



**Centurion**  
**UNIVERSITY**

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



Times Higher Education  
**Sustainability  
Impact Network**



# SUSTAINABLE DEVELOPMENT GOAL 10 REDUCED INEQUALITIES



Section No.	Section Title	Page No.
1	Executive Summary	3
2	Summary – Our Impact on SDG 10: Reduced Inequalities	4
3	Introduction and Vision Alignment	9
3.1	The Global Challenge of Inequality	9
3.2	Centurion University’s Vision-Driven Response	9
3.3	Foundational Values Framework	10
3.4	Historical Context and Evolution	10
4	University Expansion in Backward Regions	12
4.1	Campus Analysis and Regional Impact	12
4.2	Economic Transformation Metrics	13
4.3	Community Integration Strategies	14
4.4	Challenges and Adaptive Responses	14
4.5	Future Expansion Strategy	15
5	Diversity and Inclusion Framework	16
5.1	Comprehensive Diversity Profile	16
5.2	Inclusion Infrastructure	19
5.3	Cultural Integration and Mentoring	20
5.4	Language and Communication Support	24
5.5	Continuous Improvement Framework	24
6	Academic Excellence and Accessibility	25
6.1	Academic Infrastructure	25
6.2	Inclusive Curriculum Design	26
6.3	Technology Integration and Digital Equity	29
6.4	International Collaboration and Global Exposure	29
6.5	Assessment and Quality Assurance	30
7	Policy Architecture for Equality	32
7.1	Foundational Equality Policies	32
7.2	Specialized Protection Policies	33
7.3	Gender Equality and Women Empowerment	34
7.4	Administrative Governance Structure	36
8	Transformative Initiatives and Programs	38
8.1	Capability Enhancement Schemes	40
8.2	Earn While Learn Program	42
8.4	Community Development and Social Entrepreneurship	60
9	Support Services and Infrastructure	65
9.1	Physical Accessibility Infrastructure	66
9.2	Assistive Technology and Digital Accessibility	76
9.3	Community Engagement and Awareness	81
10	Monitoring and Assessment Systems	89
11	New Initiatives and Innovations	89
11.1	Village Adoption Program	89
11.2	Innovation in Accessibility	92
11.3	Green and Sustainable Campus Initiatives	93
12	Conclusion	97

Figure No.	Figure Title	Page No. (Approx.)
Fig. 1.1	Centurion University’s Inclusive Education Ecosystem	10

Fig. 2.1	Centurion University Campus Network and Regional Development Map	13
Fig. 3.1	Student Geographic Distribution Dashboard	17
Fig. 3.2	Student Diversity at Centurion University (2023–24)	18
Fig. 3.3	Employee Diversity Profile	19
Fig. 3.4	Peer Mentorship and Networking	21
Fig. 3.5	Alumni Meet 2024 at Centurion University, Paralakhemundi	22
Fig. 3.6	Mentoring and Counselling Sessions	23
Fig. 4.1	Success Stories from NIOS @ Centurion University	28
Fig. 6.1	IAS Coaching Centres for Competitive Exams	41
Fig. 6.2	Global Education Fair – Bhubaneswar Campus	42
Fig. 6.3	Centurion Coffee Connect @ BBSR Campus	42
Fig. 6.4	Tarang Bazaar – Cultural Commerce	43
Fig. 6.5	Kisan Mela 2024	44
Fig. 6.6a	Rural Haat 2023	45
Fig. 6.6b	Gathering of Students and Locals at Rural Haat	45
Fig. 6.7	International Collaborations: Lens-making Training	46
Fig. 6.8–6.10	Expert Talk Series (Human Rights, Resilience, Workplace Humanity)	47
Fig. 6.11	Gender Sensitization Workshop Flyers	51
Fig. 6.12a–b	Health, Safety, and Social Security Seminar	52
Fig. 6.13–6.15	Healthcare on Wheels & Health Awareness Events	53
Fig. 6.16	FDP on Universal Human Values	55
Fig. 6.17–6.19	Women’s Day Celebration 2025	55
Fig. 6.20–6.25	Yoga, Disability & Diversity Events	57
Fig. 6.26–6.27	UMBC & Gram Tarang Foods Facility	61
Fig. 6.28–6.31	Skill Development and Community Dashboard	62
Fig. 7.1–7.3	Accessibility Ramps and Elevators	65
Fig. 7.4–7.9	Washrooms, Signage, and Mobility Devices	67
Fig. 7.10–7.15	Assistive Services & Library Access	73
Fig. 7.16–7.19	Cultural Competitions by Underrepresented Groups	79
Fig. 7.20–7.23	Skill Employability and MoU Collaborations	82
Fig. 7.24–7.26	Flash Mob & Ashayen Sports Meet	85
Fig. 9.1–9.3	Common Mess, Uniform & Transport Equality	90
Fig. 9.4	Google Voice Typing Session	93

## Executive summary

Centurion University champions **SDG 10: Reduced Inequalities** by creating a learning ecosystem where **inclusion, equity, and dignity** are embedded into every level of education, employment, and community engagement. The University ensures that access to opportunity is not determined by gender, geography, disability, or economic background.

Through its comprehensive **Equity, Diversity, and Inclusion (EDI) Framework**, Centurion University integrates **non-discriminatory admissions, inclusive recruitment, accessible infrastructure**, and targeted mentoring to advance social mobility and equity. This institutional approach ensures that students from marginalised and underrepresented backgrounds can **learn, thrive, and lead with confidence**.

In 2024, **nearly 70% of students enrolled** were from **SC/ST/OBC/SEBC communities**, and **50% were first-generation learners**, illustrating Centurion University's pivotal role in democratising higher education. More than **half of all students** received scholarships or fee waivers, while **1,200 tribal youth** and **50 differently-abled students** were trained in inclusive employability programs. Additionally, **34% of the workforce** comprises women, and **5% of faculty and staff** identify as members of marginalised communities.

Centurion University's commitment to accessibility is reflected in its **barrier-free campuses**, featuring ramps, elevators, Braille-enabled software, sign language interpretation, and assistive technology labs. In collaboration with **SVNIRTAR** and the **Department of Empowerment of Persons with Disabilities**, Centurion University is advancing toward **100% accessibility certification** across all campuses.

The University's **Equity, Diversity, and Inclusion Committee**, chaired by **Dr. Smita Mishra Panda**, provides strong governance and ensures alignment with national and global standards for inclusive higher education. Regular faculty training - reaching **over 210 educators**- and **peer mentoring programs** involving **3,000 students** reinforce the culture of equal opportunity.

Beyond campus, Centurion University's skill and livelihood programs create equitable pathways to employment. The **Gram Tarang ecosystem** equips underprivileged, tribal, and differently-abled individuals with practical, market-linked skills, fostering self-reliance and economic empowerment. Over **2,000 individuals** benefited from inclusive training programs in 2024, strengthening community resilience and financial inclusion.

By linking **education with access**, Centurion University exemplifies how academic institutions can drive systemic change to reduce inequality. Its initiatives contribute directly to **SDG 10 targets (10.2–10.6)** and intersect meaningfully with **SDG 4 (Quality Education)**, **SDG 5 (Gender Equality)**, and **SDG 8 (Decent Work and Economic Growth)**.

<b>Summary - Our Impact on SDG 10 - Reduced Inequalities</b>						
<b>Dimension</b>	<b>Impact Area/Indicator</b>	<b>Initiatives</b>	<b>2024 Data</b>	<b>Output</b>	<b>Impact</b>	<b>2030 Target</b>
<b>Inclusion &amp; Integration</b>	Empower and promote the social, economic, and political inclusion of all- SDG 10.2	First-Generation Students	34% of total students; 1,110 first-generation learners	Inclusive admission policies, scholarships, and bridging programs	Improved access to higher education for first-generation learners; enhanced academic preparedness and social integration.	
	Facilitate safe, regular, and responsible migration and mobility of people.- SDG 10.7	International Students from Developing Countries	303 international students (30% from developing regions)	Cross-cultural programs, international exchange opportunities	Strengthened global exposure and intercultural competencies; promoted equitable opportunities for students from developing regions.	
	Promote social, economic, and political inclusion and ensure equal opportunity.- SDG 10.2	Students with Disabilities	0	Accessible infrastructure, assistive devices, learning accommodations	Enabled academic participation and learning outcomes through accessible infrastructure and assistive support.	Target 3% enrolment of differently-abled students by 2030
	Ensure equal opportunity and reduce inequalities of outcome.- SDG 10.3	Employees with Disabilities	1	Non-discriminatory recruitment and equal access workplace policy	Promoted inclusive employment; ensured equitable opportunities and workplace accessibility for differently-abled staff.	

	Adopt fiscal, wage, and social protection policies to achieve greater equality.- SDG 10.4	Socio-Economic Scholarships	4920 students ; benefitted; ₹12.37 Cr disbursed in 2024	Financial inclusion for marginalized groups through scholarships and fee waivers	Reduced financial barriers to higher education; empowered marginalized students through scholarships and fee waivers.	Achieve 100% scholarship access for economically weaker students by 2030
<b>Mentorship &amp; Mobility</b>	Promote inclusion for marginalized youth- SDG 10.2	Mentorship and Counselling Programs	1,200 students mentored (40% women, 20% first-gen)	Peer mentoring and faculty guidance for underrepresented learners	Strengthened academic guidance, career readiness, and personal support for underrepresented learners.	
<b>Policies &amp; Protection</b>	Eliminate discriminatory laws and ensure equitable access.- SDG 10.3	Anti-Discrimination and Equal Opportunity Policies	100% compliance across 6 campuses	Implementation of Equal Opportunity Cell and grievance redressal	Ensured a fair, discrimination-free environment; enhanced protection of rights for all students and staff.	
	Ensure enhanced representation and voice for developing countries in decision-making.- SDG 10.6	University Diversity & Inclusion Committee	Functional committee with 12 members (50% women)	Policy guidance and training on diversity, inclusion, and human rights	Institutionalized diversity governance; guided policy, training, and culture-building initiatives.	
<b>Accessibility &amp; Assistive Technology</b>	Promote inclusion through universal access.- SDG 10.2	Accessible Infrastructure	Full accessibility in 5 of 6 campuses	Universal design compliance in new buildings and digital learning systems	Provided barrier-free physical and digital spaces; promoted universal access for students, staff, and visitors.	Achieve 100% accessible campuses by 2030
	Equal access to technology and innovation- SDG 10.3	Assistive Learning Tools	50+ digital tools and screen readers deployed	Integration of assistive technology and digital literacy programs	Facilitated inclusive learning experiences; enhanced independent learning and digital literacy for students with disabilities.	

	Ensure equal access to opportunities through digital inclusion-SDG 10.3	Digital Access for All	100% campus Wi-Fi and 3,000+ digital devices distributed	Tech-driven inclusion and remote learning support for low-income learners	Ensured equitable access to digital resources; enabled remote learning and support for low-income learners.	
<b>Community &amp; Capacity Building</b>	Empower small entrepreneurs and local communities-SDG 10.2	Community Outreach and Tribal Empowerment	500+ tribal youth trained; 25 community programs	Skill development, entrepreneurship, and digital education in tribal areas	Expanded employability, entrepreneurship, and digital literacy opportunities for tribal youth; strengthened community capacity.	
<b>Tracking &amp; Transparency</b>	Data disaggregation and monitoring for equity-SDG 10.3	Inclusive Data Monitoring Dashboard	Diversity & Inclusion dashboard integrated with IQAC (2024)	Real-time data tracking for enrolment, gender, and disability inclusion	Enabled data-driven monitoring of enrollment, gender, and disability inclusion; informed strategic interventions to enhance equity.	

### Key Achievements at a Glance

Geographic Impact: Operating across 6 campuses in geographically backward regions of Odisha, Centurion University has transformed access to quality higher education in tribal-dominated areas including Paralakhemundi (Gajapati district), Rayagada, and Bolangir - historically among India's most underserved regions.

### Demographic Transformation:

- **4,598 students** in the most diverse cohort to date (Last year count 3,817)
- **36% female students** with increasing enrollment year-over-year
- **50% first-generation college students**, breaking generational barriers
- **372 international students** from developing countries (approx. 10% of student body)
- **15+ languages** represented on campus
- **Over 2,000 employees** with 34% women in workforce
- **105 employees (5%)** from underrepresented groups including ethnic minorities, tribal communities, and differently-abled individuals

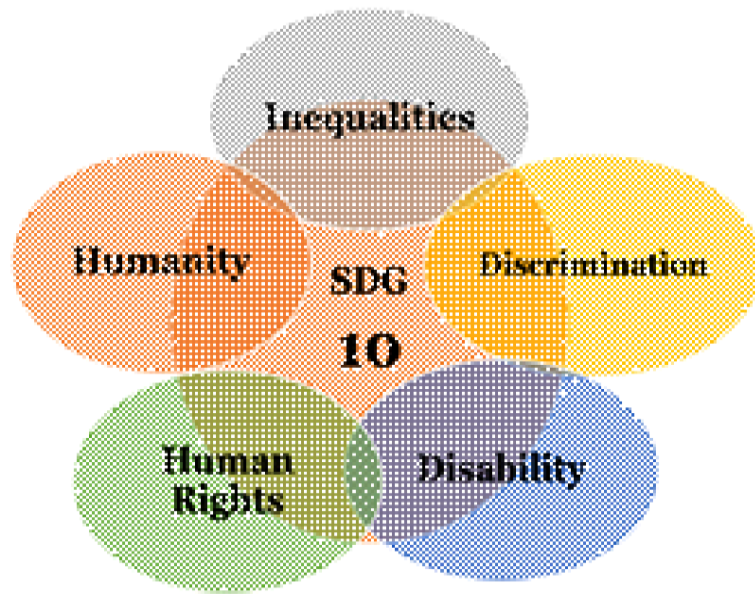
### **Revolutionary Initiatives:**

- **Non-discriminatory admissions policy** ensuring equal access regardless of caste, creed, gender, religion, or socioeconomic status
- **50.7% scholarship coverage** - over half of all students receive financial assistance
- **Comprehensive support infrastructure** for differently-abled students including personal assistants, sign language interpreters, and accessibility modifications
- **24 Research Centres and 11 Centres of Excellence** driving innovation in underserved sectors
- **Village adoption program** covering 5 rural communities with integrated development initiatives.

### **Groundbreaking Social Innovations**

- **Equality Through Policy:** Centurion University has established robust governance structures including an Equity, Diversity, and Inclusion (EDI) Committee, multiple grievance redressal mechanisms, and comprehensive anti-discrimination policies that exceed national requirements.
- **Economic Empowerment:** Through initiatives like Urban Micro Business Centre (UMBC), Gram Tarang Employability, Gram Tarang Foods, and the "Karjayakaram" Skill Development Program, Centurion University has created sustainable livelihood opportunities for over 2,000 individuals from marginalized communities.
- **Accessibility Leadership:** As one of India's most inclusive universities, Centurion University provides comprehensive support services including wheelchair accessibility, tactile pathways, elevator access, specialized washrooms, and electric vehicle transportation for differently-abled community members.

This report showcases how educational institutions can serve as catalysts for societal transformation, proving that reducing inequalities is not just a moral imperative but a pathway to sustainable development and national progress.



## 1. INTRODUCTION AND VISION ALIGNMENT

### **The Global Challenge of Inequality**

Inequality represents one of the most pressing challenges of our time, affecting social, economic, and environmental dimensions of sustainable development. With nearly 800 million people living in extreme poverty while 1% of the global population controls over half of the world's wealth, the urgency for transformative action has never been greater.

Discrimination based on race, religion, ethnicity, and gender restricts access to education, employment, and justice, particularly impacting developing nations where underrepresented groups constitute significant portions of the population. This systematic exclusion creates economic instability, social unrest, and environmental degradation as marginalized communities often prioritize immediate survival over long-term sustainability.

### **Centurion University's Vision-Driven Response**

Centurion University's vision of becoming "*a globally accredited human resource center of excellence catalyzing sustainable livelihoods in less developed markets across the globe*" directly addresses SDG 10's core objectives. This vision transcends traditional educational goals, positioning the university as an active agent of social transformation.

### **Mission Components Aligned with SDG 10:**

- 1. Quality Education for All:** *Provision of globally accredited academic programs in technology and management* ensures students from disadvantaged backgrounds receive education equivalent to their privileged peers, directly addressing educational inequalities.
- 2. Targeted Employability Training:** Centurion University focus on skill development for "less endowed segments of the population" creates pathways from poverty to sustainable employment, breaking generational cycles of disadvantage i.e. addressing economic inequalities.
- 3. Entrepreneurship Promotion:** Encouraging enterprise culture in underserved regions fosters economic independence and reduces dependency on external interventions.
- 4. Market Access Facilitation:** Improving access to goods and financial services bridges economic gaps between different population segments.
- 5. Lighthouse Project Implementation:** Model interventions demonstrate scalable solutions for community upliftment and regional development.

