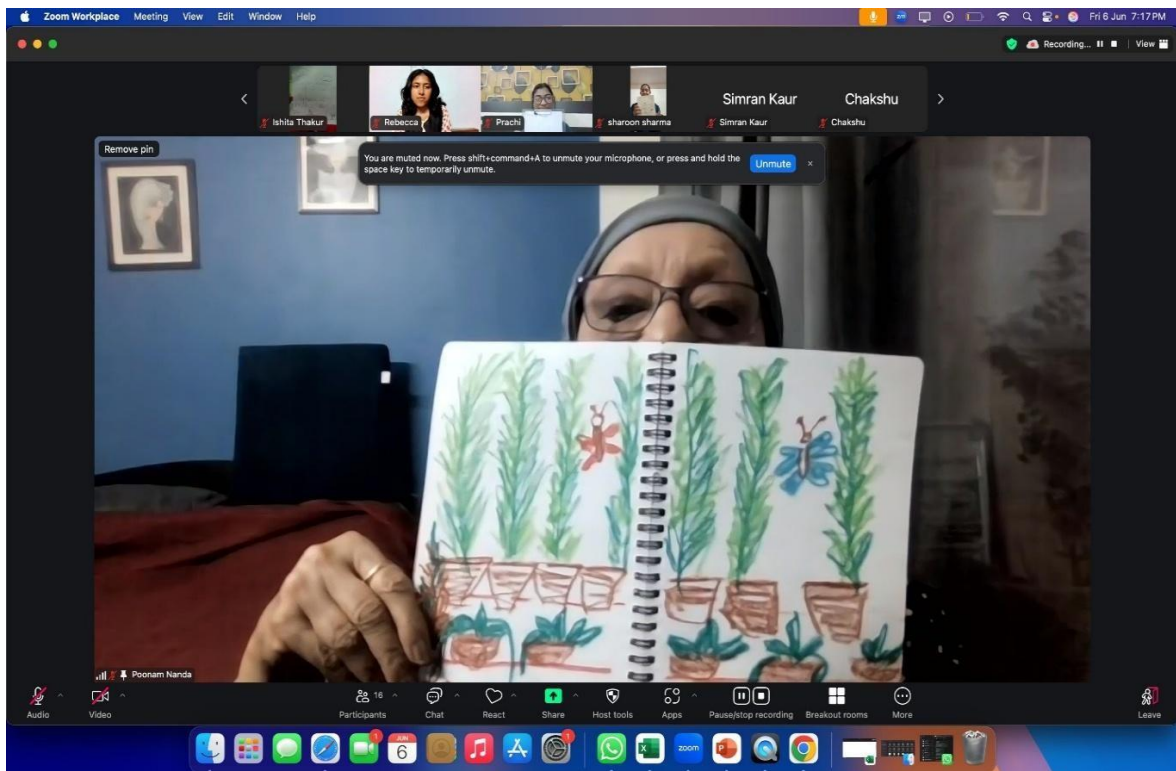
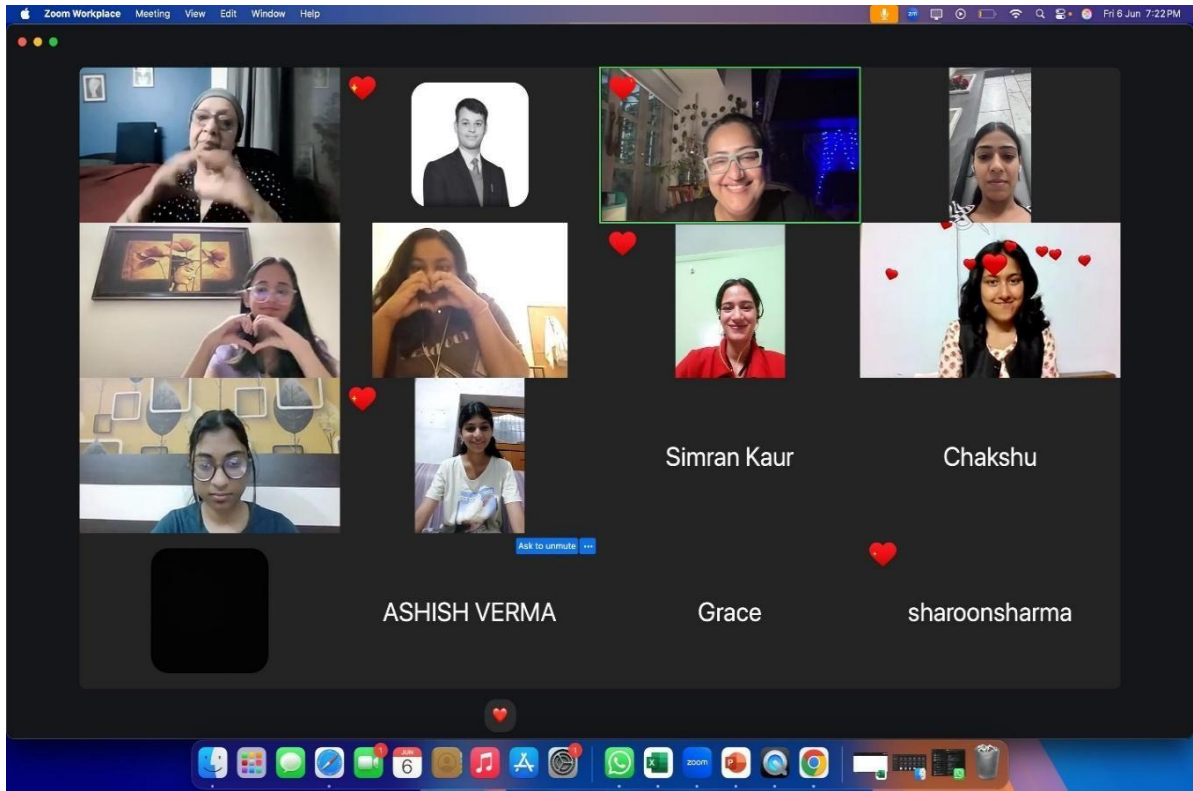
As part of Shoolini University's commitment to sustainability and holistic student development, the **EXA Art Therapy Workshop** was organized on June 6, 2025. The session was conducted online via Zoom, contributing to multiple SDGs by integrating environmental consciousness with emotional wellness.

