

2017-2022



**Centurion  
UNIVERSITY**

*Shaping Lives...  
Empowering Communities...*



# GLIMPSES OF GENDER EQUITY & SENSITIZATION ACTIVITIES

CENTURION UNIVERSITY OF TECHNOLOGY AND MANAGEMENT

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[WWW.CUTM.AC.IN](http://WWW.CUTM.AC.IN)



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# Gender Equity Plan

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The University has a framework that is responsible for the delivery of the Gender Equity outcomes. This is across the curriculum, operations, research and engagement (CORE). Its gender equity plan aims to promote equal opportunities to all the members, especially focusing on women. The Gender Equity Action Plan is linked to the University's strategic framework, code of conduct and available resources. The Action Plans is also meant to meet the UN's Sustainable Development Goals (SDGs) on Gender Equality (SDG 5) by 2030. The action plan is our roadmap for promoting gender equality among students, faculty members and all other staff of the University.

## ADDRESSING GENDER THROUGH LEADERSHIP

The University's commitment to Gender is seen in the three statutory Leadership positions – Vice Chancellor, Registrar and Director Quality Assurance cum Controller of Examinations – are all women. The University is focusing on promoting women leadership at other levels, that is, as Deans, Directors, Heads of Departments and Heads of Research Centers. The University also promotes women students to Leadership roles, such as Student Representatives, Gender Champions, Special Police Officers, etc.

The Leadership takes pride in celebrating the International Women's Day, International Day for the Elimination of Violence against Women, National Girl Child Day, National Women's Day for all stakeholders of the University.

## ADDRESSING GENDER THROUGH CURRICULUM

The University has made it mandatory for every student who enrolls to undergo Gender orientation as part of their induction. Further, irrespective of the program being pursued by a student, a course on 'Gender Human Rights and Ethics' is mandatory. This year an attempt is being made to incorporate elements of COVID 19 and its impact on Gender in the curriculum.

# Gender Equity Plan

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Faculty Development Programs (FDPs) addressing issues of gender are also mandatory. This is now being systematically extended to all non-teaching/administrative staff as well. Researching gender issues is a priority of the University and more women are being encouraged to author publications.

## GETTING WOMEN (BACK) INTO THE WORKFORCE

The Centurion University strives to make at least half its student population women. Special drives are made to encourage young women to pursue higher degrees. Scholarships and fee waivers are provided to women who undertake non-conventional disciplines for their study. The University provides specialised training for competitive examinations and encourages female students to join the training and placement process so as to improve their career opportunities; we intend to strengthen this aspect of our offerings. The University through its Alumni network also follows career paths of women while identifying pathways to upgrade their skills and progress further.

The University as an equal opportunity employer, makes it possible for women to especially apply and be recruited and we would like to make half our faculty women. While in the workforce, it enables women to have a greater work-life balance by providing flexible work schedules, online delivery, and free childcare services.

Centurion University is a Skills University that especially focuses on getting women back into the workforce. With this in view, along with its Social Enterprise Outreach, Gram Tarang Employability Training Services Pvt Ltd, it focuses on training young women school dropouts from difficult geographies to attain and upgrade their skills and re-enter the workforce. The University collaborates with various organisations to provide these women with life skills

# Gender Equity Plan

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so as to integrate into semi-urban and urban environments where most Industries are located. In pursuance of the outcomes of such training, Prof. Smita Panda and Prof. Supriya Pattanayak have pursued research in this area and provide recommendations to governments, funding and implementing agencies on required systemic changes.

The Urban Micro Business Center with the support of the School of Management, Centurion University provides training on Entrepreneurship for slum women to pursue their dreams and contribute economically to their families and society at large. Further, by providing Creche services to slum women, it has transformed women's lives by enabling them to return to the workforce and in some instances seek work for the first time.

Overall, the University has zero tolerance for sexual harassment at the workplace. An Internal Complaints Committee has been established to address any complaints and process is followed as per the Law. Several training sessions on the provision of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 are being conducted throughout the year to reach out to each and every member of the University.

## **GENDER AND ENTREPRENEURSHIP**

In 2021-22, the University has taken in earnest the decision to make each and every faculty an entrepreneur. This has meant having workshops on entrepreneurship for women and connecting with industry bodies to identify gaps and facilitate resources to fulfil them. Two of our women faculty/ staff have already registered start-ups and the aim is to have at least 10 more by the end of the year.