## **Foundational Values Framework**

The University's commitment to addressing *disparities in education, employability, and economic opportunities in underserved regions clearly embodies SDG 10's aim to ensure equal access to resources and opportunities for all, especially the marginalized.*

The founders, faculty, and staff are deeply committed to the University's guiding principle: *Shaping Lives. Empowering Communities.* Centurion University's organizational philosophy centers on five core values that directly support inequality reduction:

- Inclusivity: Ensuring no individual faces barriers based on identity or background
- Integrity: Maintaining ethical standards in all interactions and decisions
- Equity: Providing fair opportunities while recognizing diverse starting points
- Respect: Valuing dignity and contributions of all community members
- Sustainability: Creating lasting positive change for future generations

## **Historical Context and Evolution**

Since its inception in 2005 and university establishment in 2010 (Odisha Act 4 of 2010), Centurion University has consistently prioritized serving marginalized communities. Located in some of Odisha and Andhra Pradesh's poorest regions, the university has created tailored educational ecosystems that address both individual advancement and systemic change.

The university's approach recognizes that reducing inequality requires more than individual opportunity provision - it demands comprehensive transformation of educational, economic, and social structures that perpetuate disadvantage.



**Image 1.1: Centurion University's Inclusive Education Ecosystem**

### **Impact Measurement Framework**

Centurion University employs rigorous monitoring systems to assess its inequality reduction impact:

#### **Quantitative Indicators:**

- Enrollment rates from underrepresented groups
- Graduation and employment outcomes by demographic
- Scholarship distribution and effectiveness
- Geographic representation across programs
- Faculty and staff diversity metrics

#### **Qualitative Assessments:**

- Student experience surveys and focus groups
- Community feedback and stakeholder engagement
- Policy effectiveness reviews
- Long-term graduate impact studies

This comprehensive approach ensures accountability while providing data-driven insights for continuous improvement in equality promotion efforts.

## 2. UNIVERSITY EXPANSION IN BACKWARD REGIONS

### Strategic Geographic Positioning

Centurion University's campus locations represent a deliberate strategy to address regional inequalities through educational access. The university operates six campuses strategically positioned in areas historically marginalized from mainstream development:

### Campus Analysis and Regional Impact

**Paralakhemundi Campus - Gajapati District** Located in Odisha's tribal heartland, this campus serves one of India's most geographically isolated and economically disadvantaged regions. Gajapati district faces:

- Challenging mountainous terrain limiting connectivity
- Predominant tribal population with limited educational access
- High poverty rates and limited infrastructure development
- Historical neglect in government development programs

*Centurion University's presence has transformed regional educational landscape, with the campus becoming the area's primary higher education hub.*

**Rayagada Campus - Southern Odisha** Positioned in a district with significant tribal population, this campus addresses:

- High poverty levels and low literacy rates
- Inadequate infrastructure and limited connectivity
- Traditional economic dependence on subsistence agriculture
- Limited exposure to modern technology and industry

**Bolangir Campus - Western Odisha (KBK Region)** Located in the historically underdeveloped Kalahandi-Balangir-Koraput (KBK) region, known for:

- Extreme poverty and recurrent drought conditions
- Agricultural distress and seasonal migration
- Limited industrial development
- High malnutrition rates and health challenges

**Balasore Campus - Coastal Odisha** While relatively more developed, serves:

- Mixed urban-rural population with development disparities
- Industrial corridor development needs
- Coastal community development challenges
- Bridge between developed and underdeveloped regions

**Bhubaneswar Campus - State Capital** Though located in the state's most developed city, specifically serves:

- Students from surrounding rural and backward areas
- Platform for urban exposure for rural students
- Hub for research and innovation benefiting remote regions
- Administrative center coordinating outreach programs

**Chatrapur Campus - Coastal Ganjam** Addresses needs of:

- Coastal community development
- Agricultural innovation and support
- Small-scale industry development
- Regional connectivity enhancement



**Image 2.1: Centurion University Campus Network and Regional Development Map**

## **A. Economic Transformation Metrics**

### **A.1. Employment Generation:**

- Direct employment for over 2,000 individuals across campuses
- Indirect employment through local vendor partnerships
- Graduate placement creating employment multiplier effects

- Entrepreneurship support generating new business ventures

#### A.2. Infrastructure Development:

- Campus construction improving regional connectivity
- Technology infrastructure enhancing digital access
- Healthcare facilities serving broader community
- Transportation improvements benefiting entire regions

#### A.3. Knowledge Economy Creation:

- Research centers addressing local challenges
- Technology transfer to regional industries
- Skill development programs for local communities
- Innovation hubs fostering entrepreneurship

### **B. Community Integration Strategies**

#### **B.1. Local Partnership Development:**

- Collaboration with village councils and local governments
- Integration with traditional governance structures
- Respect for local customs and cultural practices
- Language accommodation and cultural sensitivity

#### **B.2. Capacity Building Programs:**

- Faculty recruitment from local communities where possible
- Local vendor and supplier development
- Community skill enhancement initiatives
- Youth leadership development programs

### **C. Challenges and Adaptive Responses**

#### **C.1. Geographic Challenges Addressed:**

- Remote location connectivity through digital infrastructure
- Seasonal accessibility issues through robust residential facilities
- Limited local resources through supply chain development
- Cultural integration through inclusive programming

#### **C.2. Economic Constraints Mitigation:**

- Affordable fee structures for economically disadvantaged students
- Extensive scholarship and financial aid programs
- Installment payment options and flexible fee policies

- Local employment opportunities for student families

## **D. Future Expansion Strategy**

### **D.1. Sustainable Growth Framework:**

- Evidence-based expansion in underserved regions
- Community needs assessment for new locations
- Environmental impact considerations
- Long-term sustainability planning

The strategic positioning of Centurion University campuses demonstrates how educational institutions can serve as anchors for regional development, transforming not just individual lives but entire geographic regions through comprehensive educational and economic intervention.

### **3. DIVERSITY AND INCLUSION FRAMEWORK**

#### **Comprehensive Diversity Profile**

Centurion University's commitment to diversity transcends mere statistical representation, creating a vibrant ecosystem where difference becomes strength. The university's diversity framework encompasses multiple dimensions of identity and experience, fostering an environment where every community member can thrive.

#### **Student Diversity Analytics (Academic Year 2024-25 Comprehensive Data)**

##### **Gender Distribution:**

- Male Students: 63% (3,166 students)
- Female Students: 37% (1,432 students)
- Year-over-year Growth: 6% increase in female enrollment
- Gender Parity Goal: Target of 40% female enrollment by 2027
- There is an increase in the Gross Enrollment ratio (GER) in 2023 and 2024.

*The steady increase in female participation reflects successful outreach programs and supportive campus culture development.*

##### **Geographic Representation:**

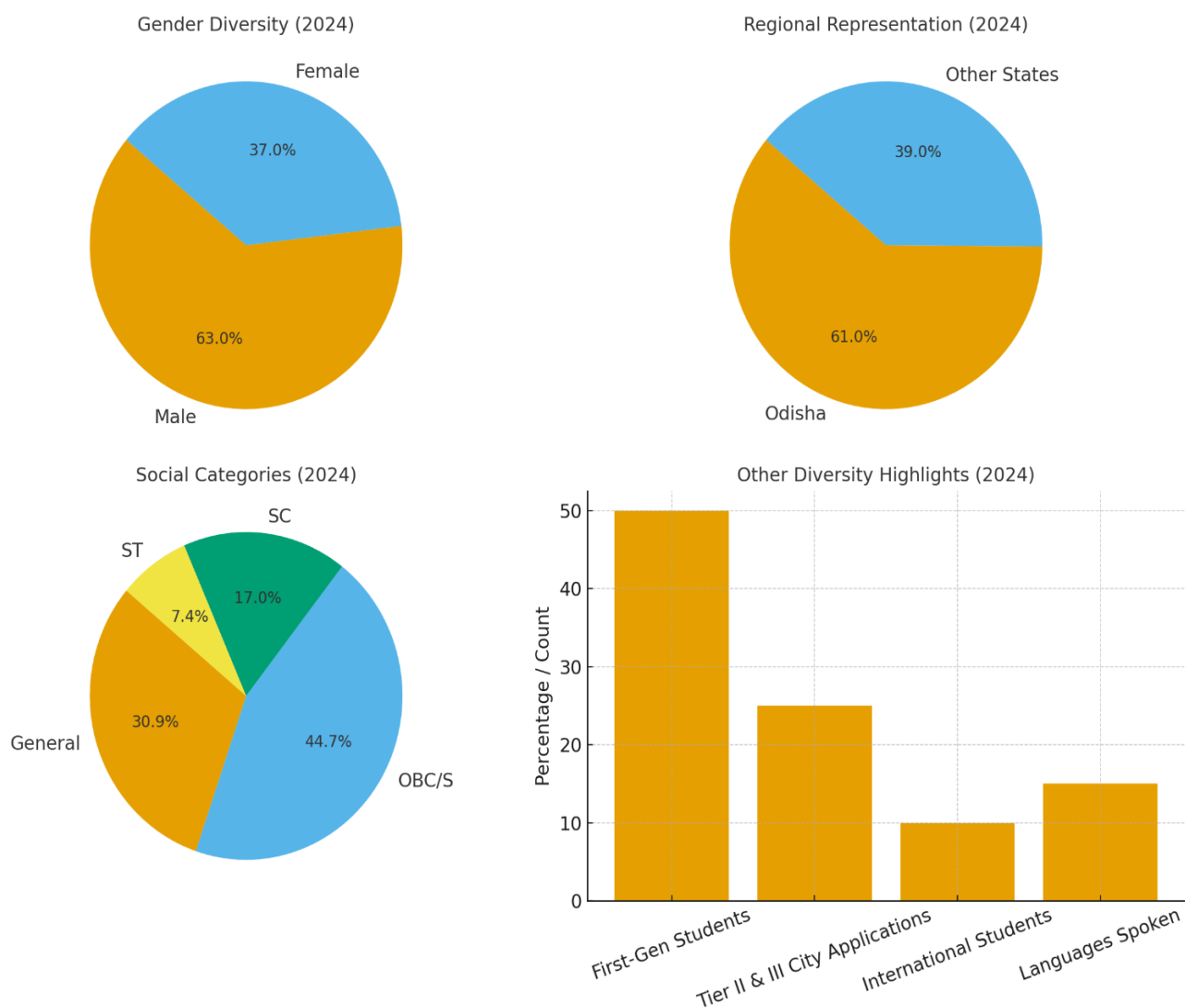
- Odisha: 61% (2,805 students)
- Other Indian States: 39% (1,793 students)
- International Students: 10% (372 students)
- Tier II/III Cities: 25% increase in applications demonstrating expanding access

##### **Social Category Representation:**

- General Category: 30.9% (1,421 students)
- Other Backward Classes (OBC/SEBC): 44.7% (2055 students)
- Scheduled Castes (SC): 17% (781 students)
- Scheduled Tribes (ST): 7.4% (341 students)

*This distribution exceeds national averages for marginalized community representation in higher education.*

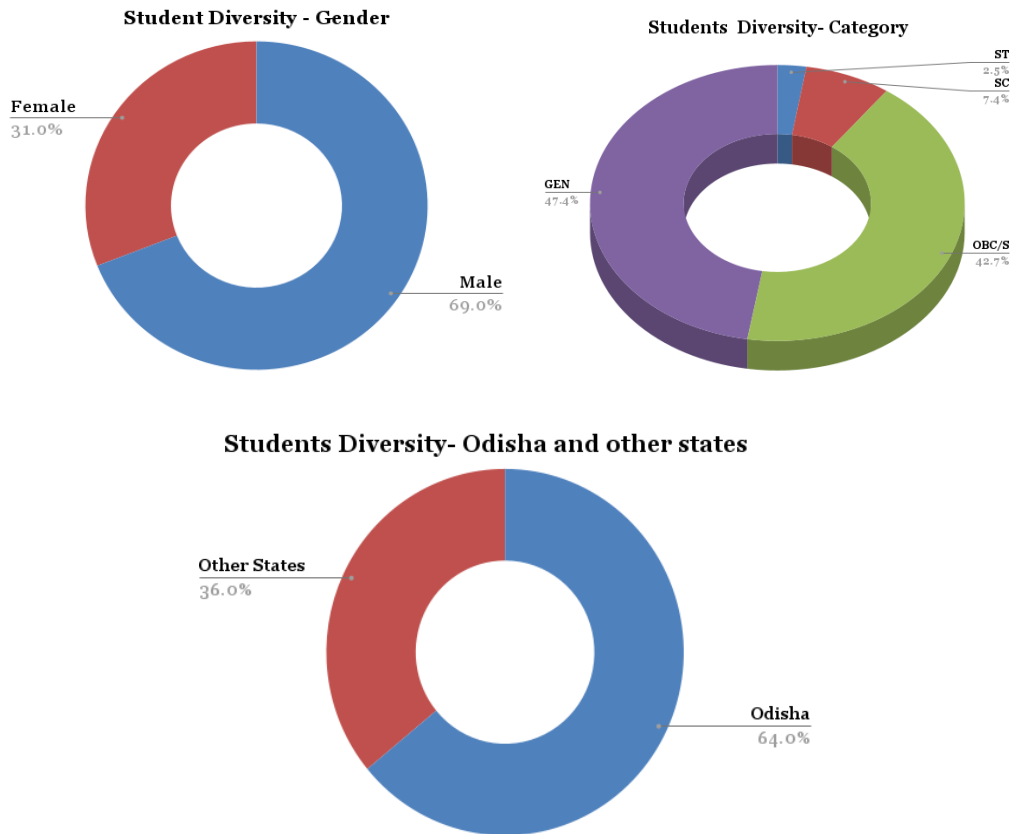
## Centurion University Diversity & Inclusion Snapshot (2024)



***Image 3.1: Student Geographic Distribution Dashboard*** [Interactive visualization showing state-wise enrolment, international student countries of origin, and urban-rural distribution]

### **First-Generation College Students:**

- Total: 5% (1,859 students)
- Academic Bridge Program Participants: 100% coverage for first-generation students
- Success Rate: 94% progression to second year
- Special Support Services: Mentorship, counselling, and peer support networks



**Image 3.2: Student Diversity at Centurion University, Odisha in 2023-24**

#### **International Diversity:**

- Countries Represented: 15+ nations
- Primary Origins: Nepal, Bangladesh, Sudan, Uganda, Nigeria, Zimbave [low- and middle-income countries]
- Focus Areas: Low and lower-middle-income countries
- Support Services: Cultural integration, language support, visa assistance

#### **Linguistic Diversity:**

- Languages Spoken: 15+ languages across campus
- Primary Regional Languages: Odia, Hindi, Telugu, Bengali
- International Languages: English, Arabic, Swahili, Nepali
- Language Support Services: Translation, interpretation, multilingual signage

#### **Employee Diversity Profile**

**Total Workforce:** Approximately 2,000 employees (teaching and non-teaching)

**Gender Distribution in Employment:**

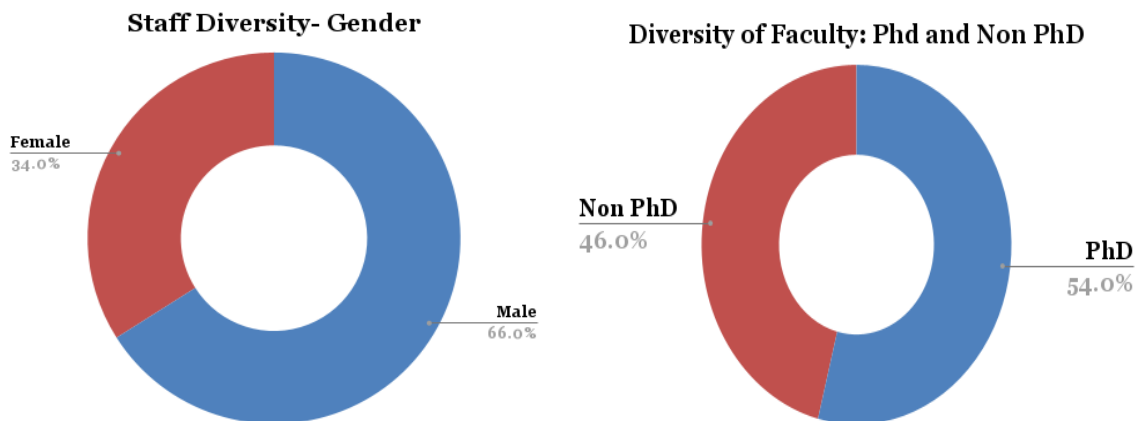
- Male Employees: 66% (1,320 employees)
- Female Employees: 34% (680 employees)
- Leadership Representation: Women hold key positions including Vice-Chancellor, Registrar, and multiple Dean positions

