



Centurion
UNIVERSITY

Shaping Lives...

Empowering Communities...

**POLICY FOR
WOMEN'S
APPLICATIONS
AND ENTRY
2024**

POLICY FOR WOMEN'S APPLICATIONS AND ENTRY 2024



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CENTURION UNIVERSITY OF TECHNOLOGY AND MANAGEMENT
ODISHA

FOREWORD



At Centurion University of Technology and Management, we take pride in our commitment to fostering an inclusive and equitable environment for all. Women's empowerment has always been central to our mission of advancing education, innovation, and social responsibility. We believe that access to quality education is a key driver of societal progress, and ensuring women have every opportunity to succeed is fundamental to building a better future.

The *Policy for Women's Application and Entry* reaffirms our dedication to promoting gender balance and ensuring women are provided with the necessary support to pursue their academic and professional aspirations. This policy outlines clear, supportive measures to facilitate women's access to our institution, helping to create a welcoming, safe, and enabling environment where they can thrive.

The University is not just an educational institution but a community that encourages diversity, creativity, and mutual respect. Through this policy, we aim to uphold our values of inclusiveness and excellence by ensuring that women from all walks of life can access the resources, guidance, and opportunities they deserve.

I am confident that this initiative will help create a more balanced and enriched academic culture, where everyone's potential is recognized and celebrated. I encourage all prospective women students to explore the programs, resources, and supportive networks we offer and take full advantage of the opportunities that await them here.

Together, let us continue to build a future where education opens doors for everyone, regardless of gender, and where women lead the way in shaping a brighter tomorrow.

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

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POLICY FOR WOMEN'S APPLICATIONS AND ENTRY

1. Application

This policy applies to all applicants, job applicants, existing students, and university staff.

2. Purpose

- To ensure all employees and officers have an understanding of gender issues and the objectives of this policy.
- To ensure all employees and officers have equal opportunities to participate in and contribute at all levels of the University and to receive appropriate acknowledgment and equitable reward for that participation and contribution.

3. Policy

i. Human Resources (HR) Responsibilities:

The HR department maintains records of female applicants seeking Teaching, Non-Teaching, and Administrative positions. Equal preference is given to eligible and suitable female candidates for available vacancies. The HR department, in collaboration with the Head of School and under the oversight of the Hon. Vice-Chancellor, reviews and processes applications.

ii. Admission Process:

There is no discrimination in the admission process for student applicants, and female applicants are treated without bias. The Director of Admission, reporting to the Hon. Vice-Chancellor, oversees the procedures to ensure fairness and equality.

iii. Committee and Statutory Bodies:

In compliance with government rules, women employees will be appointed to various working committees and statutory bodies. The University is committed to promoting and encouraging the applications of women for different positions, ensuring equal opportunities.

4. Definitions

- **Gender:** The term "gender" includes social, behavioral, and cultural attributes associated with being female, male, intersex, transgender, or gender-diverse.
- **Gender Equality:** Gender equality in the workplace is defined as providing all employees with equal access to rewards, resources, and opportunities, regardless of their gender.

- **Gender Equity:** Gender equity involves fair treatment based on individual needs, which may include equal or different treatment that is considered equivalent regarding rights, benefits, obligations, and opportunities.

5. Implementation Strategies

- **Outreach and Engagement:** Conduct outreach programs in schools and communities to encourage women to apply to Centurion University. Utilize female alumni and current students as ambassadors.
- **Bias-Free Selection Processes:** Train selection committees to recognize and mitigate implicit biases during the acceptance process.
- **Support Services:** Establish mentorship programs, support groups, and counseling services for women to help them navigate university life.
- **Inclusive Policies:** Develop and enforce policies that promote gender equity in all university activities and decision-making processes.

6. Monitoring and Evaluation

- **Data Collection:** Collect and analyze data on women's applications, acceptance rates, entry experiences, and participation levels.
- **Regular Reviews:** Conduct regular reviews of the policy's effectiveness and make necessary adjustments based on feedback and data.
- **Feedback Mechanisms:** Establish channels for women to provide feedback on their experiences and suggest improvements.

7. 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 women stakeholders across the university.



Dr. Anita Patra

Registrar

Centurion University of Technology and Management



REGISTRAR
Centurion University of
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8. References

- The Constitution of India (<https://legislative.gov.in/constitution-of-india/>)
- University Grants Commission (UGC) Guidelines on Gender Equality (<https://www.ugc.gov.in/oldpdf/xplanpdf/womenstudiesindianuni.pdf>)



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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