# Academic Measures

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The University has several policies and processes in place to ensure the safety, security and well-being of women faculty and students. It is evident by the following measures –

- ‘Gender, Human Rights and Ethics’ introduced as a mandatory subject for all students of the University.
- All students are engaged in Gender training during their induction to the University.
- Institutional scholarships (50%) provided for female students pursuing non-conventional disciplines (Chandrika scholarships).
- Gender sensitization workshops organized at regular interval for all teaching and non-teaching staff.
- Flexible timings to enable women faculty to maintain a work-life balance.
- Female faculty and students encouraged to take up leadership roles.
- Collaborating with women’s wings of apex bodies (FICCI FLO, WICCI) for various activities.
- Pursuing women centric research (Proposals to ICSSR for a study on domestic violence in times of COVID, to Australian Government for restoration of Creche services in the post COVID period, Impact Assessment for GAP Foundation).
- Deputation of lady faculty to national and international seminars, technology meets.
- Formation of Women Entrepreneurship Cell and encouragement to women to establish start-ups.
- Screening of female centric films and proactively participating in MAVA (Men Against Violence and Abuse) film festival.

# Academic Measures

The World Needs  
**Engineers,**  
Engineering Needs  
**Women.**

Hurry Up!

Limited Seats Left



Centurion  
UNIVERSITY

CHANDRIKA SCHOLARSHIP SCHEME

50%  
Scholarship  
on

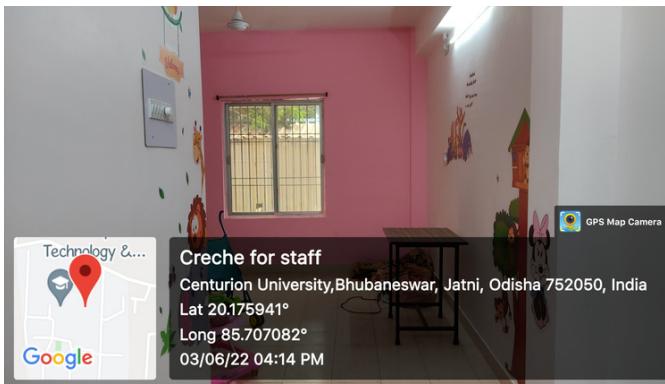
B.Tech 1st Year  
Course Fees for  
**Female Candidates!**

Courses: B.Tech ( EEE,ECE,Mech,Civil, Mining, Biotechnology  
Aerospace & Agriculture) & Diploma ( All branches)



# Safety and Security Measures

- Well-trained and vigilant women security guards stationed across the campus.
- Extensive surveillance network with 24x7 monitored control rooms.
- Rotational duty by all faculty members in men's and women's hostels to ensure discipline and security.
- Awareness campaigns (through street plays (Nukkad Natak), rallies and camps) on womens' safety and gender sensitivity conducted by student volunteers.
- Creche for wards of University staff.
- Internal Complaints Committee against Sexual Harassment constituted as per the Prevention, Prohibition and Redressal of Sexual Harassment at work places Act 2013 and membership displayed in strategic locations to deal with formal complaints.
- Gender champions appointed, as mandated by UGC.
- Training programs on Self-defense for women students organized.
- Volunteer female students appointed as 'Special Police Officers' in collaboration with Commissionerate of Police, Odisha.



# Common Room & Other Measures

## Common Rooms

Common rooms and leisure/ recreational spaces for men and women established to facilitate informal meetings and discussions.



## Other Measures

- Observing special days like International Women's day, International Day for the Elimination of Violence Against Women, International Human Rights Day, National Girl Child day, etc.
- NCC Girls Battalion established.
- Every effort is made to hire diversity and ensure gender sensitive and inclusive recruitment process.

Centurion University respects diversity in pursuance of its vision and mission.



# Women in Statutory Positions of the University

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Centurion University being committed to its motto ‘Shaping Lives and Empowering Communities’ and aligned to the UN Sustainable Development Goals, has a strong work culture that is based on inclusivity, integrity, and impartiality. The University is an equal opportunity employer, while recognizing the need to especially support women. At Centurion, we believe in respecting diversity, our roles, and responsibilities are not dictated by differences. Our belief is reflected in all our actions. We take pride that the three statutory positions of the University, Vice Chancellor, Registrar and Director Quality Assurance cum Controller of Examinations are all women.