**Underrepresented Group Employment:**

- Total: 105 employees (5% of workforce)
- Categories: Ethnic minorities, Dalits, tribal communities, differently-abled individuals, newly settled refugees
- Growth Target: 8% representation by 2027
- Support Mechanisms: Inclusive hiring practices, workplace accommodations, career development programs

**Educational Background Diversity:**

- PhD Holders: 54% of teaching faculty
- International Qualifications: 15% of senior faculty
- Industry Experience: All Professors of Practice excluding 60% of faculty with practical experience
- Continuing Education: 100% faculty participation in annual development programs



**Image 3.3: Employee diversity at Centurion University, Odisha**

**Inclusion Infrastructure**

**Admissions Policy Excellence** Centurion University operates under a clearly defined non-discriminatory admissions policy ensuring no applicant faces barriers based on:

- Caste, creed, or religious affiliation

- Gender identity or expression
- Socioeconomic background or family income
- Disability or health status
- Geographic origin or regional identity
- Language proficiency or cultural background

**Positive Discrimination Framework** Where appropriate and legally mandated, Centurion University implements transparent positive discrimination measures:

- Constitutional Compliance: Adherence to Articles 341 & 342 reservation requirements
- Merit-Based Scholarships: Additional support for academic excellence from underrepresented groups
- Regional Quotas: Ensuring local community representation
- Special Categories: Athletes, cultural performers, and community leaders

### **Financial Accessibility Programs**

**Comprehensive Scholarship Ecosystem:** Visit: <https://CenturionUniversity.ac.in/scholarship-loans/>

- Coverage Rate: 50.7% of students receive financial assistance
- Government Scholarships: E-Medhabruti, PRERANA, Minority scholarships
- Private Partnerships: Jindal Foundation, Times of India, BEML scholarships
- Institutional Support: CUEE Merit scholarships, fee waivers, installment options
- Emergency Assistance: Crisis support fund for unexpected financial hardships

### **Innovative Financial Support Models:**

- Bank Partnerships
- Installment Payment Options: Flexible fee payment schedules
- Work-Study Programs: Campus employment opportunities for students

### **Cultural Integration and Support**

**Academic Bridge Program** Comprehensive support system for students requiring additional preparation:

- Target Population: Low-income students, first-generation learners, non-English speakers, international students
- Curriculum: Academic skill development, language support, cultural orientation

- Success Metrics: 96% program completion rate, 94% subsequent academic success
- Peer Mentorship: Senior student support networks

Student-driven groups, study circles, and clubs, encourage collaboration, peer mentoring, and community building that connect senior mentors with juniors that reduce isolation and build belonging. The university encourages diverse perspectives and cross-cultural engagement, thereby supporting mental well-being and inclusivity. The university's on-campus clubs also conduct regular webinars, competitions, and social events focused on social justice and equality, nurturing a compassionate and supportive community.



**Image 3.4: Peer Mentorship and Networking**

- **Alumni Engagement:** Create mentorship networks connecting first-generation graduates with current students



**Image 3.5: Alumni Meet 2024 at Centurion University, Paralakhemundi**

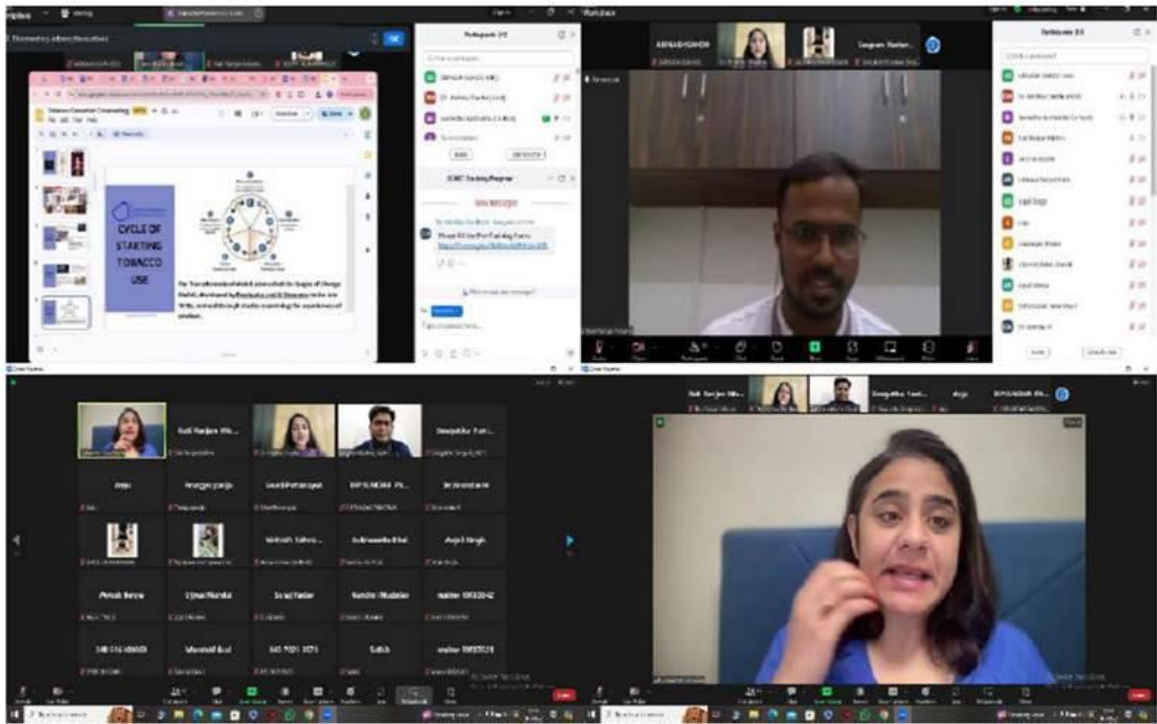
**Mentoring and Counselling Services** Professional support systems addressing diverse student needs:

- Academic Mentoring: Faculty-student partnerships for educational guidance
- Personal Counselling: Mental health and wellness support
- Career Counselling: Professional development and placement preparation
- Cultural Integration: Support for students from diverse backgrounds
- Crisis Intervention: Emergency support and referral services

Mentoring Policy: [https://Centurion\\_University.ac.in/wp-content/uploads/2024/11/Student-Mentoring-and-Counselling-Policy.pdf](https://Centurion_University.ac.in/wp-content/uploads/2024/11/Student-Mentoring-and-Counselling-Policy.pdf)

Centurion develops effective programs to sensitize all the stakeholders and provide mentoring, counselling, or peer support to those who experience discrimination; and has implemented robust mechanisms that abstain people from anything that fuels inequality.

[https://Centurion\\_University.ac.in/student-mentoring/](https://Centurion_University.ac.in/student-mentoring/)



**Image 3.6: A Training Program on Tobacco Cessation Counselling "START" was organized virtually in collaboration with Global Initiative for Public Health and Innovation (GIPHI) on 19th October, 2024**

**Interaction Session**  
On  
**MENTORING**

**Date: 31<sup>st</sup> December, 2024 (Tuesday) Time: 02:30 PM - 04:30 PM**  
**Venue: Hall No. 6, Aryabhata Building, Bhubaneswar Campus**

**Resource Person**  
**Prof. Supriya Pattanayak**  
Vice Chancellor, Centurion University of Technology and Management (CUTM)

**Organized by:**  
Centurion Capacity and Competency Development Center (CCDC)

**CENTURION UNIVERSITY OF TECHNOLOGY AND MANAGEMENT, ODISHA**  
CAMPUSES: Paralakhemundi | Bhubaneswar | Rayagada | Balangir | Balasore | Chatrapur

**Image 3.6: A session on Mentoring by Prof. Supriya Pattanayak, Vice-Chancellor, Centurion University on Dec 31, 2024**

**Language and Communication Support** Multilingual environment supporting diverse linguistic backgrounds:

- **Multilingual Signage:** Campus information in multiple languages
- **Translation Services:** Academic and administrative support
- **Language Learning:** English proficiency programs for non-native speakers
- **Cultural Celebration:** Recognition and celebration of diverse traditions

### **Continuous Improvement Framework**

#### **Data-Driven Assessment:**

- **Annual Diversity Audits:** Comprehensive analysis of representation and inclusion
- **Student Satisfaction Surveys:** Regular feedback collection and response
- **Exit Interviews:** Understanding challenges and improvement opportunities
- **Longitudinal Studies:** Tracking long-term outcomes for diverse populations

#### **Policy Evolution:**

- **Regular Policy Review:** Annual assessment of inclusion policies
- **Stakeholder Consultation:** Community input in policy development
- **Best Practice Integration:** Adoption of global inclusion standards
- **Innovation Piloting:** Testing new approaches to diversity challenges

The diversity and inclusion framework at Centurion University represents more than statistical representation - it embodies a fundamental commitment to creating an educational environment where every individual can contribute their unique perspectives and talents to collective learning and growth.

## **4. ACADEMIC EXCELLENCE AND ACCESSIBILITY**

### **Comprehensive Academic Infrastructure**

Centurion University's academic architecture reflects its commitment to reducing inequalities through inclusive, high-quality education. The university's educational framework combines global standards with local relevance, ensuring students from all backgrounds can access world-class learning opportunities.

### **Research and Innovation Centers**

**24 Research Centres (few namely as):** For more details on research centers, visit <https://Centurion University.ac.in/research-excellence-exploring-new-frontiers/>

- Centre for Waste to Wealth Management: Sustainable development research with community impact
- Centre for Smart Engineering: Technology solutions for rural development
- Centre for Agriculture Production: Food security and sustainable farming research
- Centre for Electric Vehicle Technology: Clean transportation innovation
- Centre for Wood Engineering: Sustainable materials research
- Centre for Public Health Research: Community health improvement initiatives
- Centre for Renewable Energy: Clean energy solutions for underserved communities

**11 Centres of Excellence:** Specialized facilities focusing on cutting-edge research with direct application to regional development needs, creating knowledge that benefits marginalized communities. <https://Centurion University.ac.in/centers-of-excellence/>

**40 Outreach Centres:** Remote area facilities bringing educational services directly to underserved populations, eliminating geographic barriers to learning.

### **Academic Program Diversity**

**16 Schools (Visit: <https://Centurion University.ac.in/our-schools/>) across 6 Campuses:**

- School of Engineering and Technology (SoET)
- School of Forensic Sciences (SoFS)
- School of Allied Health Sciences (SoAHS)
- M.S. Swaminathan School of Agriculture (MSSoA): Sustainable farming and food security
- School of Management (SoM): Business and entrepreneurship development

- School of Nursing (SoN): Healthcare service improvement
  - School of Fisheries (SoF)
  - School of media and mass communication (SoMC)
  - School of Law (SoL)
  - School of Pharmacy and Life Sciences (SoPLS)
  - School of Veterinary and Animal Sciences (SoVAS)
  - School of Agriculture and Bio-Engineering (SoABE)
  - School of Biotechnology (SoB)
  - School of Vocational Education and Training (SoVET)
  - School of Maritime Studies (SoMS)
  - School of Applied Sciences (SoAS)
- 
- **100+ Skill Courses:** Practical, employment-oriented programs designed for immediate economic impact
  - **50+ Value-Added Courses:** Supplementary learning opportunities enhancing student capabilities
  - **Certificate and Diploma Programs:** Flexible learning options for diverse educational needs
  - **Ph.D. Programs:** Advanced research opportunities across multiple disciplines

This diverse academic offering attracts students from across India and various developing countries. There are 300+ students from Nigeria studying course like nautical sciences and engineering.

### **Inclusive Curriculum Design**

**SDG-Integrated Learning:** [Centurion Charter of Sustainability](#).

- Universal Human Values: Mandatory course promoting ethical thinking and social responsibility
- Gender, Ethics and Human Rights: Specialized curriculum addressing inequality issues
- Climate Change and Sustainability: Comprehensive integration across all programs
- Community Engagement Projects: Practical application of learning in real-world settings

### **Specialization in Inequality Reduction:** [Centurion University Post-Graduate Programs](#)

- M.Sc. Public Health: Focus on healthcare equity and community health improvement
- B.Sc. Nursing: Training healthcare professionals for underserved areas
- B.Sc. Forensic Science: Justice system support and legal equity
- Master of Agriculture Science: Food security and rural development
- MBA in Agribusiness: Rural economic development specialization
- MBA in Rural and Urban Development Management: Comprehensive development approach.

Centurion University adopt the strategy of being globally competent and locally relevant. They ensure that community-relevant education in consonance with SDG-10 is communicated and research studies and projects are picked from domains that address inequality in the context of geographical areas where the institutions exist. We examine local issues and address them.

### **National Institute of Open Schooling**

**Educational Access Expansion:** Centurion University operates a National Institute of Open Schooling in-campus, providing:

- Alternative Education Pathways: Flexible learning for non-traditional students
- Adult Education Programs: Literacy and basic education for community members
- Skill Development Integration: Combining formal education with practical skills
- Community Outreach: Educational services extending beyond traditional students

This initiative directly supports Article 21A of the Indian Constitution, ensuring the "Right to Education" for all community members regardless of age, background, or previous educational experience.



**Image 4.1: Representing Success stories of candidates benefitted from NIOS @Centurion University**

### **Academic Bridge Program Excellence**

**Comprehensive Support System:** The Academic Bridge Program represents Centurion University's flagship inclusion initiative, serving students who require additional support for successful university transition:

#### **A. Target Population:**

- Low-income students lacking educational resources
- First-generation college students without family university experience
- Non-English speaking students requiring language support
- International students needing cultural and academic orientation
- Students from rural backgrounds adjusting to urban educational environment

**B. Program Components:**

- Academic Skill Development: Study techniques, research methods, academic writing
- Language Enhancement: English proficiency development for academic success
- Technology Training: Digital literacy and online learning platforms
- Cultural Orientation: University systems navigation and social integration
- Peer Mentorship: Senior student guidance and support networks

**C. Success Metrics:**

- Participation Rate: 50% of program participants are first-generation college students
- Completion Rate: 96% successfully complete bridge program requirements
- Academic Performance: 94% maintain good academic standing in subsequent semesters

**D. Retention Rate:** 91% continue through graduation, exceeding national averages

**Technology Integration and Digital Equity****A. Digital Infrastructure:**

- Campus-wide WiFi: Free internet access eliminating digital divide
- Computer Labs: 24/7 access to technology resources
- Online Learning Platforms: Flexible access to educational content
- Digital Libraries: Extensive academic resource access
- Virtual Reality Labs: Advanced technology exposure for all students

**B. Digital Literacy Programs:**

- Basic Computer Skills: Foundational technology training
- Advanced Software Training: Specialized technical capabilities
- Online Research Techniques: Academic research skill development
- Digital Communication: Professional communication skills

**International Collaboration and Global Exposure**

A. Student Exchange Programs: Partnerships with universities worldwide providing international experience opportunities for students from disadvantaged backgrounds, ensuring global exposure is not limited by economic status.

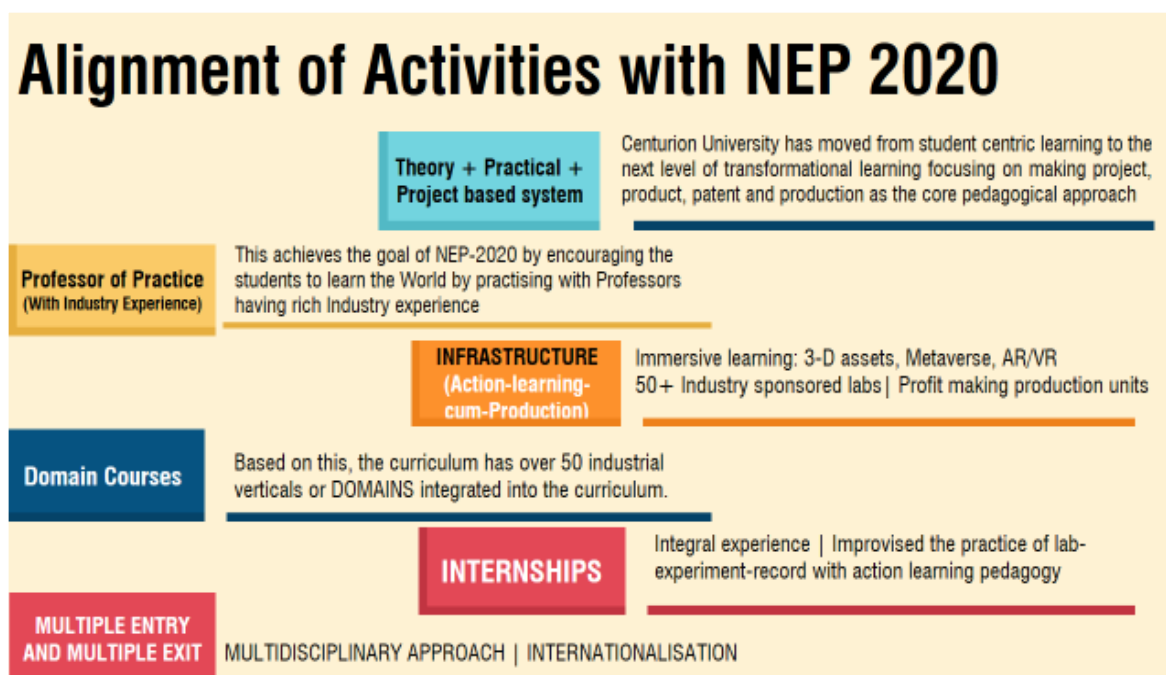
- B. International Recognition: Program accreditation and recognition by international bodies validates educational quality while maintaining affordability and accessibility. Visit: <https://Centurion University.ac.in/international-outreach/>
- C. Global Competition Participation: Students consistently perform excellently in international competitions, demonstrating that inclusive education enhances rather than compromises academic excellence.

