



Centurion
UNIVERSITY

Shaping Lives...
Empowering Communities...

**POLICY TO
PROTECT
INDIVIDUALS
REPORTING
DISCRIMINATION
2024**

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CENTURION UNIVERSITY OF TECHNOLOGY AND MANAGEMENT
ODISHA

FOREWORD



At Centurion University of Technology and Management, we are dedicated to fostering an environment that values fairness, inclusivity, and respect for all. Central to this commitment is ensuring that every member of our community feels empowered to speak up against discrimination without fear of retaliation or harm. *The Policy to Protect Individuals Reporting Discrimination* underscores our promise to protect those who courageously come forward to report any form of discrimination.

This policy establishes a safe and supportive framework for individuals who report discrimination, guaranteeing that their voices will be heard and that they will be protected from any negative consequences. It reflects our university's core values of integrity, accountability, and justice, ensuring that we maintain a campus culture where every individual is treated with dignity.

We believe that creating a space where discrimination is promptly addressed and those reporting it are protected is essential to our mission of fostering an inclusive, vibrant academic community. This policy reaffirms our commitment to fairness and provides clear procedures for addressing and preventing discrimination in all its forms.

I urge all members of the Centurion University community to embrace this policy and stand together in the fight against discrimination. By working together, we can create a safer, more inclusive environment where every individual is respected and supported.

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

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Policy to Protect Individuals Reporting Discrimination

Preamble

The law that governs a framework for protection against discrimination in India is under Right to equality (Act 14-18). Indian Penal Code, 1860 (Section 153A). It promotes discrimination against people based on race, caste, sex, place of birth, religion, gender identity, sexual orientation or any other category in the workplace.

1. Introduction:

This policy is governed by various laws and regulations aiming to provide support, justice and protection to all categories of employees in the workplace. Under the Equality Act, there are four main types of discrimination: 1. direct discrimination, 2. Indirect discrimination, 3. Harassment, 4. Victimization. This policy would support to formation of a balanced environment of antidiscrimination in the organization by prohibiting discrimination.

2. Objectives:

- The purpose of this policy is to safeguard individuals who report discrimination or harassment within the organization from any form of educational or employment disadvantage.
- The organization is committed to maintaining an environment where all individuals can report concerns about discrimination without fear of retaliation, bias, or adverse consequences.
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3. Scopes of Discrimination Policy:

This policy applies to all employees, students, contractors, and any other individuals associated with the organization who report incidents of discrimination or harassment.

4. Alignment of discrimination:

- **Discrimination:** Unfair treatment of individuals based on race, colour, religion, sex, sexual orientation, gender identity, national origin, disability, age, or any other characteristic protected by applicable law.
- **Retaliation:** Any adverse action taken against an individual as a result of their involvement in reporting discrimination or harassment.
- **Adverse Action:** Any action that negatively impacts an individual's employment or educational opportunities, including but not limited to demotion, dismissal, denial of promotion, or changes in academic standing.

5. Policy Norms

5.1 Protection against Retaliation

The organization strictly prohibits any form of retaliation against individuals who report discrimination or harassment, participate in investigations, or oppose discriminatory practices. Retaliation includes but is not limited to, negative changes in employment status, academic performance, or any other disadvantage.

5.2 Confidentiality

The organization will maintain the confidentiality of individuals who report discrimination to the extent possible. Information will be disclosed only on a need-to-know basis as an emergency or as required by law.

5.3 Reporting Procedures

Individuals who believe they have been subjected to discrimination or who have witnessed discriminatory behavior should report it to the authority [Designated Officer/Department/committee] through the established reporting channels, which include [email/online form/phone number].

5.4 Investigation

Reports of discrimination will be investigated promptly and thoroughly by authority (Designated Officer/Department/ committee). The investigation will be conducted with fairness and impartiality, and steps will be taken to protect the reporter from retaliation during and after the investigation.

5.5 Support Services

The organization will provide support to individuals who report discrimination, including access to counselling services, legal assistance, and any necessary accommodations to ensure their continued safety and well-being.

6. Responsibilities

6.1 Management and Supervisors

Management and supervisors are responsible for fostering an environment free from discrimination and for ensuring that no retaliatory actions are taken against individuals who report discrimination. They must also be trained on this policy and its implications.

6.2 Employees and Students

All employees and students are expected to adhere to this policy, report any instances of discrimination, and cooperate with investigations. They should also support colleagues and peers in creating a respectful and inclusive environment.

7. Consequences for Violations

Any individual found to have engaged in retaliation or any other form of adverse action against those who report discrimination will be subject to disciplinary action, which may include termination, suspension, or other penalties as deemed appropriate by the organization.

7.1 Punishment

India has multiple laws that address discrimination including the Constitution of India, the Protection of Civil Rights Act, 1955, the Indian Penal Code (IPC) to include Section 509A, and others that would punish those who insult a member of a particular race with imprisonment.

8. Conclusion

This policy is designed to foster a safe and equitable environment for all members of the organization, ensuring that those who speak out against discrimination are supported and protected.

9. 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



10. Contact Information

- For questions or concerns about this policy, or to report an incident of discrimination, please contact Dr.Padmaja Pattnaik, School of Applied Sciences, Dept: Physics, Email ID: padmaja.patnaik@cutm.ac.in, Phone No: 7682803962.



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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

Balasure Campus

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

Chatrapur Campus

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