Prof. Supriya Pattanayak.  
Vice Chancellor



Prof. Anita Patra  
Registrar



Dr. Jyotisayantani  
Director Quality Assurance cum  
Controller of Examinations

# 2022 Glimpses



## Inauguration and Raising Ceremony of Senior Wing Girls



# 2022 Glimpses



A screenshot from a Zoom video call. On the left, a video frame shows a person from behind, with their hands covering their face. A small video thumbnail in the top right corner shows Dr. Prajna Pani. The main screen displays a presentation slide with the following text:  
"Women's unequal decision-making power undermines development at every level.  
Women chair only  
18%  
of government committees on foreign affairs, defence, finance and human rights."  
A small logo for "WUW 2021 WOMEN IN LEADERSHIP" is at the bottom. The Zoom control bar is visible at the bottom.

The #breakthebias webinar covered gender equality, gender bias, unconscious gender bias & stereotypes, statistics, what does gender equality look like? Gender equality today for a sustainable tomorrow (SDG 5) was the main theme of the webinar.

# 2021 Glimpses



Understanding Gender biasness



Workshop on Dimensions of Gender Discrimination



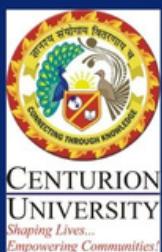
Gender Sensitization at Barlanda

International Women's Day Celebrations  
on the theme "Women  
in Leadership: Achieving an Equal Future  
in a COVID-19 World".



# 2021 Glimpses

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## SDG WORKSHOP: ACHIEVE GENDER EQUALITY AND EMPOWER ALL WOMEN AND GIRLS



OCTOBER, 2021

**5-6**

Dr. Smita Mishra Panda  
Gender Expert  
Professor at CUTM

Virtual Mode

# 2020 Glimpses

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Nominations for appointment of Special Police Officer (SPO) by Police Commissionerate



# 2020 Gender Champions



**CENTURION UNIVERSITY OF TECHNOLOGY AND MANAGEMENT, ODISHA**  
**PARALAKHEMUNDI CAMPS**  
CUTM/Reg. Off./Admin./81/2020

Date: 14/08/2020

## OFFICE COMMUNICATION

**SUB: Gender Champion**  
**ATTN: ALL STUDENTS**

University is pleased to announce the Gender Champions of CUTM, Paralakhemundi Campus.

The following students were selected as Gender Champions after the due process.

SL.No.	NAME OF THE STUDENT	REGISTRATION NO.	BRANCH	GENDER
1	Rohit Kumar Singh	190101120044	CSE	Male
2	Sushrita Kabi	190101120011	CSE	Female
3	Chinmayee Behera	190804230011	BFSc	Female
4	Sai ansuman padhi	193001170036	Btech agriculture	Male
5	M Harika	190804130188	Bsc Ag	Female
6	Samprita Nayak	193001170041	Btech Ag	Female
7	Arindam Chattaraj	193001170001	Btech Ag	Male
8	Sanat Upadhyay	193001170033	Btech Ag	Male
9	Hruti prasad panigrahi	193001170042	Btech Ag	Male
10	Biswajit singh	190101110003	Civil Engineering	Male
11	Narisetty poojitha	190804130258	Bsc Ag	Female
12	Jyoshna Sahu	190804130294	Bsc Ag	Female
13	Mimansa Dasmal	193001170002	Btech Ag	Female
14	Ipsita Dash	170804130173	Bsc Ag	Female

The Gender Champions will conduct their activities under the guidance of Dean Student Affairs with support from Convenor of Committee against Sexual Harassment.

Anita Patra

**REGISTRAR**

REGISTRAR  
Centurion University of  
Technology & Management  
ODISHA

CC to: All Dean/All HODs/ EA to VC/All faculty members/ All Hostels/ All Notice Boards/  
Webmail for information.

# GENDER COURSE

Search...

 LOGIN

TEACHERS | ACADEMIC SCHEMA 



Centurion UNIVERSITY

<https://courseware.cutm.ac.in>

**Course Name : Gender, Human Rights and Ethics**

**Code(Credit) : CUTM1014 (2-0-1)**

## Course Objectives

This course is about gender, human rights and ethics in which the student will be sensitized and exposed to related issues in the context of business and organisations in India. The specific objectives are:

- To develop an understanding of gender, human rights and ethics in an unequal society like India.
- Sensitisation of how gender, human rights and ethics are significant in organisations.
- Integrating concerns related to gender, human rights and ethics in organisations.