## Assessment and Quality Assurance

### Comprehensive Evaluation Framework:

- Continuous Assessment: Regular feedback and improvement systems
- Student Learning Outcomes: Measurable skill and knowledge development
- Industry Alignment: Curriculum relevance to employment requirements
- Community Impact: Real-world application and social benefit measurement

Centurion University regularly updates its curriculum to include concise learning outcomes and soft skills, fostering employability, self-employment, and social-industry connections. Aligned with the National Education Policy (NEP) 2020, Centurion University’s curriculum is designed to contribute to India's transformation into an equitable, vibrant knowledge society and a global knowledge superpower. Refer <https://Centurion University.ac.in/Centurion University-model/nep-compliance/>



**Quality Improvement Processes:**

- Faculty Development: Continuous professional development ensuring teaching excellence
- Curriculum Updates: Regular revision incorporating latest developments and community needs
- Student Feedback Integration: Systematic incorporation of student input in program improvement
- External Evaluation: Independent assessment ensuring objective quality standards

The academic framework at Centurion University demonstrates that excellence and accessibility are not competing goals but complementary aspects of transformative education. By maintaining high standards while removing barriers, the university creates pathways for students from all backgrounds to achieve their full potential and contribute meaningfully to society.

## 5. POLICY ARCHITECTURE FOR EQUALITY

### Comprehensive Policy Framework

Centurion University has developed a robust policy architecture that exceeds national requirements for equality and inclusion. This comprehensive framework addresses every aspect of university life, ensuring systematic elimination of discrimination while promoting positive inclusion measures.

### Foundational Equality Policies

#### 1. Equality, Diversity, and Inclusion (EDI) Policy [<https://Centurion University.ac.in/wp-content/uploads/2024/11/Equality-and-Diversity-and-Inclusion-1.pdf>]

Core Principles:

- Non-discrimination: Zero tolerance for discrimination based on any personal characteristic
- Positive Action: Proactive measures to address historical disadvantages
- Inclusive Excellence: Maintaining high standards while ensuring broad access
- Cultural Competency: Recognition and celebration of diverse backgrounds
- Continuous Improvement: Regular policy review and enhancement

Implementation Mechanisms:

- EDI Committee: Multi-stakeholder governance body with faculty, staff, student, and community representation
- Training Programs: Mandatory awareness sessions for all community members
- Monitoring Systems: Regular assessment of policy effectiveness and impact
- Accountability Measures: Clear consequences for policy violations

#### 2. Non-Discriminatory Admissions Policy [<https://Centurion University.ac.in/wp-content/uploads/2024/11/Non-Discriminatory-Admissions-Policy-1.pdf>]

Equal Access Guarantees:

- Merit-Based Selection: Transparent, objective evaluation criteria
- Barrier Removal: Elimination of unnecessary prerequisites or requirements
- Multiple Pathways: Diverse routes to university admission
- Special Provisions: Accommodations for students with disabilities or special circumstances
- Appeal Mechanisms: Fair processes for addressing admission disputes

Positive Discrimination Framework: Where legally mandated and socially necessary:

- Constitutional Compliance: Full adherence to reservation requirements
- Transparent Implementation: Clear criteria and processes for special categories
- Regular Review: Assessment of effectiveness and continued necessity
- Community Consultation: Input from beneficiary communities in policy development

## Specialized Protection Policies

### 3. Anti-Harassment and Anti-Discrimination Policy [<https://Centurion University.ac.in/wp-content/uploads/2024/11/Anti-Discrimination-and-Anti-Harassment-Policy-1.pdf>]

Prohibited Conduct Definition:

- Direct Discrimination: Explicit unfair treatment based on protected characteristics
- Indirect Discrimination: Policies or practices with disproportionate impact
- Harassment: Unwelcome conduct creating intimidating or offensive environment
- Victimization: Retaliation against individuals reporting discrimination
- Systemic Discrimination: Institutional practices perpetuating inequality

Response Mechanisms:

- Multiple Reporting Channels: Various ways to report concerns safely
- Investigation Procedures: Fair, thorough, and timely inquiry processes
- Support Services: Counseling and assistance for affected individuals
- Corrective Actions: Appropriate responses to policy violations
- Prevention Programs: Education and training to prevent future incidents

### 4. Disability Accommodation Policy [<https://Centurion University.ac.in/wp-content/uploads/2024/11/Disability-Accommodation-Policy-1.pdf>]

Universal Design Principles:

- Physical Accessibility: Barrier-free campus infrastructure
- Academic Accommodations: Reasonable adjustments for learning differences
- Technology Accessibility: Assistive technology and digital inclusion
- Communication Support: Sign language interpretation and alternative formats
- Examination Modifications: Appropriate testing accommodations

Support Service Categories:

- Personal Assistance: Dedicated support staff for students with disabilities
- Auxiliary Aids: Equipment and technology to enhance access
- Modified Scheduling: Flexible timing for students with health conditions
- Alternative Formats: Materials in accessible formats (Braille, large print, audio)

- Mobility Support: Transportation and movement assistance

## Gender Equality and Women Empowerment

### 5. Gender Policy Framework/<https://Centurion University.ac.in/wp-content/uploads/2024/aqar2022-23/7/7.1/7.1.1/Gender%20Policy.pdf/>

Women's Leadership Representation: Centurion University demonstrates exceptional commitment to women's leadership with women holding top positions:



**Dr. Supriya Pattanayak**  
Vice Chancellor

**Dr. Anita Patra**  
Registrar

**Dr. Jyoti Sayantani**  
Director, Quality Assurance



**Dr. Sujata Chakravarty**  
Dean, SoET

**Dr. Reena C. Jhamtani**  
Associate Dean, SoFS

**Dr. Soumya Jal**  
Dean, SoAHS



**Dr. Swetlina Mishra**  
CEO, Woodworks, GT-TECH  
Associate Dean, Placement

**Dr. Prajna Pani**  
Head, Centre for Edutech  
Associate Dean, SoM

**Dr. Padmaja Pattnaik**  
Director, Chatrapur Campus  
Associate Dean, Academics

- Women's Council Committee: Dedicated advocacy and support body
- Chandrika Scholarship: Financial assistance specifically for women students
- Women Leadership Circles: Monthly mentorship and career development sessions
- Gender Sensitization Workshops: Awareness programs for entire community
- Safe Campus Initiatives: Security measures ensuring women's safety

**6. Non-Discrimination Against Women Policy** [[https://Centurion\\_University.ac.in/wp-content/uploads/2024/11/Policy-of-Non-Discrimination-Against-Women-1.pdf](https://Centurion_University.ac.in/wp-content/uploads/2024/11/Policy-of-Non-Discrimination-Against-Women-1.pdf)]

Comprehensive Protection Measures:

- Equal Opportunity: Guaranteed access to all programs and positions
- Harassment Prevention: Specific measures against gender-based harassment
- Career Development: Special programs supporting women's advancement
- Work-Life Balance: Policies supporting family responsibilities
- Leadership Development: Pathways for women's professional growth

**7. Equal Opportunities Policy** [[https://Centurion\\_University.ac.in/wp-content/uploads/2024/11/Equal-Opportunity-Policy-2.pdf](https://Centurion_University.ac.in/wp-content/uploads/2024/11/Equal-Opportunity-Policy-2.pdf)]

**Community-Specific Support Frameworks**

**8. Scheduled Castes, Scheduled Tribes, and Minorities Support**

Targeted Initiatives:

- PRERANA Scholarship Program: Post-matric support for SC/ST/OBC students
- Tribal Affairs Cell: Dedicated unit addressing specific tribal student needs
- Cultural Integration Programs: Celebration and preservation of diverse traditions
- Mentorship Networks: Senior community member guidance for younger students
- Community Liaison: Regular engagement with tribal and minority communities

**9. Financial Hardship and Poverty Addressing Policy** [[https://Centurion\\_University.ac.in/wp-content/uploads/2024/11/Poverty-Reduction-Policy-1.pdf](https://Centurion_University.ac.in/wp-content/uploads/2024/11/Poverty-Reduction-Policy-1.pdf)]

Comprehensive Economic Support:

- Sliding Scale Fees: Income-based fee structures
- Emergency Financial Assistance: Crisis support for unexpected hardships
- Payment Plans: Flexible instalment options

- Work-Study Programs: Campus employment opportunities
- Basic Needs Support: Food security and housing assistance when needed

### **Administrative Governance Structure**

University has developed a set-up to address the inequalities in all forms. It is aligned to Government popular opinion and has seats reserved from classes of Scheduled Caste, Scheduled Tribes, and Other Backward Classes (Non-Creamy Layer). Adhering to Articles 341 and 342 and others, there are several committees constituted for Social Protection, which has a redressal mechanism to resolve the grievances of the people belonging to Inequalities and Issues for underrepresented groups as listed below:

### **Committee Network for Policy Implementation:**

#### **1. Equity, Diversity, and Inclusion Committee**[\[https://Centurion\\_University.ac.in/wp-content/uploads/2024/11/EDI-Committee.pdf\]](https://Centurion_University.ac.in/wp-content/uploads/2024/11/EDI-Committee.pdf)

- Leadership: Dr. Smita Mishra Panda, Director-Research (Chair)
- Composition: Multi-stakeholder representation
- Responsibilities: Policy oversight, training coordination, incident response

#### **2. Scheduled Castes, Scheduled Tribes, and Minorities Committee**[https://Centurion\\_University.ac.in/wp-content/uploads/committee/2025/Committee%20for%20SC\\_ST\\_Minority-Bhubaneswar%20Campus-2025-26.pdf\]](https://Centurion_University.ac.in/wp-content/uploads/committee/2025/Committee%20for%20SC_ST_Minority-Bhubaneswar%20Campus-2025-26.pdf)

- Focus: Specific needs of constitutionally protected groups
- Services: Grievance redressal, advocacy, cultural support

#### **3. Committee Against Sexual Harassment**[\[https://Centurion\\_University.ac.in/wp-content/uploads/committee/2025/Committee%20against%20Sexual-Harassment%20\(ICC\)\\_Bhubaneswar%20Campus-2025-26.pdf\]](https://Centurion_University.ac.in/wp-content/uploads/committee/2025/Committee%20against%20Sexual-Harassment%20(ICC)_Bhubaneswar%20Campus-2025-26.pdf)

- Mandate: Prevention and response to gender-based harassment
- Training: Regular awareness programs and sensitivity training

#### **4. Anti-Ragging Committee**[https://Centurion\\_University.ac.in/wp-content/uploads/committee/2025/Anti%20Ragging%20Committee%20-%20Bhubaneswar%20campus-2025-26.pdf\]](https://Centurion_University.ac.in/wp-content/uploads/committee/2025/Anti%20Ragging%20Committee%20-%20Bhubaneswar%20campus-2025-26.pdf)

- Prevention: Proactive measures against discriminatory practices
- Response: Swift action against violations

5. **Women Council Committee**[https://Centurion University.ac.in/wp-content/uploads/committee/2025/Women%20Counselling%20Committee\\_Bhubaneswar%20Campus-%202025-26.pdf](https://Centurion University.ac.in/wp-content/uploads/committee/2025/Women%20Counselling%20Committee_Bhubaneswar%20Campus-%202025-26.pdf)
  - Advocacy: Women's rights and opportunity promotion
  - Programming: Leadership development and empowerment initiatives
6. **Student Grievance Redressal Committee** [<https://Centurion University.ac.in/wp-content/uploads/committee/2025/Student%20Grievance%20Redressal%20Committee-Bhubaneswar%20Campus-2025-26.pdf>]
  - Accessibility: Multiple channels for concern reporting
  - Resolution: Fair and timely dispute resolution
7. **Internal Committee for Differently Abled**<https://Centurion University.ac.in/wp-content/uploads/committee/2025/Internal-Committee-for-Differently-Abled-University%20level-%202025-26.pdf>
  - Accommodation: Reasonable adjustment implementation
  - Advocacy: Disability rights promotion and accessibility enhancement

### **Policy Effectiveness and Monitoring**

#### **A. Assessment Mechanisms:**

- Annual Policy Review: Comprehensive evaluation of all equality policies
- Impact Assessment: Measurement of policy effectiveness in achieving equality goals
- Stakeholder Feedback: Regular consultation with affected communities
- Compliance Auditing: Regular assessment of policy implementation
- Continuous Improvement: Systematic enhancement based on feedback and results

#### **B. Transparency and Accountability:**

- Public Policy Access: All policies available on university website
- Regular Reporting: Annual equality and inclusion reports
- External Review: Independent assessment of policy effectiveness
- Community Engagement: Regular dialogue with stakeholders on policy impact

This comprehensive policy architecture demonstrates Centurion University's systematic approach to equality promotion, ensuring that reducing inequalities is not left to chance but is embedded in every aspect of university operations through clear, enforceable, and continuously improving policies and procedures.

## **6. TRANSFORMATIVE INITIATIVES AND PROGRAMS**

### **Comprehensive Scholarship and Financial Assistance Ecosystem**

Centurion University's financial assistance framework represents one of India's most comprehensive approaches to educational accessibility. With **50.7% of students receiving financial support**, the university ensures economic background never becomes a barrier to educational achievement. Visit: [https://Centurion\\_University.ac.in/self-study-report-for-2nd-cycle-of-accreditation/Students Benefited by Scholarships and Freeships](https://Centurion_University.ac.in/self-study-report-for-2nd-cycle-of-accreditation/Students_Benefited_by_Scholarships_and_Freeships).

The University annually publishes a conspectus and information brochures, accessible on its website [www.Centurion\\_University.ac.in](http://www.Centurion_University.ac.in), also on microsites to each school. The entrance test and admission process are free of charge.

### **Government Partnership Scholarships**

#### **Major Government Scholarship Programs:**

##### **1. E-Medhabruti Scholarship** - Department of Higher Education, Odisha

- Focus: Merit-based support for academically excellent students
- Coverage: Tuition fees and academic expenses
- Selection: Competitive examination and academic performance

##### **2. PRERANA Post-Matric Scholarship** - District Welfare Office, Odisha

- Target: SC/ST/OBC & SEBC students
- Coverage: Comprehensive educational expenses
- Impact: Breaking generational barriers for marginalized communities

##### **3. National Scholarship Portal Integration**

- Streamlined Access: Simplified application processes
- Multiple Categories: Minority, tribal, and economically disadvantaged student support
- Digital Platform: Online application and tracking system

### **Private Partnership Scholarships**

##### **4. Jindal Foundation Scholarship (Sitaram Jindal)**

- Focus: Exceptional academic performance and leadership potential
- Coverage: Substantial financial support for deserving students
- Mentorship: Additional career guidance and development opportunities

##### **5. Times of India Scholarship**

- Media Partnership: Journalism and communication student support

- Professional Development: Industry exposure and internship opportunities
- Career Pathway: Direct connections to media industry positions

#### **6. Corporate Partnership Programs:**

- BEML Scholarship: SC & ST student support in engineering programs
- FAEA Scholarship: Specialized technical education support
- Railway Departmental Scholarships: East Coast Railway employee children
- Coal India Scholarships: Mining and engineering student support
- State Bank of India Educational Assistance: Banking sector career preparation

#### **Innovative Financial Support Models**

##### **7. Bihar Students Credit Card Scheme**

- Comprehensive Coverage: Full educational expenses including living costs
- Low Interest: Subsidized loan rates for economically disadvantaged students
- Flexible Repayment: Employment-linked repayment schedules
- State Government Guarantee: Reduced financial risk for students

##### **8. IDBI, Oriental Bank of Commerce and United Bank of India Bank Education Loan Partnership**

- All Course Coverage: Comprehensive program support including international options
- Inclusive Expenses: Tuition, books, accommodation, and travel costs
- Preferential Rates: Reduced interest rates for Centurion University students
- Rapid Processing: Expedited loan approval and disbursement
- National Availability: Access across India eliminating geographic barriers

#### **Target Population Focus: Bottom 20% Income Bracket**

**Strategic Enrolment Initiative:** Centurion University specifically targets students from the **lowest 20% of household income brackets**, addressing extreme economic disadvantage through:

**Income-Based Admissions Support:** <https://admissions.Centurion University.ac.in/>

- Documentation Assistance: Help with income verification and application processes
- Fee Structure Transparency: Clear information about all costs and available support <https://Centurion University.ac.in/course-fees/#>
- Counselling Services: Financial planning and resource identification

- Emergency Support: Crisis assistance for unexpected financial challenges

### **Capability Enhancement Schemes**

#### **Support for International Students from Developing Countries**

**Low and Lower-Middle-Income Country Initiative:** Centurion University provides comprehensive support for **300+ international students** (approx. 10% of student body) from countries including:

#### **Primary Partner Countries:**

- Afghanistan: Educational opportunity during political instability
- Nepal: Regional cooperation and development support
- Bangladesh: South Asian educational collaboration
- Sudan, Uganda, Nigeria: International development partnership, student exchange and development; 300 students in specialized programs including nautical sciences

#### **International Student Support Services:**

- Visa Assistance: Complete immigration support and guidance
- Cultural Integration: Orientation programs and community building
- Academic Support: Language assistance and tutoring services
- Financial Aid: Specialized scholarship programs for international students
- Career Services: Industry connections and placement support in home countries

### **Capability Enhancement and Competitive Examination Support**

**Extended Learning Facility (Established 2021):** Annual enrollment of **100+ students** in specialized preparation programs:

#### **Program Components:**

- IAS Coaching: Daily comprehensive civil services preparation
- NET Preparation: National Eligibility Test weekend coaching
- GATE Training: Graduate Aptitude Test engineering preparation
- Higher Education Guidance: Study abroad and advanced degree counselling
- Skill Certification: Industry-relevant certification programs

Visit: [https://Centurion\\_University.ac.in/special-industry-integrated-nsqf-aligned-programs/](https://Centurion_University.ac.in/special-industry-integrated-nsqf-aligned-programs/)



***Image 6.1: IAS Coaching centres for Competitive Exams***

**Global Education Fair and Seminars:** Annual events promoting educational advancement and awareness about higher education opportunities, ensuring students from disadvantaged backgrounds access information about advanced learning pathways.





