



Centurion
UNIVERSITY

Shaping Lives...

Empowering Communities...

**POLICY OF
NON-DISCRIMINATION
AGAINST WOMEN
2024**

POLICY OF NON-DISCRIMINATION AGAINST WOMEN 2024



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CENTURION UNIVERSITY OF TECHNOLOGY AND MANAGEMENT
ODISHA

FOREWORD



At Centurion University of Technology and Management, we are deeply committed to fostering an inclusive, respectful, and equitable environment for all. As part of this commitment, the *Policy of Non-Discrimination Against Women* stands as a testament to our belief that everyone, regardless of gender, deserves equal opportunities to succeed, grow, and contribute to society.

This policy reinforces our zero-tolerance stance on discrimination, ensuring that women within our university community are treated with fairness and dignity at all times. It outlines clear principles and procedures that safeguard women's rights and well-being while promoting a culture of mutual respect, collaboration, and inclusivity.

The university thrives on diversity, and we understand that the empowerment of women is key to achieving excellence in education, research, and innovation. Through this policy, the university aims to create an environment where women are not only welcomed but are also encouraged to excel and lead in every field of study and professional endeavor.

The university invites every member of the Centurion University community to embrace this policy wholeheartedly and to contribute to a culture where equality, respect, and fairness are not just ideals, but everyday practices. Together, we can build a future where every individual, irrespective of gender, can reach their full potential and create a lasting impact.

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

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Policy of Non-Discrimination Against Women

Preamble

Centurion University of Technology and Management, Odisha, is committed to providing an environment free from discrimination and harassment, where students, faculty, staff and visitors are treated with respect and dignity. This Non-Discrimination Policy Against Women is designed to ensure that no individual is subjected to discrimination or harassment based on their gender, in accordance with Articles 15 and 16 of the Indian Constitution.

1. Introduction:

In the pursuit of academic excellence and the creation of a supportive and inclusive learning environment, it is imperative that universities adopt and enforce policies that prohibit discrimination against any individual, including women. The Policy of Non-Discrimination Against Women is designed to ensure that all members of the university community are treated with dignity and respect and that they have equal access to educational opportunities, employment, and campus life. Article 15 prohibits discrimination on grounds of religion, race, caste, sex, or place of birth whereas Article 16 deals with equality of opportunity in matters of public employment.

2. Objectives:

The objective of a Policy of Non-Discrimination Against Women in a university setting is to create and maintain an environment that is free from discrimination and harassment, ensuring that all individuals, regardless of their gender, have equal opportunities to participate in and benefit from the university's programs and activities. This policy aims to:

- **Promote Equality:** Ensure that women are not subjected to unequal treatment in any aspect of university life, including admissions, academic programs, student services, employment, and campus activities.
- **Prevent Discrimination:** Actively work to prevent discrimination against women by establishing clear guidelines and procedures for addressing and resolving complaints.

- **Provide a Safe Environment:** Create a safe and respectful environment where women feel secure and valued, free from fear of harassment, violence, or retaliation.
- **Compliance with Laws:** Comply with federal, state, and local laws and regulations that prohibit discrimination based on sex.
- **Educate the Community:** Educate students, faculty, and staff about the importance of non-discrimination, the consequences of violating the policy and the procedures for reporting and responding to incidents of discrimination.
- **Foster Inclusivity:** Promote an inclusive culture that respects diversity and does not tolerate discrimination, thereby enhancing the overall educational experience and workplace environment.
- **Support Victims:** Provide support and resources to individuals who have experienced discrimination, including counselling, legal assistance and accommodations to continue their education or employment without further harm.
- **Encourage Reporting:** Encourage individuals to come forward with complaints of discrimination by establishing confidential and accessible reporting mechanisms and ensuring that complainants are protected from retaliation.
- **Investigate and Resolve Complaints:** Investigate complaints of discrimination promptly, thoroughly and impartially and take appropriate action to resolve the issues including remedying the effects of discrimination and preventing future occurrences.
- **Accountability:** Hold individuals who violate the non-discrimination policy accountable through disciplinary measures or other appropriate actions.

By achieving these objectives, the university can foster a community that is dedicated to the principles of equity, fairness and respect for all individuals, thereby enhancing the academic and work environment for everyone involved.

3. Scope of the Policy

This policy applies to all aspects of university life, including but not limited to admissions, academic programs, research, student services, housing, employment and extracurricular activities. It covers students, faculty, staff, visitors and third-party contractors.

4. Prohibited Conduct:

The university prohibits discrimination and harassment against women in any form, including but not limited to:

- Denial or limitation of educational opportunities
- Employment discrimination
- Sexual harassment
- Gender-based harassment
- Sexual assault
- Dating and domestic violence
- Stalking
- Retaliation for reporting discrimination or participating in an investigation

5. Reporting Procedures:

Individuals who believe they have been subjected to discrimination or harassment, or who have witnessed such behavior, are encouraged to report the incident to the university's Coordinator or through the following channels:

- Confidential Advisors
- Human Resources Department
- Student Affairs Office
- Campus Security

Reports can be made in person, by phone, or in writing. All reports will be treated with sensitivity and confidentiality to the extent possible, consistent with the need to conduct a thorough investigation.

6. Investigation and Resolution:

Upon receiving a report, the university will promptly and thoroughly investigate the allegations. The investigation will be conducted by trained personnel who will ensure that all parties are treated fairly and respectfully. The university will take appropriate action, which

may include counseling, training, reassignment, disciplinary action, or other remedies as necessary to address the situation and prevent future occurrences.

7. Confidentiality and Privacy:

The university will make every effort to protect the privacy of individuals involved in a report of discrimination or harassment. Information will be shared on a need-to-know basis and in accordance with applicable laws and regulations.

8. Training and Education:

The university is committed to ongoing education and training on issues related to non-discrimination and harassment prevention. Training will be provided to all members of the university community, and resources will be made available to promote awareness and understanding of this policy and related procedures.

9. Conclusion

The Policy of Non-Discrimination Against Women is a cornerstone of the university's commitment to equality and fairness. It serves as a foundation for creating a safe and welcoming environment where women can pursue their academic and professional goals without facing barriers based on their gender. By adhering to this policy, the university strives to uphold the highest standards of integrity and respect for all individuals, fostering a community that values diversity and inclusivity. This policy is intended to provide a clear framework for addressing non-discrimination against women at the University of Excellence. It is the responsibility of every member of the university community to understand and uphold this policy and to contribute to a safe, respectful, and inclusive environment for all.

10. Approval and Review:

This policy has been approved by the university administration and will be reviewed periodically to ensure its effectiveness and compliance with current laws 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

11. Contact Information:

Coordinator: Dr.Swetalina Mishra, Centurion University of Technology and Management, Email ID-swetalina.mishra@cutm.ac.in, Contact No-7381013929.

For more information about this policy or to report an incident, please contact the Coordinator or visit the university's website at [www.cutm.ac.in].



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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