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Shaping Lives...
Empowering Communities...

EQUALITY, DIVERSITY AND INCLUSION 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 a vibrant, inclusive academic community is unwavering. It is with great pride that we present our Equality, Diversity, and Inclusion (EDI) Policy, a cornerstone of our mission to create an environment where every individual is valued and empowered.

In a world that is increasingly interconnected and diverse, it is essential that our institution reflects and upholds these values. Our EDI Policy is designed to ensure that all members of our university—students, faculty, and staff—experience a culture of respect, fairness, and equal opportunity. This policy not only underscores our dedication to eliminating barriers and biases but also highlights our proactive approach to celebrating differences and promoting mutual understanding.

Equality and diversity are integral to the richness of our academic and social environment. By embracing these principles, we enhance our collective strength and drive innovation, collaboration, and excellence. Our policy outlines clear objectives and strategies to support an inclusive atmosphere, where everyone can thrive regardless of their background, identity, or perspective.

As we move forward, it is our shared responsibility to live by the principles enshrined in this policy. Let us all contribute to making Centurion University a place where diversity is celebrated, and inclusivity is embedded in every aspect of our work and interactions.

Thank you for your commitment to this important endeavor. Together, we will continue to build a community that is not only academically outstanding but also truly inclusive and equitable.

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

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Equality, Diversity and Inclusion Policy

Preamble

Centurion University of Technology and Management is committed to achieving the Sustainable Development Goal (SDG) of equality by fostering a diverse and inclusive learning environment. We believe that everyone deserves equal opportunities to thrive, regardless of their background or identity.

This policy outlines our commitment to integrating the principles of Equality, Diversity, and Inclusion (EDI) into the university's culture and operations.

1. Objectives

- To cultivate an inclusive campus environment that celebrates diversity and respects individual differences.
- To ensure equal access to educational opportunities, resources, and participation for all students, faculty, and staff.
- To prevent and address all forms of discrimination, harassment, and exclusion within the university community.
- To embed EDI principles into university policies, practices, and decision-making processes.
- To support underrepresented and marginalized groups through targeted programs and resources.

2. Policy Statement

CUTM is committed to fostering a community where diversity is embraced, and all individuals are treated with dignity and respect. We prohibit discrimination, harassment, or exclusion based on any characteristic, including but not limited to:

- Caste (including Dalit status)
- Tribal Affiliation (Adivasi)
- Gender
- Race

- Religion
- Sexual Orientation
- Gender Identity
- Disability
- Cultural Background
- Socioeconomic Background (including rural origin)

3. Responsibilities

- **University Leadership**: Ensure the implementation and oversight of the EDI policy.
- **Human Resources**: Develop and enforce EDI practices in recruitment, training, and professional development.
- **Faculty and Staff**: Promote inclusive teaching and working environments.
- **Students**: Respect and uphold the principles of equality, diversity, and inclusion.
- **EDI Committee**: Oversee EDI initiatives, provide guidance, and review the policy regularly.

4. Definitions

- **Equality**: Ensuring everyone has the same opportunities and is not treated differently or discriminated against because of their characteristics.
- **Diversity**: Recognizing, respecting, and valuing differences in people.
- **Inclusion**: Creating an environment where everyone feels valued and included.

5. Categories under Diversity

I. **Gender Equality:** Promote gender balance and eliminate gender-based discrimination through education, policies, and practices that support gender equity.

II. **LGBTQIA+:** Foster a supportive and safe environment for LGBTQIA+ individuals, ensuring their rights and needs are respected and addressed.

III. **Accessibility and Disability:** Ensure all facilities, resources, and opportunities are accessible to individuals with disabilities, providing necessary accommodations and support.

IV. **SC/ST/OBC/Minorities:** Promote social justice and equity for students, faculty, and staff from Scheduled Castes (SC), Scheduled Tribes (ST), Other Backward Classes (OBC), and minority communities through targeted programs and policies.

V. **Cultural Inclusion and Racial Equity:** Celebrate cultural diversity and promote racial equity by recognizing and respecting all community members' cultural backgrounds and experiences.

VI. **Eliminating Sexual Harm and Fostering Respect:** Implement measures to prevent sexual harassment and violence, and promote a culture of consent, respect, and support for survivors.

VII. **Inclusive Access to Education:** Ensure equitable access to educational opportunities and resources for all students, regardless of their background or circumstances.

VIII. **Diversity Governance and Reporting:** Establish transparent governance structures and reporting mechanisms to monitor, assess, and enhance EDI initiatives and outcomes.

6 . Approval and Review

This policy will be reviewed every three years or as required to ensure its relevance and effectiveness. The review process will involve consultation with stakeholders across the university.

Dr.Anita Patra

Registrar

Centurion University of Technology and Management

REGISTRAR
Centurion University of
Technology & Management
ODISHA

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7. References

- The Constitution of India
- The Rights of Persons with Disabilities Act, 2016
- University Grants Commission (UGC) Guidelines on Equity, Diversity, and Inclusion
- National Policy for Transgender Persons, 2019
- Anti-Discrimination Laws and Policies in India

8. Contact Information

For further information please contact:
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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