***Image 6.2: A glimpse of Global Education Fair organized @Centurion University, Bhubaneswar Campus***

**Earn While Learn Program: Economic Empowerment Through Education**

**Comprehensive Work-Study Integration:**

**1. Centurion Coffee Connect**

- Student Management: Entirely student-operated campus cafeteria
- Business Skills: Practical entrepreneurship and management experience
- Revenue Generation: Student income while maintaining academic focus
- Leadership Development: Management and operational skill building

<https://course.CenturionUniversity.ac.in/courses/skill-brew-master/>

<https://www.youtube.com/watch?v=I1ia8Kj9Mfs>



***Image 6.3: Centurion Coffee Connect @BBSR Campus***

## 2. Tarang Bazaar

- Cultural Commerce: Student-managed cultural and commercial events
- Event Management: Professional event planning and execution experience
- Community Engagement: Local vendor and artist collaboration
- Financial Skills: Budget management and profit-loss understanding



***Image 6.4 illustrating gathering of Centurion staff, students during Tarang Bazaar***

## Rural Haat Initiative

- Agricultural Market: Platform for local farmers and rural producers
- Student Facilitation: Market management and coordination roles
- Supply Chain Learning: Practical agricultural commerce experience
- Community Development: Direct rural community support and engagement
- Rural Haat and Krishi Mela engaged 5000+ farmers in sustainable practices.

# సాక్షి

## సేంద్రియ వ్యవసాయంతో మేలు

మెళియాపుట్టి: వ్యవసాయంలో మెలకువలు పాటించాలని పర్లాఖిమిడి (ఒడిశా) సెంచూరియన్ వర్మిటీ ప్రొఫెసర్లు, విద్యార్థులు అన్నారు. మంగళవారం మండలంలోని చాపర గ్రామంలో సేంద్రియ వ్యవసాయంపై రైతులకు అవగాహన కల్పించారు. సెంచూరియన్ విశ్వవిద్యాలయంలో సేంద్రియ వ్యవసాయం ద్వారా పండించిన పంటలను ప్రదర్శించి ఉపయోగాలు తెలియజేశారు. డిజిటల్ వ్యవసాయం ఎంతో మేలని 'నా పంట' యాప్ ఉపయోగాలను వివరిస్తూ.. రైతులు దీనిని సద్వినియోగం చేసుకోవాలన్నారు. రైతులు పండించే పంటల ధరలు, వాతావరణ సూచనలు, తెగుళ్లకు నివారణ పద్ధతులు ఈ యాప్ ద్వారా తెలుసుకోవచ్చున్నారు. దగ్గరలో ఉన్న ఎరువులు, విత్తనాల



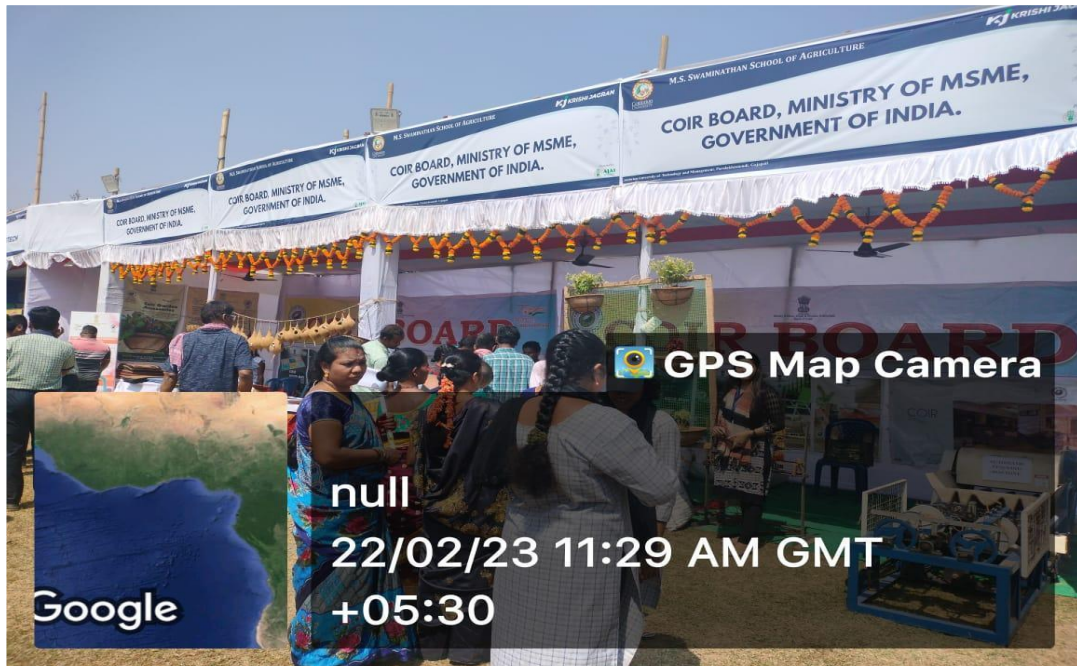
సెంచూరియన్ వర్మిటీ ప్రొఫెసర్లు, విద్యార్థులు

డీలర్ల వివరాలు సైతం ఉంటాయని, వారితో నేరుగా మాట్లాడే అవకాశం ఉందన్నారు. రైతు సమస్యలకు పరిష్కార మార్గాలు, సూచనలు ఇవ్వడానికి ఇందులో నిపుణుల వివరాలు అందుబాటులో ఉంటాయన్నారు. ప్రొఫెసర్లు, వైద్యులు సలాన శరత్, సర్పంచ్ రామారావు, రైతులు పాల్గొన్నారు.

09/10/2024 | Srikakulam(Amudalavalasa) | Page : 3  
Source : <https://epaper.sakshi.com/>



***Image 6.5: Kisan Mela, 2024***



***Image 6.6 a: Rural Haat 2023***



***Image 6.6b: Gathering of Centurion staff, students and localities at Rural Haat***

#### **4. Maruti Collaboration - BBA Retail Management**

- Industry Partnership: Direct corporate collaboration for practical learning
- Professional Experience: Real-world retail management exposure
- Career Pipeline: Direct employment pathway post-graduation
- Skill Development: Industry-specific competency building

## 5. Professional Internship Programs:

- **B. Com Students:** Centurion Capacity Development Centre and Quality Assurance internships
- **BBA Students:** Admissions department and production lab experience
- **MCA Students:** Technical department and system administration roles
- **Paid Positions:** Income generation while gaining professional experience



**Image 6.7. Training on spectacles making and Distribution of Eye Glasses to underprivileged people in collaboration with Essilor**

## Event-Based Learning and Community Engagement

The objective of Centurion University is to promote inclusive practices for social justice and better stakeholder relationships. The University promotes value-based education for inculcating state-of-the-art infrastructure that promotes active participation of the students in Cultural, social, and recreational activities which helps develop various skills in students to foster holistic personal and professional development.

The center acts as a bond between Centurion University and society, providing better and more effective services for developing rural areas through various innovative initiatives. Under the guidance of the faculty and staff, Centurion University students engage in social upliftment activities to foster rural community development through various projects and programs.

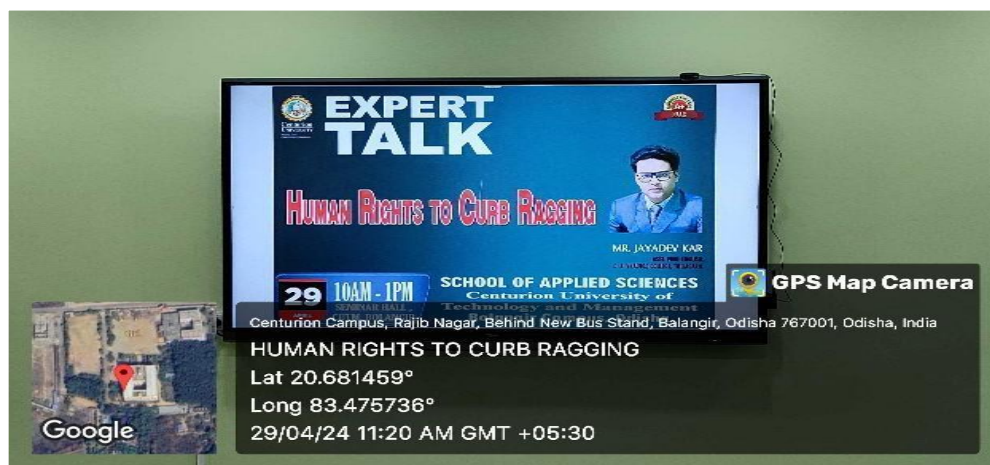
Several clubs under CSaR at the University actively address social issues and promote humanity. To raise awareness about equality and human rights, these clubs organize webinars, competitions, newsletters, and other events on campus. Activities include programs that enhance legal, economic, and technical empowerment, supported by CSaR and Centurion Capacity and Competency Development Centre.:

### **Human Rights and Social Justice Programming:**

#### **Expert Lecture Series:**

- Voter registration campaigns to increase awareness of inequalities and encourage participation among underprivileged groups.
- **"Human Rights to Curb Ragging"**: Legal awareness and discrimination prevention  
Resource Person: Mr. Kar, a distinguished Indian English poet, writer, statesman, critic, and social worker, holds impressive credentials. He has already authored two published books. This session promises valuable insights and inspiration for our students.






**Image 6.8 a, b, c: Expert Talk on the topic "Human rights to curb Ragging" organized on 29.04.2024 at the seminar hall and conducted by Mr. Jayadev Kar.**

- **"Meeting Challenges with Grace and Resilience":** Disability awareness featuring visually challenged government officer  
 The training program on "Meeting Challenges with Grace and Resilience" was conducted on 11th Apr 2023 at Hall No 6, Ground Floor, Aryabhata Building, Centurion University, Bhubaneswar. Mr. Prachurya Kumar Pradhan, OFS, Govt. of Odisha was the resource person for the program. He is visually challenged. Mr. Pradhan emphasized the importance of positive thinking and its impact on various aspects of life. He also highlighted the significance of strengthening decision-making skills to make informed choices. The concepts of resilience and determination were discussed as essential traits for overcoming challenges and achieving goals. Furthermore, he

encouraged the audience to adopt a proactive mindset towards thinking and problem-solving, promoting a proactive approach to tackling.



**Meeting Challenges with Grace and Resilience**  
A motivational lecture for all students across CUTM campus




**By,**  
**Mr. Prachurya Kumar Pradhan**

He is an OFS Officer, Govt. of Odisha. He qualified Odisha civil service exam in 2020. He has completed M.Com; NET/JRF and CA interim qualified; He is an International Chess player and Chess trainer. He is silver medalist at Asian Para Games.

**April 11, 2023**  
**4:00 PM - 5:00 PM**

Hall 6,  
Aryabhata Building

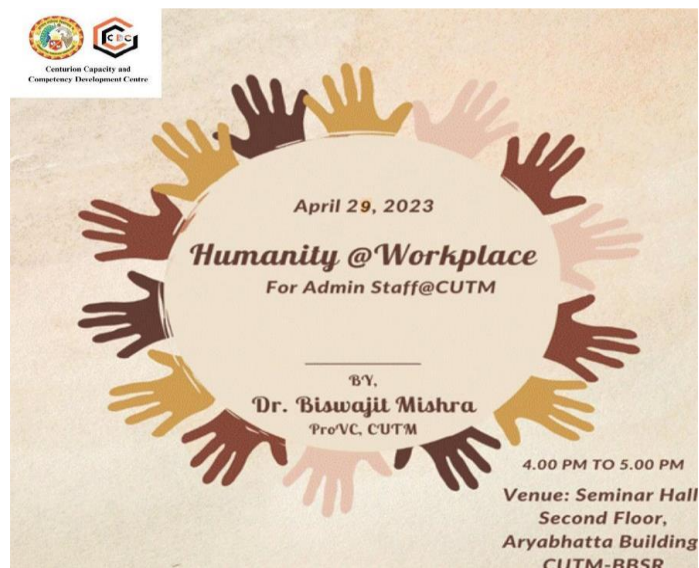


Centurion Capacity and Competency Development Centre



**Image 6.9 a, b, c: Expert Talk on Meeting Challenges with Grace and Resilience**

- **"Humanity at Workplace"**: Professional ethics and inclusive workplace culture  
 The training program on Humanity at Workplace was conducted on 27th Mar 2023 at Seminar Hall, 2nd Floor, Aryabhata Building, Centuriun University of Technology and Management Bhubaneswar. Dr. Biswajit Mishra was the resource persons for the program. The objectives of the session were that the participants should aim to create a positive and inclusive workplace culture by promoting respect, empathy and understanding among employees. The workplace may address the importance of maintaining a healthy balance between work and personal life. The session focused on improving communication, conflict resolution and teamwork skills.



**Image 6.10: Flyer of the event "Humanity at Workplace"**

- **"Gender Sensitization Workshops"**: Equality awareness and bias elimination

These sessions were found much needed in the present scenario. Dr. Smita Mishra Panda, being the Gender Expert, and having experience of more than 30 years, created awareness very intelligently among the working professionals and made every participant talk and give their view about gender sensitivity in the organization. The resource person presented the session like, it was not all about gender equality training; rather it is a step forward to make all aware of the relevance of gender in their work and to help them identify the appropriate tools to be used when mainstreaming gender. Dr. Smita tried to change the gender perspective on roles of women and men, countering gender-related stereotypes and creating a more equal society. Moreover, it was an interactive session with some real-life examples and thoughts.



***Image 6.11: Flyers of the event "Gender Sensitization"***

**Health, Safety, and Social Security Seminar** (Partnership with Indo German Focal Point): Seminar On “*Health, Safety & Social Securities* with focus on students, staff and faculty members” jointly organized by Centurion University, Odisha and Indo German Focal Point (IGFP), India on 20th January, 2024 (Saturday).

