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POLICY AGAINST RAGGING AND HARASSMENT 2024

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Version 2

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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 instruction. 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 enroll in the university each year.

CUTM 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 and opposes any form of gender discrimination and violence.

Ragging causes physical, emotional and behavioural impact on students and creates negative feelings in them. It is a public health problem as it involves physical, mental and social exploitation. It not only affects the individuals, but also their family and in turn the whole society.

Similarly, sexual harassment could cause decreased work or poor academic performance, increased absenteeism, having to drop courses, change academic plans, or leave school (loss of tuition), being objectified and humiliated by scrutiny and gossip, defamation of character and reputation.

Hence, CUTM has a strict 'Zero Tolerance' towards any form of ragging and sexual harassment with students, faculty and staff. Opportunities are provided to promote healthy interactions between senior and junior students by hosting various activities, which help the students to break the ice. The university strives to support a diverse and inclusive learning, teaching, and working environment, where it follows the stringent rules for ragging and harassment with vigilant faculties and dedicated committees where one can file complain. Awareness programmes conducted timely to discourage any form of ragging and harassments.

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

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Policy Against Ragging and Harassment

Preamble:

Centurion University of Technology and Management has a coherent and an effective anti-ragging policy in place which is based on the 'UGC Regulation on Curbing the Menace of Ragging in Higher Educational Institutions, 2009' [hereinafter referred to as the 'UGC Regulations']. The UGC Regulations have been framed in view of the directions issued by the Honourable Supreme Court of India to prevent and prohibit ragging in all Indian Educational Institutions and Colleges. The said UGC Regulations shall apply to the College and the students are requested kindly to abide by the same.

The Supreme Court of India, in 1997, in the Vishaka Judgment, for the first time, acknowledged sexual harassment at the workplace as a humanrights violation. The Supreme Court relied on the Convention on the Elimination of All Forms Discrimination Against Women (CEDAW), adopted by the General Assembly of the United Nations, in 1979, which India has both signed and ratified. In its judgment, the Supreme Court outlined the Guidelines making it mandatory for employers to provide forsympathetic and non-retributive mechanisms to enforce the right to gender equality of working women.

University Grants Commission (Prevention, prohibition and redressal of sexual harassment of women employees and students in higher educational institutions) Regulations, 2015 has been made effective 2nd May, 2016 by way of publication in the Gazette of India.

The Sexual Harassment Act has been enacted with the objective ofproviding women protection against sexual harassment at the workplace and for the prevention and redressal of complaints of sexual harassment. Sexual harassment is considered as a violation of the fundamental right ofa woman to equality as guaranteed under Articles 14 and 15 of the Constitution of India ("Constitution") and her right to life and to live with dignity as per Article 21 of the Constitution. The right to practice or to carry out any occupation, trade or business in a safe environment free from harassment is guaranteed under Article 19(1)(g) of the Constitution.

Definitions:

Ragging constitutes one or more of the following acts:

- Any conduct by any student or students whether verbal or written or by an act which has the effect of teasing, verbal, physical rudeness, impolite and / or indecent gesture towards any student;
- Indulging in rowdy or undisciplined activities by any student or students which causes or is likely to cause annoyance, hardship, physical, psychological or emotional trauma / harm or to raise fear, anxiety or apprehension of danger thereof in any other student;
- Asking any student to do any act which such student will not in the ordinary course do and which has the effect of causing or generating a sense of shame, torment or embarrassment so as to adversely affect the physique, psyche or emotions of such a student;
- Any act by a senior student that prevents, disrupts or disturbs the regular academic activity of any student;
- Exploiting the services of a student for completing the academic tasks assigned to an individual or a group of students;
- Any act of financial extortion or forceful expenditure burden imposed on a student by fellow students;
- Any act of physical abuse including all variants of it: sexual abuse, stripping, forcing obscene and lewd acts, gestures, causing bodily harm or any other danger to health or person;
- Any act or abuse by spoken words, emails, post, public insults, social media posts which would also include deriving perverted pleasure, vicarious or sadistic thrill from actively or passively participating in the discomfiture to any other student;
- Any act that affects the mental health and self-confidence of any other student with or without an intent to derive a sadistic pleasure or showing off power, authority or superiority by a student over any other student.

