



Centurion
UNIVERSITY

Shaping Lives...

Empowering Communities...

**ANTI-
DISCRIMINATION
AND ANTI-
HARASSMENT
POLICY
2024**

ANTI-DISCRIMINATION AND ANTI-HARASSMENT POLICY 2024



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CENTURION UNIVERSITY OF TECHNOLOGY AND MANAGEMENT
ODISHA

FOREWORD



At Centurion University of Technology and Management, our commitment to fostering an inclusive, respectful, and equitable environment is foundational to our mission. The Anti-Discrimination and Anti-Harassment Policy embodies this commitment, providing clear guidelines and support systems designed to ensure that every member of our community (students, faculty, staff, and visitors) can thrive in a space free from discrimination and harassment.

The university recognizes that a diverse and dynamic environment is vital for the intellectual and personal growth of our community. This policy not only reflects our dedication to upholding the highest standards of conduct but also aligns with our core values of respect, integrity, and excellence. It is our collective responsibility to create and sustain an atmosphere where everyone feels valued and empowered to contribute their best.

This document serves as a comprehensive resource for understanding the principles that guide the university's behavior and interactions. It outlines the procedures for addressing concerns, providing support, and ensuring that all voices are heard and respected. The university's goal is to foster a culture of openness and trust, where each individual can pursue their academic and professional aspirations without fear of discrimination or harassment.

As we continue to build on our commitment to a safe and supportive environment, we encourage all members of our community to familiarize themselves with this policy, embrace its principles, and contribute positively to our shared goals. By working together, we can uphold the dignity of each person and advance the values that make Centurion University a place of learning, growth, and mutual respect.

Thank you for your dedication to these important principles and for your ongoing efforts to make Centurion University a beacon of excellence and inclusivity.

A handwritten signature in blue ink, reading "Supriya Pattanayak".

Prof. (Dr.) Supriya Pattanayak
Vice-Chancellor
Centurion University of Technology and Management

CONTENTS

Preamble	1
1. Objective	1
2. Policy Statement	1
3. Prohibited Conduct	1
4. Responsibilities	2
5. Redressal Committee	2
6. Confidentiality	3
7. Disciplinary Actions	3
8. Training and Awareness	3
9. Approval and Review	3
10. References	4

Anti-Discrimination and Anti-Harassment Policy

Preamble

Centurion University of Technology and Management (CUTM), Odisha, aspires to cultivate a thriving academic environment that fosters inclusivity and empowers individuals from all walks of life. We recognize the value of diversity in enriching the educational experience and fostering innovation. This policy serves as a testament to our unwavering commitment to providing a fair, safe, and equitable environment free from discrimination and harassment for all students, faculty members, workers, and non-teaching staff.

1. Objective

CUTM aims to maintain an environment in which all individuals are treated with dignity and respect. We believe that every member of the university community has the right to study and work in an atmosphere that promotes equal opportunities. Our goal is to create a space characterized by mutual trust and respect, enabling everyone to perform to their best potential without fear of intimidation, oppression, exploitation, discrimination, or harassment of any kind.

2. Policy Statement

CUTM is dedicated to providing equal access to opportunities and maintaining a safe environment for all individuals, free from discrimination and harassment. We do not tolerate any form of discrimination or harassment based on race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, socioeconomic status, or any other characteristic protected by law. This policy applies to all students, faculty members, workers, and non-teaching staff.

3. Prohibited Conduct

The following behaviors are prohibited under this policy and will warrant investigation and appropriate action:

- **Sexual Harassment:** Any unwelcome sexual advances, requests for sexual favors, and other verbal or physical harassment of a sexual nature, as defined by the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.

- **Non-Sexual Harassment and Discrimination:** Includes but is not limited to any form of discrimination based on race, skin color, caste, religion, ethnicity, national origin, sex (including pregnancy), age, disability, class, place of birth, HIV status, sexual orientation, gender identity, marital status, religious belief or lack thereof, life expectancy, or any other status protected by the Constitution of India and applicable laws.
- **Bullying and Workplace Violence:** Includes violent acts or threats of violence, verbal, non-verbal, or in writing, fighting, bullying, coercion, or use of abusive or threatening words or actions.
- **Retaliation:** Any form of retaliation against an individual for filing a claim of discrimination or harassment, responding to a complaint, appearing as a witness in an investigation, or serving as an investigator.