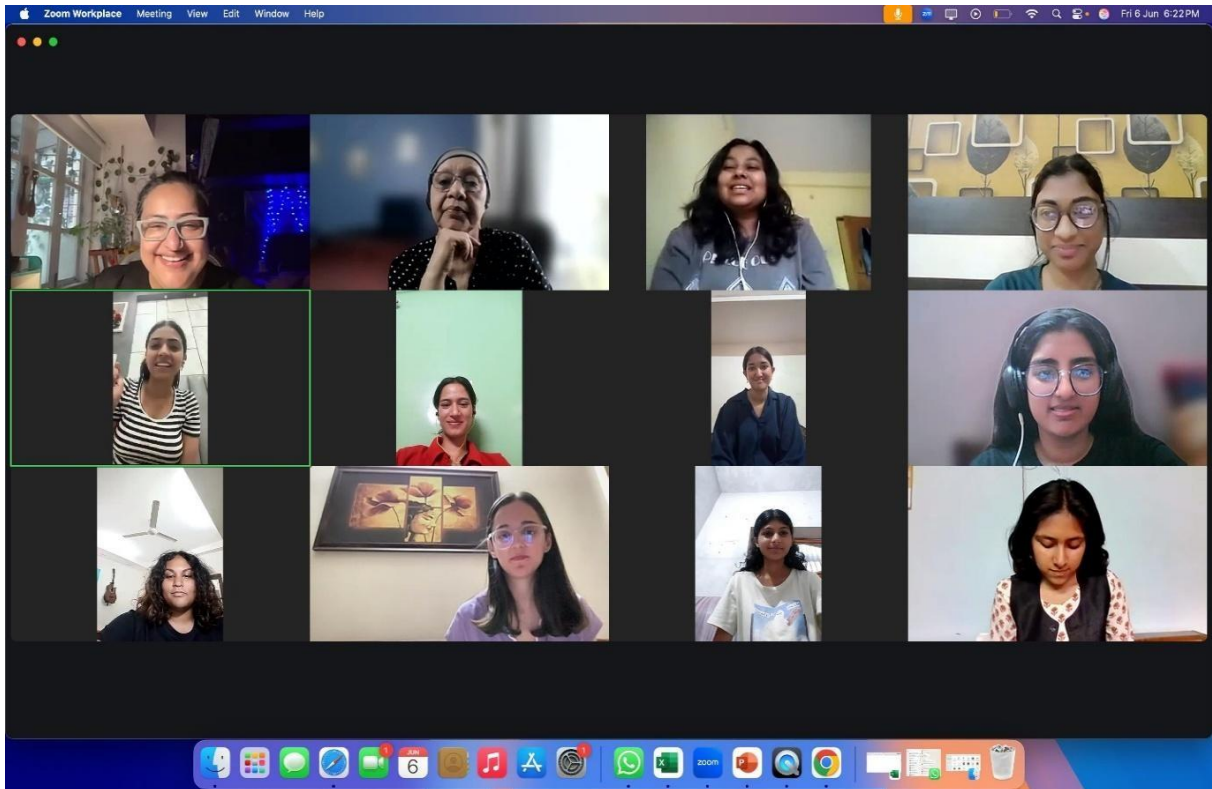
The event was facilitated by **Ms. Gopika**, an **Expressive Arts Therapy (EXA) practitioner-in-training** with over **20 years of experience** across storytelling, media, and emotional well-being spaces. The initiative was conceptualized and supported by **Ms. Poonam Nanda**, who continues to lead meaningful efforts to nurture mental health at Shoolini.

**Expressive Arts Therapy (EXA)** is a multi-modal, creative approach to emotional well-being, helping individuals explore thoughts and feelings through **art, writing, movement, and sound**. The emphasis is not on creating art but on the process itself, making it accessible for everyone.

By opting for a **virtual format**, the event consciously reduced its **carbon footprint** by eliminating the need for travel and physical infrastructure. Additionally, no paper-based materials or event-specific consumables were used. Students were encouraged to utilize **existing personal art supplies** at home, supporting **responsible consumption** in line with **SDG 12**.

This initiative demonstrates how **mental health promotion and sustainability can go hand in hand**, creating positive long-term impacts on both individuals and the environment. It reflects Shoolini University's continued dedication to **developing conscious, resilient, and environmentally responsible individuals**.





**Zoom session of students with Ms. Poonam Nanda**