Sexual harassment includes any one or more of the following unwelcome acts or behaviours (whether directly or by implication):

- Physical contact and advances;
- A demand or request for sexual favors;
- Making sexually colored remarks;
- Showing pornography; or
- Any other unwelcome physical, verbal or non-verbal conduct of sexual nature.

Further, the following circumstances may also amount to sexual harassment if it occurs or is present in relation to any other act of sexual harassment:

- Implied or explicit promise of preferential treatment;
- Implied or explicit threat of detrimental treatment;
- Implied or explicit threat about present or future;
- Interference with work or creating an intimidating or offensive or hostile environment; or humiliating treatment likely to affect health or safety.

Objectives

Ragging is an offensive and demeaning practice imported from abroad and is contrary to our cultural ethos. CUTM has a Zero tolerance policy towards ragging and this practice is curbed by the administration at all costs. Hence, CUTM aims;

- To aware the students of dehumanizing effect of ragging inherent in its perversity.
- To keep a continuous watch and vigil over ragging so as to prevent its occurrence and recurrence.
- Promptly and stringently deal with the incidents of ragging brought to our notice.
- To generate an atmosphere of discipline by sending a clear message that no act of ragging shall be tolerated and any act of ragging shall not go unnoticed and unpunished.

To establish clearly that this Organization is committed to providing an environment that is free from discrimination and harassment in any form. Hence the policy against sexual harassment aims;

- To set forth the expectations of conduct and mutual respect in regard to sexual harassment and the process of complaint if these expectations are not met or violated.
- To fulfil the requirements of the Sexual Harassment of Women at Workplace At, 2013 (POSH Act).
- To ensure that the in-house Grievance Redressal Mechanism as mentioned under the

Act is implemented to the full letter and spirit.

- To provide an environment free of gender discrimination.
- To assist the "Aggrieved Woman" to make the complaint relating to Sexual Harassment of Women at University.
- To create a secure physical and social environment that will deter acts of sexual harassment.

Policy Statement

Action to Curb Ragging:

The University Administration will form **Anti Ragging Committee and Anti-Ragging Squad**. **Anti-Ragging Committee** will be the Supervisory and Advisory Committee on matters of Planning Action for Building and Preserving a Culture of Ragging Free Environment in theUniversity Campus. **The Anti-Ragging Squad** will work under the Supervision of Anti Ragging Committee and to engage in the works of checking places like Hostels, Buses, Canteens, Classrooms and other places of student congregation, for any incidences of Ragging, and shall educate the students at large in the University about Menace of Ragging and related Punishment Provisions. Anti Ragging Committee will be involved in designing strategies and action plan for curbing the Menace of Ragging in the University by adopting array of activities.

Any case of Ragging that is observed or reported will be dealt by the Anti-Ragging Committee. Depending upon the nature and gravity of the offence as established by the Anti-Ragging Committee of the University, the **possible punishments** for those found guilty of ragging atthe University level shall be any one or a combination of the following:

1. Cancellation of admission
2. Suspension from attending classes
3. Withholding/withdrawing scholarship/fellowship and other benefits
4. Debarring from appearing in any test/examination or other evaluation process
5. Withholding results
6. Debarring from representing the institution in any regional, national or internationalmeet, tournament, youth festival, etc.
7. Suspension/expulsion from the hostel
8. Rustication from the institution for a period as may be determined by appropriateauthority

9. Expulsion from the institution and consequent debarring from admission to any otherinstitution of the University
10. Fine of Rupees 25,000/-
11. Collective punishment: when the persons committing or abetting the crime of ragging are not identified, the institution shall resort to collective punishment as a deterrent toensure community pressure on the potential raggers.