Details of plenary sessions were as follows

- **Stress Management: Mental health awareness and coping strategies**  
Resource Person: Prof. Subhashis Sahu, Associate Professor, and Head, Department of Physiology; In-Charge, Ergonomics and Occupational Physiology Laboratory, University of Kalyani, West Bengal
- **Communicable Disease Prevention Measures: Public health education and awareness**  
Resource Person: Dr. Rama Chandra Rout, Director of Nursing, Govt. of Odisha
- **Vision Zero: An Issue of Daily Management Behaviour (Online Session)**  
Resource Person: Dr. sc. ETH Mark Füllemann, Founder, Practice & Experience, Switzerland
- **Safety at the Workplace: International safety standard implementation**  
Resource Person: Dr. Malay Kumar Pradhan, Deputy Director – Safety, Directorate of Factories & Boilers, Govt. of Odisha



**Image 6.12a: Session on Vision Zero by Dr. Mark**



**Image 6.12b: Health, Safety, and Social Security Seminar**

- Comprehensive Health Coverage: Universal healthcare access for students and staff



**Image 6.13: Healthcare on Wheels (HCOW) project with LTI Mindtree serves rural areas**



**Image 6.14: Free Skin health Camp for all staff**

- Kick the Habit: Embracing A Smoke Free Lifestyle by Dr. Khitish Ch Mishra Radiation Oncologists, MD Carcinova Cancer Hospital along with Ms. Keshav Sharma, Mental Health Professional & Psycho Oncologist, Bagchi Karun Shaya Palliative Care Center and Ms. Swagatika Acharya, Survivor & Cancer Advocate on Aug 08, 2024
- Ayurvedic Assessment of Tridosh by Dr. Rajalakshmi, Centurion University on Oct 21, 2024
- Female Adolescent Self Care and Healthy Habits- For all women staff and students byon July 27, 2024 by Dr. Purarama Pradhan, Rtd. Chief Medical officer, Specialist in Maternity and Child Health, Medical Officer in CRPF

## “Female Adolescent Self Care and Healthy Habits”

**Organized by:**  
School of Paramedics and Allied Health Sciences

**In collaboration with:**  
Centurion Capacity and Competency Development Centre (CCDC)

**Resource Person:** Dr. Purarama Pradhan.  
Rtd Chief Medical Officer,  
Specialist in Maternity and Child Health,  
Medical officer in CRPF

**Venue:** Hall No.06 Aryabhata Building,  
CUTM, Bhubaneswar

**DATE:** 27 JULY 2024  
**TIME:** 11:00AM TO 12:30 PM

**Centurion University of Technology and Management Odisha**  
Campus: Parlakhemundi | Bhubaneswar | Rayagada | Balangir | Balesore | Chatrapur

**Image 6.15: Event Flyer, “Female Adolescent Self Care and Healthy Habits”**

- Faculty Development Programme (FDP) on Universal Human Values: A structured FDP integrating ethics, inclusivity, and sustainability into teaching practices.



**Image 6.16: FDP on Empowering Educators through Universal Human Values” held from 7th to 9th May 2025 at our Paralakhemundi Campus, Odisha**

#### **Cultural Celebration and Integration:**

- International Women's Day: Comprehensive gender equality celebration including ground staff

**Celebration of International Women’s Day 2025** under theme 'For ALL Women and Girls: Rights, Equality, Empowerment’ on 7<sup>th</sup> March 2025 with ground staff (housekeeping ladies), students and faculty members.

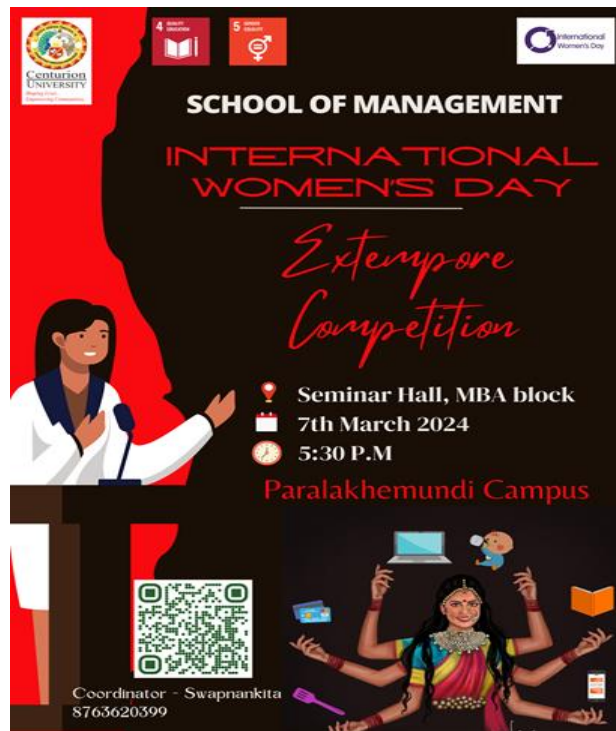
Please check some photographs below.



**Image 6.17: Musical chair competition and Cultural event with housekeeping staff and students on Women's Day**

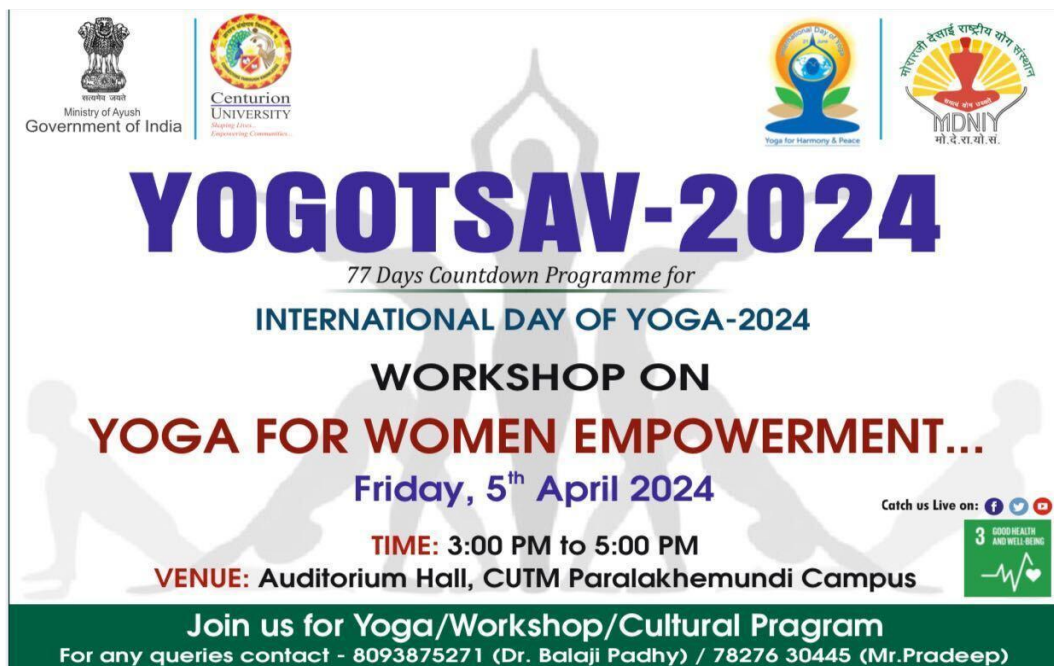


**Image 6.18: Celebration of Women's Day by Registrar Madam with faculty, students and ground staff representing equality among all**



***Image 6.19: Flyer for Competition on the occasion on IWD#2024***

- International Yoga Day: Health and wellness promotion for entire community  
Yoga Mohatsav was celebrated in collaboration with the Morarji Desai National Institute of Yoga, Ministry of AYUSH, and Government of India at Centurion University



***Image 6.20: Flyer for Yogotsav 2024***

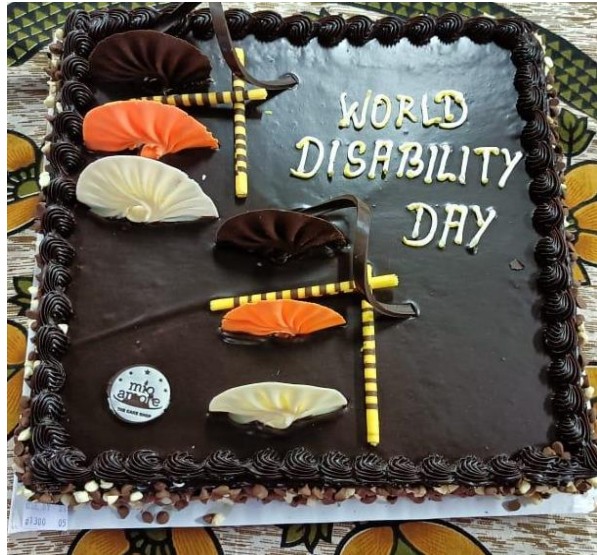
- **World Disability Day:** Awareness and inclusion promotion

**A. International Day of Persons with Disabilities**, observed on December 3rd, promotes awareness and support for the rights and well-being of persons with disabilities. The day also highlights the importance of integrating persons with disabilities into all aspects of life. On this occasion, selected students from our university visited the Home for Disabled, Padmashree Society in Jatni, where they interacted with the residents and contributed food packets. The visits to local shelters, orphanages, and minority community centres to educate about the importance of human rights.



***Image 6.21: Visit of Centurion staff to Home for Disabled at Jatni, Odisha***





***Image 6.22: Celebration of World Disability Day 2024***





**Image 6.23: Celebration of World Deaf Day/ International Day of Sign Language**

- Human Rights Workshop: A campus-wide program sensitizing students and staff on legal, ethical, and social dimensions of human rights.



**Image 6.24: Celebration of International Human Rights Day on Dec 11th 2024 at the moot court hall, Madhusudan building, Centurion University-BBSR**

- Student Diversity Session: Orientation sessions designed to foster intercultural understanding, promote gender sensitivity, and encourage acceptance of LGBT and differently-abled peers.

- **Diversity Festival: Multicultural celebration and integration**

Regular dialogue sessions between administrators and ground staff to ensure workplace dignity and promote respect for all roles.



***Image 6.25: Celebration of Rakhi Purnima 2025 with Ground Staff***

## **Community Development and Social Entrepreneurship**

**Urban Micro Business Centre (UMBC)** *A Company driving social innovation in Bhubaneswar slums*

### **Impact Metrics:**

- Potential Entrepreneurs: 220 individuals from chronically poor families engaged
- Zero-Interest Loans: 150 women received financial support for business development
- Success Stories: Ms. Meenakshi Chand from Kargil Slum shared experience globally at Deakin University, Australia
- Institutional Partnerships: Government of India, Government of Odisha, OMFED, Mindtree Foundation, Bosch, Union Bank



**Image 6.26: Urban Micro Business Centre at Bhubaneswar**

### **Gram Tarang Foods: Social Enterprise Excellence**

- **Research Team:** 10 specialized scientists developing organic product innovations
- **Farmer Partnerships:** Direct collaboration with local agricultural communities
- **Industry Connections:** Partnerships with Himalaya, Naturals, and Robertet
- **Product Focus:** High-quality extracts for pharmaceuticals, nutraceuticals, perfume, and cosmetic industries
- **Sustainable Value Addition:** Market linkage development for rural producers



**Image 6.27: Gram Tarang Foods Facility @Paralakhemundi**

## Start-up Support and Entrepreneurship Development

**Local Community Start-up Assistance:** Centurion University provides comprehensive support for community-based entrepreneurship including:

- Financial Assistance: Seed funding and loan facilitation
- Technical Support: Business planning and operational guidance
- Market Linkage: Connection with suppliers, customers, and partners
- Mentorship: Experienced entrepreneur guidance and coaching
- Infrastructure Access: University facilities and resources for business development

<https://CenturionUniversity.ac.in/providing-assistance-to-the-local-community-supporting-the-start-up/>



***Image 6.28: The two start-ups on financial assistance by Centurion University***

## Karjayakaram Skill Development Program

Program Objectives:

- Sustainable Livelihood Creation: Long-term economic opportunity development
- Local Economic Development: Community-based economic growth
- Skill Enhancement: Industry-relevant capability building
- Employment Generation: Direct job creation and entrepreneurship support
- Karjayakaram programme trained 1000+ students in industry-relevant skills.



**Image 6.29: Skill development under Karjayakaram Skill Development Program**

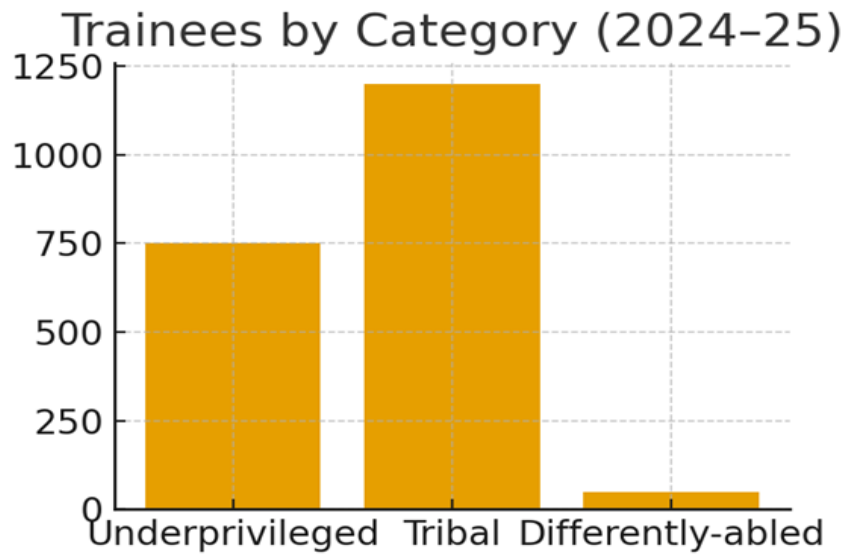


**Image 6.30: Skill development under Partnership with LTI-Mindtree CSR @Gram Tarang Employability Training Services**

**Training Categories and Impact (Skill Development 2024-25):**

- **Underprivileged:** 750 trainees receiving specialized skill development
- **Tribal Communities:** 1,200 individuals in culturally appropriate programs
- **Differently-Abled:** 50 participants in accessible skill training
- **Total Impact:** 2,000 individuals trained annually in employability skills

Category	Number of Trainees
Underprivileged	750
Tribal	1200
Differently-abled	50
Total	2000

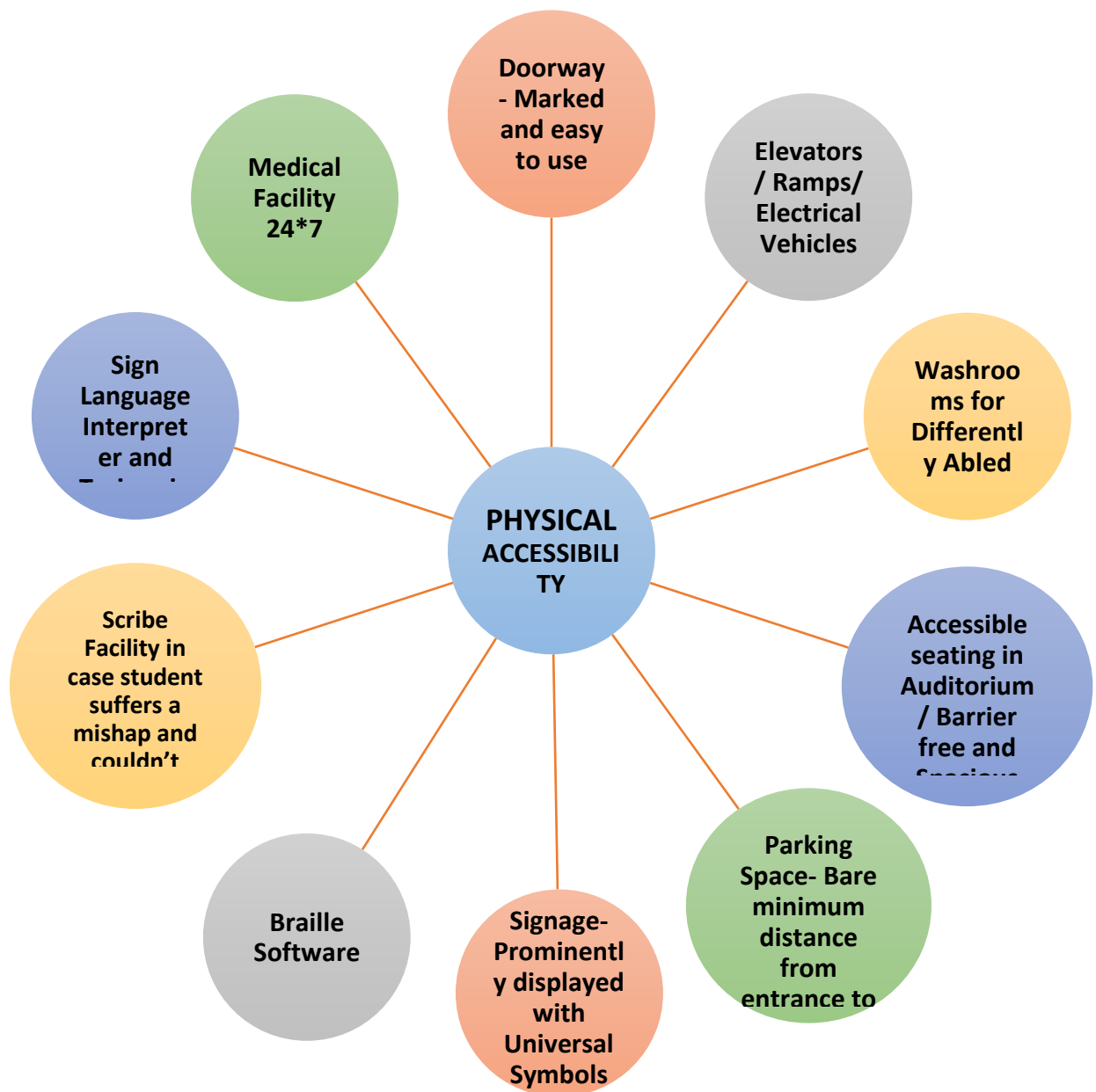


**Image 6.31: Community Impact and Economic Development Dashboard**

## 7. SUPPORT SERVICES AND INFRASTRUCTURE

### Comprehensive Accessibility Infrastructure

Centurion University has created one of India's most inclusive campus environments, ensuring that physical, technological, and social barriers never prevent any community member from fully participating in university life. The infrastructure development reflects universal design principles while addressing specific needs of differently-abled individuals.



