



Centurion
UNIVERSITY

Shaping Lives...
Empowering Communities...

**EQUAL
OPPORTUNITY
POLICY
2023**

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CENTURION UNIVERSITY OF TECHNOLOGY AND MANAGEMENT
ODISHA

Foreword



Through an outcome- and value-based education system, the Centurion University of Technology & Management, Odisha (CUTM) has been providing high-quality learning environment. Competent and knowledgeable faculty members support this effort by frequently updating their knowledge by attending national and international conferences, seminars, and workshops. Students from all backgrounds enrol in the university each year. CUTM is an

equal opportunity employer and is committed to creating and maintaining a community in which students, teachers and non-teaching staff can work together in an environment free of violence, harassment, exploitation, and intimidation. This includes all forms of violence, sexual harassment, and discrimination on the basis of sex/gender. While CUTM is committed to the right to freedom of expression and association, it also strongly supports gender equality. University also makes sure that differently challenged persons are encouraged. CUTM opposes all forms of gender discrimination and violence, including that based on a person's disability.

The University is committed to promoting equality of opportunity between women and men and eliminating harassment and unlawful discrimination. With this policy, CUTM believes that individuals should be enabled to achieve their full potential in their role and career progression. Within the University this means by the provision of appropriate development opportunities and the removal of barriers to enable the achievement of optimum performance. The University community values: -

- mutual respect and sensitivity;
- equality of access to the organisation, with equality of esteem and equality of opportunity within the organisation;
- continuous improvement of individuals stemming from a culture of ongoing review, development and enhancement;
- satisfaction of individual needs via supportive and flexible learning environments;
- encouragement of diversity of views, perspectives, values and issues, but opposition to and eradication of prejudice, unfair barriers and discrimination;
- transparency, equity, responsiveness and accuracy of procedure and process.

It is the duty of all university stakeholders to guarantee the above mentioned.

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

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1. Preamble

India is a country with lots of diversity and also inequalities. Hence it is important to have proper policies & institutional mechanisms to promote inclusive growth. With this in mind, it is proposed to establish a nodal cell for creative interaction & promotion of equality among all the stakeholders of the society; mainly the students, staff and faculty of the University. It is an effort to educate, counsel & empower the nation builders to realize their potential & bring them to the mainstream of society; which will enable them to contribute to the work place, community & the nation at large. The basic aim of the cell is to ensure that persons (students, staff, faculty and the community) from various diverse backgrounds of community, religion, region, gender or ability are not deprived of their rightful opportunities.

They will have access to all the resources, to promote inclusivity and harmony.

2. Objective

1. To promote diversity and inclusive practices among the different stakeholders i.e. students and employees irrespective of caste, creed, religion, gender, language, region, age, income etc.
2. To raise awareness regarding issues amongst the stakeholders and to create an enabling and non-discriminative environment for the disadvantaged groups in the institution so as to provide equal and adequate opportunities to all.
3. To have a dedicated Committee to foresee the challenges faced by the different disadvantaged groups.
4. To ensure implementation of policies, schemes and programmes for inclusion of disadvantaged groups within the frameworks of the policies and guidelines of the UGC/ GoI/GoO.

3. Policy Statement

1. The University is committed to promoting diversity and equal opportunities in academic pursuit and employment, and to eliminating any form of discrimination or harassment against staff, students, and other persons who have dealings with the University. Everyone, irrespective of their race, colour, sex, language, religion, political or other opinion, national or social origin, has the right to be respected and be treated fairly. Mutual respect and fair treatment are conducive to the creation of diverse and harmonious learning and working environment. While recognising that promotion of diversity and equal

opportunities can enable staff and students to achieve their full potential, we take proactive steps to advocate an equal opportunities campus.

2. The University has zero tolerance for discrimination and harassment. We require all its employees, especially those who hold pedagogic, supervisory or evaluative responsibility, to strictly observe professional conduct at all times and declare conflict of interest where appropriate. They have to take all necessary steps to ensure that any member, employee or student of the University, or any other person who has dealings with the University is not subject to any discrimination or harassment.
3. Higher Education is available to all sections of society and the University believes it has a duty to ensure that its full range of educational provision is accessible to all members of the community. Applications will be actively encouraged and welcomed from all those seeking to undertake a University course of study.
4. The University is committed to the promotion of equality of opportunity within a diverse environment for all its employees, and will ensure that its policies and procedures are equally applied to all staff. Appropriate monitoring of activities is undertaken, ensuring the development of related policies and practices, and the equal and fair treatment of such individuals. The University's Staff Recruitment and Selection Policy will apply to all those seeking employment with the University.