As a preventive measure, all the existing students, freshers shall submit an undertaking(online) in the prescribed form in the beginning of the academic session itself.

Anti- Ragging Committee Constitution

As per the UGC regulation:

1. The Anti-Ragging Committee is nominated and headed by the Vice-Chancellor, CUTM and it consists of representatives of civil and police administration, local media, Non Government Organizations involved in youth activities, representatives of faculty members, representatives of parents, representatives of students belonging to the freshers' category as well as senior students, non-teaching staff; and have a diverse mix of membership in terms of levels as well as gender.
2. It is the duty of the Anti-Ragging Committee to ensure compliance with the provisions of these Regulations as well as the provisions of any law for the time being in force concerning ragging; and also, to monitor and oversee the performance of the Anti-Ragging Squad in prevention of ragging in the institution.
3. The Anti- Ragging Squad is nominated by the Vice-Chancellor, CUTM with such representation as may be considered necessary for maintaining vigil, oversight and patrolling functions and remains mobile, alert and active at all times. It is ensured that the Anti-Ragging Squad have representation of various members of the campus community and have no outside representation.
4. It is the duty of the Anti-Ragging Squad to be called upon to make surprise raids on hostels, and other places vulnerable to incidents of, and having the potential of, ragging and is empowered to inspect such places.

Action Against Sexual Harassments

Centurion University of Technology and Management shall be responsible, among others, for the following:

- Prohibit, prevent and deter commission of acts of sexual harassment.
- Implement the Policy in strict alignment, thus creating a favourable environment.
- Spread awareness of the Policy amongst its employees by providing easy access to the policy through publication, notification and circulation of the same.
- Sensitizing employees about sexual harassment issues.
- Provide fair and impartial procedures for resolution, settlement or prosecution of acts of sexual harassment by taking all necessary steps.
- Implementation of recommendations of the Complaints Committee (as defined hereinafter)
- It will be the responsibility of the Human Resource function to get an understanding of the issues raised and counsel the Complaint as well as the accused and make them aware of all implications of filling/ not filling a complaint formally.
- In a scenario, wherein the Organization/ Complaint's committee becomes aware of commission of an act(s) of sexual harassment, the organization shall have the right to initiate suo-moto action, even in the absence of a formal complaint being submitted by any employee/student.

Internal Complaints Committee of CUTM

Centurion University of Technology and Management constitutes an Internal Complaints Committee (ICC) with an inbuilt mechanism for gender sensitization against sexual harassment.

The ICC have the following composition: -

1. The Presiding Officer is a woman faculty member employed at a senior level (not below a Professor) nominated by the Executive Authority of University;
2. Two faculty members and two non-teaching employees, committed to the cause of women or who have had experience in social work or have legal knowledge, nominated

by the Executive Authority of University;

3. Three students, (**if the matter involves students)**, enrolled at the undergraduate, master's, and research scholar levels respectively, elected through transparent democratic procedure;
4. One member from amongst non-government organisations or associations committed to the cause of women or a person familiar with the issues relating to sexual harassment, nominated by the Executive Authority of University.
5. It is ensured at least one-half of the total members of the ICC are women.
6. Persons in senior administrative positions of the University, such as Vice-Chancellor, Pro Vice-Chancellors, Rectors, Registrar, Deans, Heads of Departments, etc., are not the members of ICCs in order to ensure autonomy of their functioning.
7. The term of office of the members of the ICC are for a period of three years.
8. The Member appointed from amongst the non-governmental organizations or associations are paid allowances for holding the proceedings of the Internal Committee, by the Executive Authority of University as may be prescribed.

Approval and Review

Policy against Ragging and Harassment is reviewed as and when required. The Registrar of the University is the custodian of the policy.

Anita Patra

Dr. Anita Patra
Registrar
Centurion University of Technology and Management

REGISTRAR
Centurion University of
Technology & Management
ODISHA



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UNIVERSITY
Shaping Lives...
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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