***Image 7.1: The physical accessibility for differently-abled at Centurion University, Odisha***

## Physical Accessibility Excellence

### Universal Design Implementation:

#### 1. Ramp System Network

- Comprehensive Coverage: All buildings equipped with wheelchair-accessible ramps
- Gradient Compliance: All ramps meet ADA standards for safe navigation
- Weather Protection: Covered walkways ensuring year-round accessibility
- Maintenance Protocol: Regular inspection and upkeep ensuring consistent functionality



**Image 7.2: Ramps in the Management building**



**Image 7.3: Displays staircase, ramps and elevator for ease of access to differently-abled**

#### 2. Elevator Access System

- Multi-Building Coverage: Elevators in all multi-story academic and residential buildings
- Audio Announcements: Floor indication and direction assistance

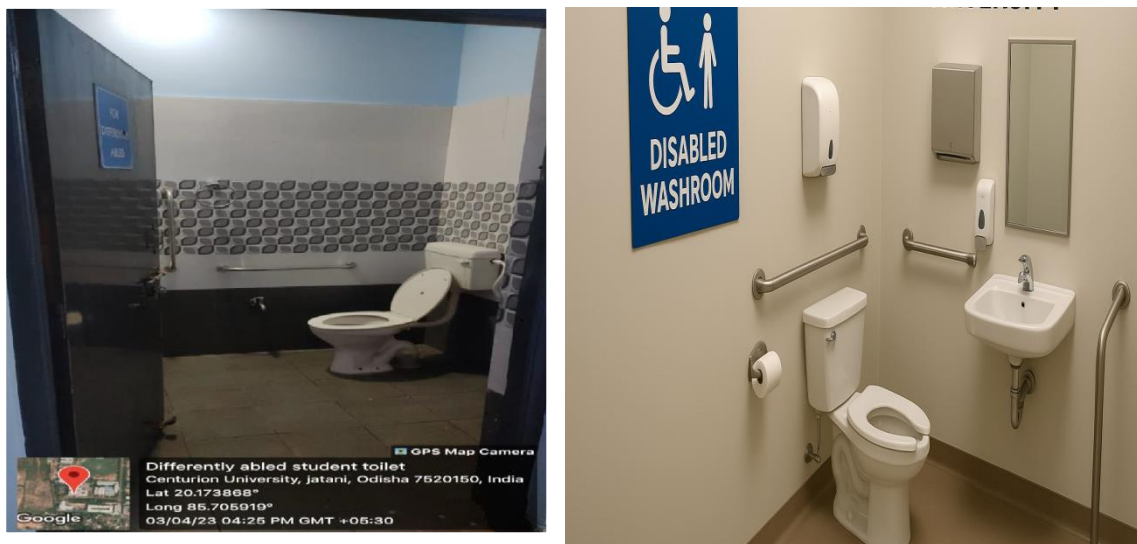
- Braille Numbering: Tactile floor indicators for visually impaired users
- Emergency Systems: Accessible emergency communication and evacuation procedures



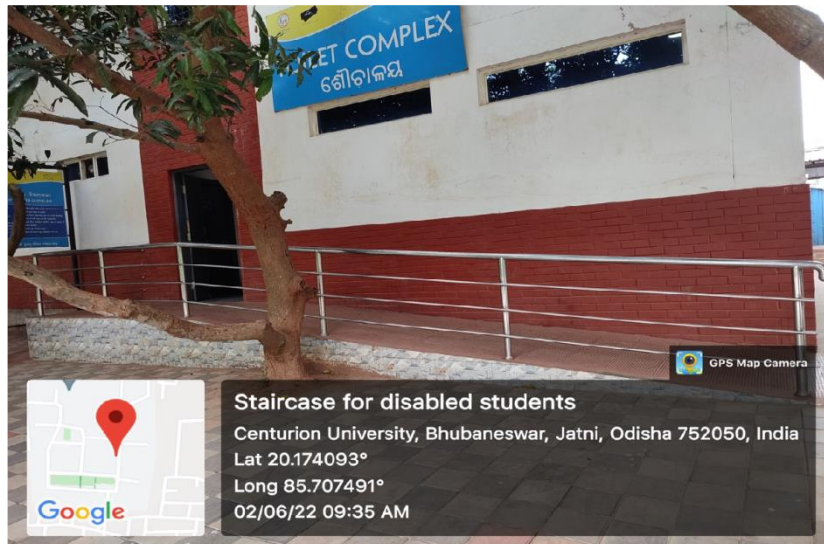
***Image 7.4: Elevator in the Hostel building and Management Building***

### 3. Specialized Washroom Facilities

- **Universal Design:** Accessible toilet facilities with grab bars and appropriate spacing
- **Emergency Call Systems:** Safety communication systems for assistance
- **Hygiene Maintenance:** Enhanced cleaning protocols ensuring consistent accessibility
- **Privacy Protection:** Appropriate design ensuring dignity and independence



***Image 7.5: Washrooms for differently-abled***



***Image 7.6: Staircase in the toilet complex (Signage) and railings for supports***

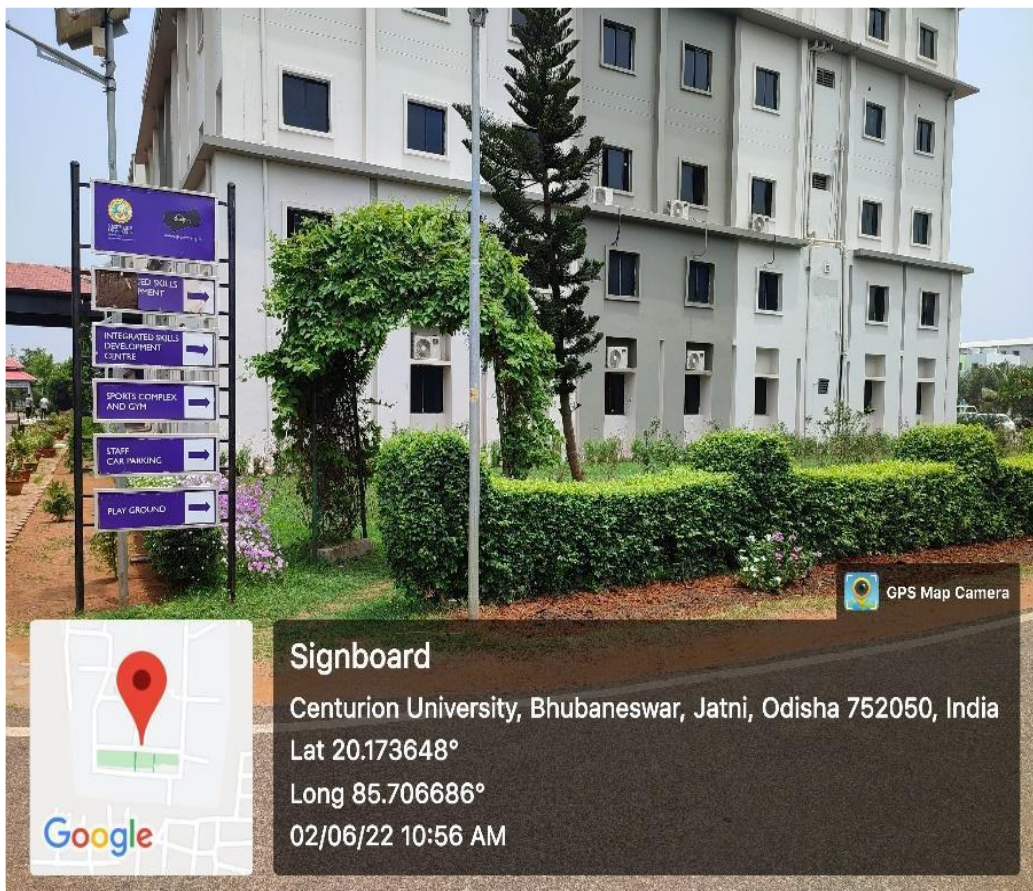
- 4. Signage with Universal Symbols** to support navigation for visually impaired and cognitively challenged individuals.



***Image 7.7a: Signage with symbol and Name of the Academic Block***



***Image 7.7b: Signage- Prominently displayed with Universal Symbols***



***Image 7.7c: Signage- Prominently displayed with Universal Symbols***



***Image 7.7d: Signage- Prominently displayed with Universal Symbols***

## Advanced Mobility Support

### 5. Electric Vehicle Transportation

- **Campus Fleet:** Dedicated electric vehicles for differently-abled transportation
- **On-Demand Service:** Scheduled and emergency transportation availability
- **Trained Operators:** Specialized staff trained in disability-sensitive transportation
- **Route Optimization:** Efficient campus navigation reducing travel time and effort



**Image 7.8a: Electric Vehicles @Centurion University for ease of transport of differently-abled**



**Image 7.8b: Electric Vehicles @Centurion University for ease of transport of differently-abled**

## 6. Wheelchair Provision Program

- **Equipment Availability:** Campus wheelchairs for temporary and permanent use
- **Maintenance Service:** Regular equipment inspection and repair
- **Personal Equipment Support:** Assistance with personal mobility device maintenance

- **Emergency Backup:** Additional equipment available for crisis situations



**Image 7.9: Wheel chair @ Centurion University**

## **Communication and Academic Support Services**

### **Professional Support Staff:**

#### **7. Dedicated Personal Assistant Services**

- Mr. Rupesh Kumar Das: Specialized support coordinator for differently-abled students
- Individual Assistance: Personalized support based on specific student needs
- Academic Coordination: Liaison between students, faculty, and administration
- Crisis Response: Emergency support and intervention services

## 8. Sign Language Interpretation Services

- Professional Interpreters: Certified sign language professionals on campus
- Academic Support: Interpretation for lectures, seminars, and discussions
- Cultural Program Access: Interpretation for events and cultural activities
- Emergency Communication: Crisis communication support in accessible formats



***Image 7.10: Sign Language Interpreter and Trainer @Centurion University with differently abled students***

## 9. Health and Wellness Centre

- Disability-Trained Therapists: Specialized healthcare professionals



**Image 7.11: Session for physical fitness of Gram Tarang staff by trainer**

- **Holistic Care Approach:** Comprehensive physical, mental, and emotional health support



**Image 7.12: Health & Wellness Centre employs disability-trained therapists for holistic care**

- **Assistive Technology:** Advanced equipment for various disability types



**Image 7.13: Labs – equipped with screen readers, braille printers, and speech-to-text tools.**

- **Rehabilitation Services:** Physical and occupational therapy programs. MoU with Composite Regional Centre (Bolangir) strengthens rehabilitation and accessibility strategies.

## Academic Accommodation Framework


### 10. Examination and Assessment Accommodations:

#### Scribe Services:

- Professional Writers: Trained scribes for students unable to write independently
- Subject Expertise: Scribes with relevant academic knowledge
- Confidentiality Protocols: Strict privacy and academic integrity measures
- Technology Integration: Digital and traditional scribe services available

#### Extended Time Provisions:

- Individual Assessment: Personalized time allocation based on specific needs
- Comfortable Environment: Separate testing spaces reducing anxiety and distraction
- Flexible Scheduling: Alternative testing times accommodating health needs
- Multiple Session Options: Break-down of long examinations into manageable segments




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**Contents**

1. INTRODUCTION .....	5
2. CUTM EXAMINATIONS .....	6
2.1. INTERNAL EXAMINATIONS .....	8
a. Internal for Theory Components	
b. Evaluation of Practice/ Laboratory Components	
c. Evaluation of Project Component	
d. Evaluation of Internship	
e. Evaluation of Workshop Component	
2.2 END SEMESTER EXAMINATIONS .....	12
a. Question Paper	
b. Eligibility to Appear in Examinations	
c. Conduct of Examinations	
d. Evaluation	
3. GRADING SYSTEM .....	14
4. RESULT PUBLICATION .....	16
5. GRIEVANCE REDRESSAL SYSTEM .....	17
6. PROVISION TO CLEAR BACKLOGS .....	18
a. Examination On Demand (EOD)	
b. Laboratory / Sessional Backlogs	
c. Credit shortfall / Re-registration of Subjects	
7. EXCEPTIONAL CASES .....	19
8. PROVISION FOR SCRIBE .....	20
9. PROVISION FOR SKIPPING SUBJECT(S) .....	20
10. AWARD OF DEGREE & CONVOCATION .....	21
11. NATIONAL ACADEMIC DEPOSITORY (NAD) .....	22

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## **8. PROVISION FOR SCRIBE**

The applicants who are visually or orthopedically challenged or whose writing speed is adversely affected for a variety of reasons are eligible to request for a scribe as per the following guidelines:

- Applicants are required to submit the DECLARATION and relevant certificate(s) as a proof for confirming that he/she is eligible for taking the services of a scribe. In case the applicant fails to produce the Person with Disability (PWD) or relevant medical certificate he /she will not be eligible for taking the services of a scribe.
- The applicants will have to arrange scribe at their own cost.
- The scribe should be from a different academic stream. A person acting as scribe for one candidate cannot be a scribe for another candidate. In addition, the scribe arranged by the candidate should not be a candidate for the same examination.
- Eligible applicants, who wish to use the services of a scribe in the examination, should submit an application in their respective examination cells at least one week before the beginning of examination.
- Both, the applicant as well as the scribe will have to give a suitable undertaking confirming that they fulfill all the stipulated eligibility criteria for a scribe. Further, in case it is revealed later that they have suppressed any facts; the candidature of the applicant will stand cancelled, irrespective of the result of the examination.

**Image 7.14: Scribe Provision rules @Centurion University**

### **Alternative Format Materials:**

- Braille Conversion: Academic materials in Braille format
- Large Print Options: Enhanced text size for visually impaired students
- Audio Materials: Recorded lectures and reading materials
- Digital Accessibility: Screen reader compatible electronic materials

### **Technology and Digital Accessibility**

#### **11. Assistive Technology Integration:**

- Screen Reading Software: Advanced software for visually impaired students
- Voice Recognition Systems: Technology for students with mobility limitations
- Magnification Tools: Digital and physical magnification assistance
- Communication Devices: Alternative and augmentative communication technology

#### **12. Digital Platform Accessibility:**

- Website Compliance: All digital platforms meet accessibility standards

- Mobile App Accessibility: University applications designed for diverse users
- Online Learning Platforms: Accessible design for remote learning participation “Courseware”
- Digital Library Access: Accessible database and research material availability

Centurion University’s library is a hub of knowledge equity with over 25,55,50+ beneficiaries and seating for 220 learners. It provides both digital and physical access to premier databases such as IEEE Xplore, Web of Science, Scopus, J-Gate, and ProQuest covering technology, science, management, law, agriculture and humanities. It empowers students, faculty, researchers, and community learners with global knowledge resources.