4. Responsibilities

The Vice-Chancellor and senior management have responsibility under this Policy for endorsing strategies, frameworks, and plans that promote equal opportunity and enhance an inclusive, non-discriminatory environment. The Vice-Chancellor is assisted by the senior executive team. All members of the University Community have a responsibility to work individually and collectively to achieve a work and study environment in which equal opportunity is fostered. This will assist the University to achieve equal opportunity in employment and education.

5. Definitions

Equal Opportunity means fairly treating staff and students. Fair treatment is:

- Treating people as individuals without making judgments based on irrelevant personal characteristics
- Creating a work environment free from discrimination, harassment, bullying and victimisation

- Allowing all members of the University Community to work and participate to their full potential
- Making decisions based on merit.

The University Community means staff, students, volunteers, visitors, titleholders, contractors, and consultants at campuses, sites, and centres of the University of Adelaide are members of the University Community for the purposes of the Policy.

Discrimination means treating or proposing to treat an individual unfavourably because of their particular personal characteristics (e.g. ethnicity, place of origin, language and culture) or because they belong to a certain group (e.g. socio-economic status).

Discrimination can be direct or indirect:

- Direct discrimination can occur when a person or group is treated less favourably than another person or group in a similar situation because of a particular characteristic.
- Indirect discrimination involves imposing a requirement, condition, or practice that operates to disadvantage a person or group with a particular characteristic and that is not reasonable.

Unlawful Discrimination includes unfair treatment of a person in areas of public life on the basis of the following characteristics: age, association with a child, caring responsibilities, gender identity, disability, marital or domestic partnership status, pregnancy, race, religion, religious appearance or dress (in work or study), sex, sexual orientation, or spouse or domestic partner's identity. Sexual harassment, bullying or victimisation including of a person who is a whistle-blower is also unlawful.

Harassment is unwelcome conduct that might reasonably cause a person to be offended, humiliated, or intimidated because they have a particular attribute. Harassment can also occur if someone is working in a 'hostile' or intimidating environment. The behaviours can be overt or subtle, verbal, non-verbal or physical.

Victimisation means unfairly treating people for complaining, helping others to complain, either within the University, to the Equal Opportunity Cell or another external agency. Unlawful victimisation is unfair treatment for complaints about discrimination or sexual harassment.

6. Categories under Equal Opportunity

6.1. Gender Equality

Commitment of the University in implementing the gender equality will include the following:

- to strive to achieve **50% representation of women** in the University's bodies such as the board of governors, senior functionaries of the institute, faculty, staff and students.
- attempt to create an **enabling environment** considering the specific needs of women faculty and staff such as creche facility, flexible timing, transport arrangement during late hours.
- ensure **mandatory attendance** of all faculty and staff, students at gender sensitization workshops.
- ensure that during **induction programme** of new faculty and students in the University, sessions on gender sensitization have to be provided.
- display appropriate **posters on gender sensitization** in different parts of the University.
- **gather and use information** on how the University's policies and practices affect gender equality in the workforce and in the delivery of services.
- attempt to link the policy with other elements of the system so that it operates as an integrated whole.
- **consult stakeholders (i.e. employees, service users and others) and take account of relevant information** in order to determine its gender equality objectives.
- **assess the impact of its current and proposed policies and practices** on gender equality.
- **implement the actions set out in the policy** within a year, unless it is unreasonable or impracticable to do so.

6.2. LGBTQIA+

LGBTQIA+ is an umbrella term used to refer to lesbian, gay, bisexual, transgender, queer, intersex and asexual. LGBTQIA+ people represent a subset of individuals among the broader category of sexual and gender diverse individuals. Sexual orientation, gender identity and expression (SOGIE) are diverse and spans cultures across the world. LGBTQIA+ university students experience a range of barriers that

can lead to isolation, poor mental and physical health, low attainment and, in some cases, dropping out altogether. Hence, University puts effort towards this community through this equal opportunity policy adhering to the Transgender Persons (Protection of Rights) Act, 2019 and the Transgender Persons (Protection of Rights) Rules, 2020. This discourages any discrimination in the following prospects: Admissions, student accommodation, overall wellness and medical support, Teaching and Learning, Extracurricular activities, Anti-bullying and harassment policies for protection of students.

