



Centurion
UNIVERSITY

Shaping Lives...

Empowering Communities...

**POLICY ON
ENDING
DISCRIMINATION IN
THE WORKPLACE
2023**

POLICY ON ENDING DISCRIMINATION IN THE WORKPLACE 2023



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CENTURION UNIVERSITY OF TECHNOLOGY AND MANAGEMENT
ODISHA

FOREWORD



At Centurion University of Technology and Management (CUTM), we take immense pride in building a learning and working environment that values diversity, inclusivity and respect for every individual. The strength of our institution lies in the richness of perspectives, experiences and talents that our faculty, staff and students bring to the University community.

The Policy on Ending Discrimination in the Workplace reflects the university's unwavering commitment to uphold fairness, equality and human dignity in every aspect of employment. Rooted in our core values and aligned with the United Nations Sustainable Development Goals, particularly SDG 8 — “Decent Work and Economic Growth” — this policy ensures that all employment practices within the University are transparent, merit-based and free from prejudice or bias.

Through this policy, the University reinforces its culture of zero tolerance toward any form of discrimination or harassment, while ensuring that equal opportunities are available to all, irrespective of gender, caste, ethnicity, age, ability or background. The mechanisms outlined herein aim to promote accountability, strengthen awareness and foster a workplace that is both inclusive and empowering.

I encourage every member of our University community to uphold the spirit of this policy and contribute towards a more equitable and respectful workplace. Together, we can continue to make Centurion University a model of integrity, inclusivity and social responsibility.

A handwritten signature in blue ink, reading "Supriya Pattanayak".

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

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Policy on Ending Discrimination in the Workplace

1. Policy Statement

Centurion University of Technology and Management (CUTM) is an equal opportunities employer, committed to fostering an inclusive, equitable and respectful work environment that ensures every employee is treated with dignity and fairness. The University upholds the principles of equality and non-discrimination in all aspects of employment, including recruitment, compensation, promotion, training and termination.

2. Purpose

This policy seeks to eliminate discrimination and promote diversity, inclusiveness and equal opportunity in the workplace. It aligns with United Nations Sustainable Development Goal 8, which emphasizes productive employment and decent work for all.

3. Scope

This policy applies to all employees, faculty, staff, consultants and contractual workers across all campuses and affiliated units of Centurion University.

4. Principles

- I. Equal Opportunity – Employment decisions shall be based solely on merit, competence and organizational needs, without prejudice to personal characteristics.
- II. Zero Tolerance for Discrimination – Discrimination or harassment on the basis of Age, Religion or belief, Caste, ethnicity or nationality, Gender, Gender Identity or Sexual Orientation, Physical or mental disability, Marital or Family status, Socio-economic background and Refugee or migrant status is strictly prohibited.
- III. Respect for Human Dignity – All employees are expected to maintain a workplace culture built on mutual respect, fairness and collaboration.

5. Implementation Measures

a. Recruitment and Promotion:

- All job postings, shortlisting and selection processes shall be conducted transparently and free from bias.
- Committees involved in hiring or promotion shall receive periodic sensitization training on unconscious bias and inclusive practices.

b. Capacity Building:

- Regular workshops and awareness programs will be conducted to promote gender sensitivity, cultural inclusivity and prevention of workplace discrimination.

c. Reporting and Redressal:

- Any employee who experiences or witnesses discrimination may report it confidentially to the Grievance Redressal Committee or the Internal Committee (IC).
- Complaints will be investigated promptly, impartially and with due confidentiality.

d. Protection Against Retaliation:

- Centurion University ensures protection against victimization for those who, in good faith, report incidents of discrimination or assist in investigations.

e. Accountability:

- Senior Management, Deans and Heads of Departments are responsible for promoting inclusive practices and addressing discriminatory behaviour immediately.

6. Monitoring and Evaluation

- The Human Resource Department shall maintain records of training, grievances and disciplinary actions related to this policy.
- Annual review and audit will be conducted by the Internal Quality Assurance Cell (IQAC) to assess implementation effectiveness and recommend improvements.

7. Alignment with University Code of Conduct

This policy complements and reinforces the University's existing Policy of Equal Opportunities, Policy on Sexual and Discriminatory Harassment and General Code of Conduct outlined in the Faculty and Staff Handbook.

8. Approval and Review

This policy has been approved by the university administration and will be reviewed periodically to ensure its effectiveness and compliance with current laws and best practices. Any amendments to the policy will be communicated to the university community.



Dr. Anita Patra
Registrar

Centurion University of Technology and Management



REGISTRAR
Centurion University of
Technology & Management
ODISHA



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CAMPUSES:

Paralakhemundi Campus

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

Bhubaneswar Campus

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

Balangir Campus

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

Rayagada Campus

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

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