4. Responsibilities

- **University Administration:** Responsible for upholding this policy and fostering a culture of non-discrimination and non-harassment within the university.
- **Staff and Faculty:** Accountable for completing regular training on non-discriminatory and anti-harassment practices and ensuring fair and respectful treatment of all individuals.
- **Students and Visitors:** Expected to adhere to this policy and report any incidents of discrimination or harassment.

5. Redressal Committee

The Internal Complaints Committee (ICC) is empowered to deal with all kinds of harassment and discrimination. The committee will:

- Make the complainant and accused aware of the gravity of the misconduct.
- Conduct immediate investigations of alleged misconduct.
- Make recommendations for remediation to designated university officials.
- Explore informal means of resolving potential harassment.
- Notify appropriate authorities when criminal activities are alleged.

6. Confidentiality

All complaints and investigations will be treated confidentially. The ICC will ensure that the complainant is protected from retaliation during and after the investigation. Information related to a complaint or investigation will be maintained in secure files.

7. Disciplinary Actions

All individuals, including students, faculty members, workers, and non-teaching staff, will be subject to disciplinary action, up to and including termination or expulsion, for any act of harassment or discrimination. Disciplinary actions will be classified into four levels:

- **Level 1:** First-time occurrences of inappropriate behavior.
- **Level 2:** Recurring socially inappropriate behavior.
- **Level 3:** Major infractions, including retaliation.
- **Level 4:** Serious cases, including any criminal offense.

8. Training and Awareness

CUTM will provide regular training to understand, prevent, and address discrimination and harassment. This includes awareness sessions, workshops, and educational materials.

9. Approval and Review

This policy has been approved by the university administration and will be reviewed every three years to ensure its effectiveness and compliance with current legislation and best practices. Any amendments to the policy will be communicated to the university community.



Dr. Anita Patra

Registrar

Centurion University of Technology and Management



REGISTRAR
Centurion University of
Technology & Management
ODISHA

10. References

This policy is informed by and complies with the following regulations and guidelines:

- The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.
<https://www.indiacode.nic.in/bitstream/123456789/2104/1/A2013-14.pdf>
- The Rights of Persons with Disabilities Act, 2016.
<https://www.indiacode.nic.in/bitstream/123456789/2104/1/A2013-14.pdf>
- University Grants Commission (UGC) Guidelines on the Safety of Students on and off Campuses of Higher Educational Institutions.
https://www.ugc.gov.in/pdfnews/4006064_Safety-of-Students-Guidelines.pdf
- Constitution of India, Articles 14, 15, and 21.
<https://cdnbbsr.s3waas.gov.in/s380537a945c7aaa788ccfcdf1b99b5d8f/uploads/2024/07/20240716890312078.pdf>
- UGC Regulations on Curbing the Menace of Ragging in Higher Educational Institutions, 2009.
<https://www.ugc.gov.in/oldpdf/ragging/minuterag230409.pdf>

By implementing this policy, Centurion University of Technology and Management reaffirms its commitment to providing a fair, inclusive, and equitable environment for all members of its community, including students, faculty members, workers, and non-teaching staff.



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Empowering Communities...*

CENTURION UNIVERSITY OF TECHNOLOGY AND MANAGEMENT, ODISHA

CAMPUSES:

Paralakhemundi Campus

Village Alluri Nagar
P.O. – R Sitapur, Via- Uppalada
Paralakhemundi, Dist.- Gajapati
Odisha, India. PIN– 761211

Bhubaneswar Campus

Ramchandrapur
P.O. – Jatni, Bhubaneswar
Dist.- Khurda, Odisha,
India, PIN– 752050

Balangir Campus

Behind BSNL Office
IDCO land, Rajib Nagar
Dist.- Balangir, Odisha
India, PIN-767001

Rayagada Campus

IDCO Industrial Area
Pitamahal, Rayagada
Dist.-Rayagada, Odisha
India, PIN-765001

Balasore Campus

Gopalpur,
P.O.-Balasore
Dist.-Balasore, Odisha
India, PIN-756044

Chatrapur Campus

Ramchandrapur,
Kaliabali Chhak,
P.O-Chatrapur, Dist.-Ganjam
Odisha, India, PIN-761020