## Learning Outcomes

- Understanding the complexity of issues and challenges relating to gender, human rights and ethics
- Be sensitive to gender, human rights and ethics within an organizational context
- To integrate concerns related to gender, human rights and ethics into the policies, processes and systems in an organization.

# 2019 Glimpses

Gender Sensitisation: Youth in addressing violence against Women



Poster Competition on the Eve of Women's Day

# 2019 Gender Sensitisation

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Centurions for a Social Cause: State Level Event on “Declining Child Sex Ratio and Dignity of Girl Child



Awareness rally, meeting, poster presentation and signature campaign organised on 24th of January, 2019 on the occasion of National Girl Child Day

# 2018 Gender Sensitisation Training

## Gender Sensitisation during Orientation

1 Policy on Sexual Harassment at Workplace: its Prevention, Prohibition and Redressal  
Dr. Smita Mishra Panda  
Professor, CUTM, Odisha

2 Definition of Sexual Harassment  
• Unwelcome sexually-determined behaviour whether directly or by implication:  
- Physical contact and advances  
- A demand or request for sexual favours  
- Sexually coloured remarks  
- Showing pornography  
- Any other unwelcome physical, verbal or non-verbal conduct of sexual nature

3 Types of Sexual Harassment  
**Quid Pro Quo**  
- Asking for seeking sexual favours or making advances in exchange of work benefits and it occurs when consent to sexually explicit behaviour or speech is made a condition for employment or promotion or any other facility with a request is met with retaliatory action such as dismissal, demotion, difficult working conditions or failure (students).

4 Types of Sexual Harassment  
**Hostile Working Environment**  
is more pervasive form of sexual harassment involving work conditions or behaviour that make working environment uncomfortable for the women to be in. Generic sexist remarks, display of pornography or sexist obscene pictures, physical contact/brushing against female employees are some examples of hostile work environment, which are not made conditions for employment.

## Policy on Sexual Harassment at Workplace: its Prevention, Prohibition and Redressal

**Dr. Smita Mishra Panda**  
**Professor, CUTM, Odisha**



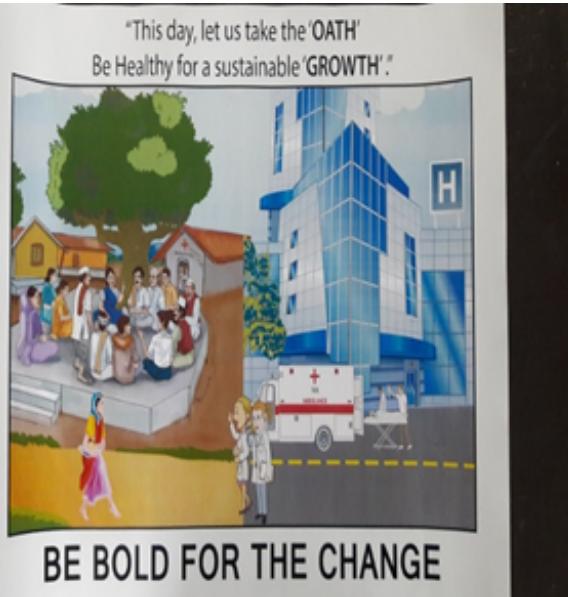
Rectangular Slip

The Dramatic Club & Dance Club performed Nukkad Natak (Street Theater) & Flash Mob respectively under the theme "Naari Shakti" on 22nd of September, 2018.



# 2017 Glimpses

Competition on the Occasion of International Women's Day 2017



Flash-Mob & Street Play Women Empowerment



# 2017 NAMAN: MOMENTS OF FRAME



[www.cutm.ac.in](http://www.cutm.ac.in)



On this International Women's Day 2017, Centurions are together in applauding their achievements, appreciating their contributions, accelerating change to make their World a heaven of the dreams they have for us. Empowering the theme "Be Bold For Change", We invite your presence to thank the brigade who dedicates her dreams in bringing smiles alive for Centurions.

:naman: is an effort by the women, for the women and of the women of our campus. It is a day to empower, entertain, educate & enlighten their smiles.

# 5 GENDER EQUALITY



## Equal Participation of Girls in Games & Activities