**Image 7.15:Centurion Library Open for Public**

## Specialized Training and Development Programs

### Training Infrastructure at Gram Tarang Training Centre:

#### 13. Vocational Training Programs (2024-25):

- 30 Disabled Students: Comprehensive skill development in various trades



**Image 7.15: Skill Development in Apparel at GTET**

- Culturally Appropriate Programming: Training programs respecting diverse backgrounds
- Employer Partnerships: Direct connections with inclusive employers
- Certification Programs: Recognized credentials enhancing employment prospects

#### 14. Competitive Activity Participation:

- **Rangoli Competitions:** Artistic expression and cultural participation
- **Dance Programs:** Physical expression and cultural celebration
- **Quiz Competitions:** Intellectual engagement and academic recognition
- **Parade Participation:** Community celebration and social integration
- **Yoga Programs:** Health, wellness, and spiritual development



**Image 7.16: Rangoli competition for underrepresented group**





**Image 7.17: Dance competition at Law College Cuttack participation by underrepresented group**



**Image 7.18: Differently abled receiving first prize in a quiz competition**



**Image 7.19: Activities with Differently-abled children in community**

### **Employment Integration at Gram Tarang Operations:**

- 70 Differently-Abled Employees: Direct employment opportunities
- 80 Tribal/Underprivileged Workers: Comprehensive inclusion approach
- Total Integration: 150 individuals in meaningful employment
- Career Development: Advancement opportunities and skill enhancement

### **Community Engagement and Awareness**

#### **15. Strategic Partnership Development:**

##### **MoU with CRCSE (2024):**

- Joint Research Initiatives: Collaborative disability research and innovation
- Group Health Awareness: Community health education and promotion
- Low-Cost Prosthetics for the needy
- Capacity Building: Professional development and training programs

## ସେଣ୍ଟ୍ରିଆନ ବିଶ୍ୱବିଦ୍ୟାଳୟ ଓ ଯୁଗ୍ମ ଆଞ୍ଚଳିକ ଅନୁଷ୍ଠାନ ମଧ୍ୟରେ ବୁଝାମଣା ପତ୍ର ସ୍ୱାକ୍ଷରିତ

କଲାକିର, ୬।୮ (ସମିସ) : ସୋମବାର ସେଣ୍ଟ୍ରିଆନ ବିଶ୍ୱବିଦ୍ୟାଳୟ ଓ ଯୁଗ୍ମ ଆଞ୍ଚଳିକ ଅନୁଷ୍ଠାନ ଦକ୍ଷିଣ ବିକାଶ, ପୁନର୍ବିଧି ଓ ଭିନ୍ନକ୍ଷମକ ଶିଶୁକ୍ରିକରଣ ମଧ୍ୟରେ ବୁଝାମଣାପତ୍ର ସ୍ୱାକ୍ଷରିତ ହୋଇଯାଇଛି । ଏହି ଅବସରରେ ଅନୁଷ୍ଠାନର ଆଞ୍ଚଳିକ ନିର୍ଦ୍ଦେଶକ ଡ. ପ୍ରଦୀପ କୁମାର ଷଡ଼ଙ୍ଗୀ, ପଦାର୍ଥ ବିଜ୍ଞାନ ବିଭାଗର ମୁଖ୍ୟ ଆସୋସିଏଟ ପ୍ରଫେସର ଡ. ନିଲୟ ମହାନ୍ତି, ସେଣ୍ଟ୍ରିଆନ ବିଦ୍ୟାଳୟର ଉପାଧ୍ୟକ୍ଷା ଡ. ପୁଣ୍ୟତୋୟା ବିଶ୍ୱାଳ, ସିଏଲ୍‌ଏସଇ (ବିଜ୍ଞାନ) ବିଭାଗର ଉପାଧ୍ୟକ୍ଷା ଅଙ୍କିତା ଶୁଭ୍ରସ୍ମିତା ଗଡ଼ତ୍ୟା ଏବଂ ଯୁଗ୍ମ ଆଞ୍ଚଳିକ ଦକ୍ଷିଣ ବିକାଶ, ପୁନର୍ବିଧି ଓ ଭିନ୍ନକ୍ଷମ ଶିଶୁକ୍ରିକରଣ ବିଭାଗ ଅନୁଷ୍ଠାନର ଗୁରୁବନ୍ଧୁ ଯୋଗୀଶ ଦାଫକ ନାୟକ, ଅଧ୍ୟାପିକା ଶୁଭସ୍ମିତା ସାହୁ ଉପସ୍ଥିତ ଥିଲେ । ଭିନ୍ନକ୍ଷମମାନଙ୍କ ଯୁଗ୍ମ ଗବେଷଣା ଓ ପ୍ରକାଶନ, କୃତ୍ରିମ ଅଙ୍ଗପ୍ରତ୍ୟାଠୋପଣ ପାଇଁ ବିକଳ ଉପାୟର ବିକାଶ, ସ୍ୱଚ୍ଛବ୍ୟୟରେ ଭିନ୍ନ ବିଭାଗର ବିଭିନ୍ନ ସାମଗ୍ରୀର ଉତ୍ପାଦନ ପାଇଁ ବିଭିନ୍ନ ପଦକ୍ଷେପ ଗ୍ରହଣ କରିବା ଓ ଗୋଷ୍ଠୀ ସାହାଯ୍ୟ ସଚେତନତା କାର୍ଯ୍ୟକ୍ରମରେ ସହାଗାମିତା ଉଦ୍ଦେଶ୍ୟ ନେଇ ଏହି ବୁଝାମଣା ପତ୍ର ସ୍ୱାକ୍ଷର କରାଯାଇଥିଲା ।



***Image 7.20: MoU signing ceremony of Centurion University with CRCSE***

MoU with Odisha Skill Development Authority, CYSD, LTI Mindtree, Rourkela Steel Plant to enhance employability and skill development as detailed below:



***Image 7.21: Skill employability training with Odisha Skill Development Authority***



***Image 7.22: Skill employability training with LTI Mindtree***



***Image 7.23: Skill Training and Livelihood for differently abled in collaboration with Rourkela Steel Plant***



***Image 7.23: Certificate Distribution on completion of Skill Training for differently abled***

**16. Community Outreach Programs:**

- **Anti-Ragging Awareness:** Comprehensive discrimination prevention campaigns
- **Flash Mob Events:** Creative awareness and community engagement
- **Legal Education Sessions:** Rights awareness and advocacy training
- **Joy of Giving Programs:** Community service and empathy development: On Aug 15, 2024 at Adruta Home fostered empathy through student-child interactions.
- Dialogue with Yuva (July 2024) addressed drug and substance abuse among youth.



**Image 7.24: Street Play & Flash Mob in observance of National Anti-Ragging Week on 17.08.2024**



**Image 7.25: The Vigilance Awareness Week-2024 is being observed from 28th October to 3rd November, 2024 with the theme “सत्यनिष्ठाकीसंस्कृतिसेराष्ट्रकीसमृद्धि Culture of Integrity for Nation’s Prosperity”. Members of CSR clubs performed Street Play, Flash Mob and Street Music**



**Image 7.26:1st Ashaven Sports Meet for Street Children of Bhubaneswar was organized on 12th January, 2025 at Pragati Kendra, Old UP School, Ashok Nagar, Unit 2, Bhubaneswar**

## Specialized Support for Diverse Needs

### 17. Gender-Inclusive Support:

- **Transgender Training Programs:** Specialized skill development (Forklift operation with Godrej and Boyce partnership)



- **Women's Safety Measures:** Comprehensive security and support systems
- **Gender-Neutral Facilities:** Inclusive restroom and changing facilities
- **Harassment Prevention:** Proactive measures and response systems

#### **18. Mental Health and Counselling Services:**

- **Professional Counsellors:** Licensed mental health professionals on staff
- **Crisis Intervention:** 24/7 emergency mental health support
- **Stress Management Programs:** Proactive mental wellness initiatives
- **Peer Support Networks:** Student-led support and mentorship programs

#### **Continuous Improvement and Innovation**

##### **19. Regular Assessment and Enhancement:**

- **Annual Accessibility Audits:** Comprehensive facility and service evaluation
- **Student Feedback Integration:** Regular input from users of accessibility services
- **Technology Updates:** Continuous improvement of assistive technology
- **Staff Training Programs:** Regular professional development for support staff

##### **20. Research and Development:**

- **Accessibility Innovation:** University research projects improving accessibility
- **Best Practice Development:** Creating models for other institutions
- **Policy Research:** Contributing to national accessibility policy development
- **Community Impact Studies:** Measuring effectiveness of accessibility initiatives

This comprehensive support infrastructure demonstrates Centurion University's commitment to creating an environment where diversity in ability becomes a source of strength rather than a barrier to achievement. By providing not just accommodation but genuine inclusion, the university ensures that every community member can contribute their unique talents and perspectives to collective learning and growth.

## 8. MONITORING AND ASSESSMENT SYSTEMS

### Comprehensive Data Collection and Analysis Framework

Centurion University employs sophisticated monitoring systems to ensure its inequality reduction initiatives achieve measurable impact. The university's assessment framework combines quantitative metrics with qualitative evaluation, providing comprehensive understanding of program effectiveness and areas for improvement. By systematically tracking experiences, the university maintains evidence-based approaches to equality promotion while remaining responsive to emerging needs and opportunities.

## 9. NEW INITIATIVES AND INNOVATIONS

### Village Adoption Program: Comprehensive Rural Development

**Revolutionary Community Engagement Model:** Centurion University has pioneered an innovative approach to rural development through its **Village Adoption Program**, demonstrating how educational institutions can serve as catalysts for comprehensive community transformation. This initiative extends the university's mission beyond campus boundaries, creating sustainable development models in five rural communities.

#### Adopted Villages Overview:

- **Five Strategic Villages:** Selected based on development needs and geographic accessibility
- **Comprehensive Development Approach:** Addressing education, health, economic opportunities, and infrastructure
- **Long-term Commitment:** Multi-year engagement ensuring sustainable transformation
- **Community Partnership:** Collaborative approach respecting local governance and cultural values

#### Village Adoption Program Impact:

[https://Centurion\\_University.ac.in/wp-content/uploads/2025/01/7.1.66-Beyond-the-campus-environmental-promotional-activities.pdf](https://Centurion_University.ac.in/wp-content/uploads/2025/01/7.1.66-Beyond-the-campus-environmental-promotional-activities.pdf)

### Equality Through Daily Life: Revolutionary Workplace Practices

**Common Food Policy: Breaking Social Barriers** Centurion University has implemented a groundbreaking **Common Food Menu Policy** that eliminates hierarchical distinctions in campus dining:

#### Universal Dining Standards:

- Top Management to Ground Staff: Identical meals served to all community members regardless of position
- Student Integration: Students and staff share common dining facilities and menus
- Quality Assurance: High nutritional and culinary standards for all community members
- Cultural Sensitivity: Menu options reflecting diverse dietary requirements and preferences

**Social Impact:**

- Hierarchy Elimination: Physical removal of status-based discrimination in daily life
- Community Building: Shared dining experiences fostering cross-hierarchical relationships
- Dignity Enhancement: Equal treatment demonstrating respect for all community members
- Cultural Integration: Inclusive meal options accommodating diverse backgrounds



**Image9.1:Common Centurion Mess for Ground Staff and Faculty**

**Uniform Policy: Visual Equality and Dignity**

**Comprehensive Uniform Initiative:** Centurion University provides uniforms to both students and all categories of staff, creating visual equality and professional dignity across the entire university community:

**Universal Coverage:**

- Student Uniforms: All students receive high-quality uniforms eliminating economic disparities
- Staff Uniforms: Housekeeping, security, gardening, and maintenance staff receive professional uniforms
- Quality Standards: All uniforms meet identical quality specifications regardless of recipient role
- Regular Replacement: Systematic uniform renewal ensuring consistent appearance and dignity



**Image9.2:Uniform Policy: Visual Equality and Dignity @ Centurion**



**Image9.3:Common Mode for transport for student, staff and faculty @Centurion**

**Transformative Impact:**

- Economic Barrier Removal: Eliminates clothing-related financial stress for students and families
- Professional Dignity: Elevates status and recognition of all staff categories through professional appearance
- Identity Building: Creates shared visual identity fostering community belonging
- Social Integration: Reduces visible indicators of economic and social status differences

**Innovation in Accessibility: Cutting-Edge Support Systems**

**Advanced Assistive Technology Integration:** Building on existing accessibility infrastructure, Centurion University continues innovating in disability support:

Google Voice Typing Integration:

- Speech-to-Text Technology: Advanced voice recognition for students with mobility limitations



**Image9.4:Google Voice Typing Session**

- Multi-Language Support: Recognition capabilities in regional and international languages
- Academic Integration: Seamless incorporation into coursework and examination processes
- Training Programs: Comprehensive instruction in assistive technology utilization

#### **Enhanced Communication Systems:**

- Real-Time Translation: Advanced language support for international and regional students
- Cultural Communication: Cross-cultural communication training and support
- Digital Accessibility: Continuous improvement of online platform accessibility
- Emergency Communication: Accessible crisis communication systems for all disability types

#### **Green and Sustainable Campus Initiatives**

**Environmental Justice and Sustainability:** Recognizing that environmental degradation disproportionately affects marginalized communities, Centurion University has integrated environmental justice into its inequality reduction framework:

#### **Renewable Energy Development:**

- Solar Power Systems: Campus-wide renewable energy reducing environmental impact

- Energy Equity: Ensuring sustainable practices benefit rather than burden disadvantaged communities
- Student Research: Environmental sustainability projects addressing community needs
- Local Employment: Green technology jobs for local community members

#### **Waste Management Innovation:**

- Centre for Waste to Wealth Management: Converting waste into economic opportunities
- Community Participation: Local engagement in sustainable waste management practices
- Economic Benefits: Revenue generation from waste processing benefiting local communities
- Environmental Health: Improved sanitation and health outcomes in surrounding areas

#### **Digital Innovation for Inclusion**

**Technology-Enabled Equality:** Centurion University leverages advanced technology to break down barriers and enhance accessibility:

#### **Digital Learning Platforms:**

- Multi-Device Access: Learning platforms optimized for various technology levels and device types
- Offline Capability: Educational content accessible without consistent internet connectivity
- Language Adaptation: Multi-language digital content serving diverse linguistic communities
- Economic Accessibility: Low-cost technology solutions reducing digital divide impact

#### **Artificial Intelligence Integration:**

- Personalized Learning: AI-driven educational content adaptation based on individual needs
- Predictive Analytics: Early identification of students at risk of academic or social challenges
- Language Processing: Advanced translation and communication support
- Accessibility Enhancement: AI-powered accessibility features for differently-abled users

#### **Cultural Innovation and Preservation**

**Multicultural Integration Excellence:** With 15+ languages and diverse cultural backgrounds represented, Centurion University has developed innovative approaches to cultural integration:

**Cultural Competency Development:**

- Cross-Cultural Workshops: Regular programs building intercultural understanding and communication
- Traditional Knowledge Integration: Academic incorporation of diverse cultural knowledge systems
- Festival Celebrations: Systematic celebration of diverse religious and cultural traditions
- Language Preservation: Support for minority and indigenous language maintenance

**International Partnership Innovation:**

- Global Virtual Exchange: Technology-enabled international collaboration reducing travel barriers
- Cultural Ambassador Programs: Student exchanges focused on cultural understanding and global perspective development
- Digital Collaboration: International research and academic partnerships through digital platforms
- Global Alumni Network: Worldwide network of graduates promoting international understanding

**Financial Innovation and Support**

**Blockchain-Based Scholarship System (Pilot Program):**

- Transparent Distribution: Blockchain technology ensuring transparent and corruption-free scholarship allocation
- Smart Contracts: Automated scholarship disbursement based on predetermined criteria
- Global Accessibility: International students can access scholarship funds through cryptocurrency systems
- Reduced Administrative Costs: Technology-enabled efficiency reducing scholarship program overhead

**Micro-Finance Integration:**

- Student Micro-Lending: Small-scale loan programs for educational expenses and emergencies
- Community Banking: Partnerships with local financial institutions for student and family support

- Financial Literacy: Comprehensive education in personal finance management and planning
- Economic Empowerment: Training in entrepreneurship and business development

## **Health and Wellness Innovation**

### **Comprehensive Health Equity Initiative: Universal Healthcare Access:**

- On-Campus Health Services: Comprehensive medical care available to all community members
- Mental Health Support: Professional counselling and psychological services
- Preventive Healthcare: Regular health screenings and wellness programs
- Emergency Medical Response: 24/7 medical emergency services and referral systems

### **Community Health Outreach:**

- Village Health Programs: Medical services extended to adopted villages
- Health Education: Community health awareness and education programs
- Maternal and Child Health: Specialized programs for women's and children's health
- Chronic Disease Management: Long-term healthcare support for community members with ongoing health needs

## **Future-Ready Skills Development**

**Industry 4.0 Preparation:** Ensuring students from disadvantaged backgrounds are prepared for future economic opportunities:

### **Emerging Technology Training:**

- Artificial Intelligence: Basic to advanced AI training for all students
- Renewable Energy Technology: Hands-on training in green technology sectors
- Digital Marketing: Modern business skills for entrepreneurship development
- Data Analysis: Critical skills for modern economic participation

### **Innovation and Entrepreneurship:**

- Startup Incubators: On-campus business development support
- Intellectual Property Education: Training in innovation protection and commercialization
- Global Market Access: International business development skills and connections

- Social Entrepreneurship: Business development addressing social and environmental challenges

These new initiatives and innovations demonstrate Centurion University's commitment to continuous improvement and adaptation in addressing inequality. By constantly developing new approaches and technologies, the university ensures that its equality promotion efforts remain relevant, effective, and responsive to emerging challenges and opportunities in creating a more inclusive society.

*Centurion university commits to equal opportunity and reduced inequalities in all processes and activities and provides a supportive, inclusive and safe working and learning environment for people from financially and socially disadvantaged backgrounds, rural and regional areas, people with disabilities, women and diverse genders and sexualities, and people from diverse cultural and faith communities*