6.3. Divyangjan

The 2016 Act on the Rights of Persons with Disabilities prohibits discrimination against people with physical and mental disabilities. The Centurion University of Technology and Management prohibits discrimination in any form, including that based on a person's disability. The term "disability" encompasses both motor and sensory limitations (e.g., mobility, vision, or hearing impairments). It also includes disabilities caused by chronic illnesses and syndromes, as well as invisible disabilities like psychological and emotional disorders, learning disabilities, heart disease, asthma, epilepsy, Acquired Brain Injuries (ABI), and Acquired Immune Deficiency Syndrome (AIDS). Because many disabilities vary in severity and type of limitation, accommodations must also vary and be tailored to the individual's needs. The university shall facilitate higher education for differently abled persons in every stream with the necessary aids and appliances for higher education.

1. Barrier free environment for the orthopedically handicapped
2. Facility for the orthopedically handicapped to use an entry to the college that is free of steps.
3. Lift facility available for the orthopedically handicapped.
4. Physical Mobility Aid using E-Vehicles.
5. Disabled friendly washrooms.
6. No queue policy at all counters of the administrative office and library.
7. Separate seating arrangements for inhouse as well as outsider disabled students using scribes during examinations.
8. Assistance to get scribes during examination.
9. Provision for extra time for eligible students during examination.

10. Assistive technologies which include Recognition Software, Conversion Software, Assistive Listening Software, Visual/Audio Aids for the special need students.

11. Counselling facilities for students with special learning needs.

The University's admission policy provides a 3% reservation for people with disabilities in all of the University's courses. The University will ensure that all types of disabilities are represented, as listed in the Rights of Persons with Disabilities 2016 and as government regulations alter.

6.4. SC/ST/OBC/Minorities

The Indian government has started particular programmes and policies to give OBCs, PWDs, SCs, and STs access to education. According to approval from the University Grants Commission, the University approved the reservations for Scheduled Castes, Scheduled Tribes, and Other Backward Classes employees and students of the university as per the direction of the Government of India from time to time. The University committed:

- To look after the implementation of reservation policy for SCs/STs/OBCs/PwDs in the University.
- To take such follow up measures for achieving the objectives and targets laid down by the Government of India for the above purpose.
- To implement, monitor and evaluate continuously the reservation policies in the University for ensuring effective implementation of the policy and programmes of the Government of India.

The University adopts the reservation policy as per Govt. of India norms i.e. 15% for Scheduled Castes, 7.5% for Scheduled Tribes and 27% for Other Backward Classes.

7. Approval and Review

Policy for Equal opportunity is reviewed once in three years or as and when required.

The Registrar of the University is the custodian of the policy.



Dr. Anita Patra
Registrar

Centurion University of Technology and Management



REGISTRAR
Centurion University of
Technology & Management
ODISHA

References

1. [https://prsindia.org/files/bills_acts/bills_parliament/2019/The%20Transgender%20Persons%20\(Protection%20of%20Rights\)%20Act,%202019.pdf](https://prsindia.org/files/bills_acts/bills_parliament/2019/The%20Transgender%20Persons%20(Protection%20of%20Rights)%20Act,%202019.pdf)
2. https://www.ugc.gov.in/pdfnews/3987733_UGC-Letter-Gazette-Right-of-PWD.pdf
3. https://www.ugc.gov.in/pdfnews/6320608_reservation-Policy.pdf



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CENTURION UNIVERSITY OF TECHNOLOGY AND MANAGEMENT, ODISHA

CAMPUSES:

Paralakhemundi Campus

Village Alluri Nagar
P.O. – R Sitapur, Via- Uppalada
Paralakhemundi, Dist.- Gajapati
Odisha, India. PIN– 761211

Bhubaneswar Campus

Ramchandrapur
P.O. – Jatni, Bhubaneswar
Dist.- Khurda, Odisha,
India, PIN– 752050

Balangir Campus

Behind BSNL Office
IDCO land, Rajib Nagar
Dist.- Balangir, Odisha
India, PIN-767001

Rayagada Campus

IDCO Industrial Area
Pitamahal, Rayagada
Dist.-Rayagada, Odisha
India, PIN-765001

Balasore Campus

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

Chatrapur Campus

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