



CENTURION UNIVERSITY OF TECHNOLOGY AND MANAGEMENT, ODISHA

OFFICE OF THE REGISTRAR

OFFICE COMMUNICATION

CUTM/RegOff/Admin./SH/2023-24

Date: 12/07/2023

Committee against Sexual Harassment

As desired by the Vice-Chancellor, the new Committee against Sexual harassment has been constituted at CUTM, Paralakhemundi Campus with the following members for the Session 2023-24. All the serious issues pertaining to the cases of discrimination and sexual harassment against women should be referred to this committee for appropriate action.

- (1) Prof. Prajna Pani, Dept. of English, SoM (**Chairperson**)
Mobile- 9437197131, Email id- prajna.pani@cutm.ac.in
- (2) Prof. S. P. Nanda, Dean (Admin.), MSSSoA
- (3) Prof. Mir Sadat Ali, Dean, SoVET
- (4) Prof. Banitamani Mallick, Professor, SoAS
- (5) Prof. Gitanjali Behera, Associate Dean, SoABE
- (6) Ms. S. Parvathi, Non-Teaching Staff
- (7) Prof. Hauzou Kim, Asst. Professor, Fisheries
- (8) Ms. Bhagyalakshmi Nayak, Advocate (**External Member**)

The tenure of the above committee is for one year.

Anila Patra
REGISTRAR

- Copy to:
- (i) All Deans
 - (ii) All HoDs
 - (iii) All Committee members
 - (iv) EA to V.C/Registrar
 - (v) All Notice Board



CENTURION UNIVERSITY OF TECHNOLOGY AND MANAGEMENT
Odisha, Bhubaneswar Campus

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Empowering Communities...*

Ref. No.CUTM/Ref. Off./CASH/2023

Date:12.07.2023

COMMITTEE AGAINST SEXUAL HARASSMENT

An internal complain committee (ICC) as per provisions of Sexual Harassment at workplace (Prevention, Prohibition and Redressal) act, 2013 is hereby constituted for the year 2023-24 comprising the following members for Bhubaneswar Campus. The committee shall enquire into the complaints received from the students and staff on any type of alleged sexual harassment related issues and recommend action to be initiated.

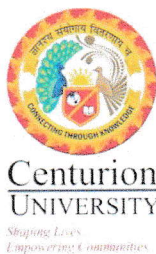
- | | | |
|--|---|------------------------|
| 1. Dr. Smita Mishra Panda, Professor (SoM) | : | Chairperson |
| 2. Prof. Jagannath Padhi, Director, CUTM, Bhubaneswar campus | : | Member |
| 3. Dr. Sujata Chakravarty, Dean(SoET), CSE | : | Member |
| 4. Dr. Chinmaya Kumar Dash, Dean (SoM) | : | Member |
| 5. Mr. PadmajaPatnaik, Asso. Professor, Phy. | : | Member |
| 6. Ms. Manjuprava Dhal | : | Member |
| 7. Ms. Kusmanjali Mahapatra | : | Member |
| 8. Dr. Swetalina Mishra, Asst. Professor (SoM) | : | Member
Cum-Convener |

A minimum of five members shall form the quorum for the deliberation of the committee.


REGISTRAR

Copy to:

1. All members
2. Pro Vice Chancellors/Director
3. All Deans
4. All HODs/All faculty members/ All staff
5. Sr. Manager(HR & Admin.)
6. All Notice Boards/Hostel Notice Boards(Boys/Girls)
7. File



CENTURION UNIVERSITY OF TECHNOLOGY AND MANAGEMENT, ODISHA

BOLANGIR CAMPUS

OFFICE COMMUNICATION

CUTM/BLGR/Admin./SH/2023-24

Date: 10/07/2023

Committee against Sexual Harassment

As desired by the Vice-Chancellor, the new Committee against Sexual harassment has been constituted at CUTM, Bolangir Campus with the following members for the Session 2023-24. All the serious issues pertaining to the cases of discrimination and sexual harassment against women should be referred to this committee for appropriate action.

- | | | |
|-----|---|--------------------------|
| (1) | Mrs. Meena Kumari Sahu, Asst.Prof., Dept. of Physics, SoAS | (Chairperson) |
| | Mobile No- 8637260546 Email Id- meenakumari.sahu@cutm.ac.in | |
| (2) | Mr. Dinesh Sharma, Asst.Prof., Dept. of Pharmacy, SoP | Member |
| (3) | Mrs. Binapani Barik, Asst.Prof., Dept.of Pharmacy, SoP | Member |
| (4) | Dr. Pratibha Rani Deep, Asst.Prof., Dept.of Botany, SoAS | Member |
| (5) | Dr. Nilaya Ku. Mohanty, Asst.Prof. & HoD, Dept. of Physics, SoAS | Member |
| (6) | Mrs. Deepika Swain, Hostel Incharge | Member |
| (7) | Mr.Asit Kumar Sarangi, Advocate | (External Member) |

The tenure of the above committee is for one year.


REGISTRAR

- Copy to:
- (i) All HoDs
 - (ii) All Committee members
 - (iii) EA to V.C/Registrar
 - (iv) All Notice Board



CENTURION UNIVERSITY OF TECHNOLOGY AND MANAGEMENT, ODISHA

RAYAGADA CAMPUS

OFFICE COMMUNICATION

CUTM/RGDA/Admin./SH/2023-24

Date: 12/07/2023

Committee against Sexual Harassment

As desired by the Vice-Chancellor, the new Committee against Sexual harassment has been constituted at CUTM, Rayagada to the cases of discrimination and sexual harassment against women should be referred to this committee for appropriate action.

- | | | |
|-----|---|--|
| (1) | Ms. Kamini Sethy | (Chairperson) |
| | Mobile no- 6370184717 | Email Id- kamini.sethy@cutm.ac.in |
| (2) | Mr. Haragouri Mishra | Member |
| (3) | Mr. Deepankar Rath | Member |
| (4) | Ms. Pallishree Bhukta | Member |
| (5) | Ms. G. Shivani | Member |
| (6) | Ms. Rubirani Kundu (Women's club, rayagada) (External Member) | |

The tenure of the above committee is for one year.

Anita Patel
REGISTRAR

Copy to: All HoDs/ All Committee Members/ EA to VC/Registrar/All Notice Board



**CENTURION UNIVERSITY OF TECHNOLOGY AND MANAGEMENT, ODISHA
CHATRAPUR CAMPUS**

CUTM/Reg.Off./Admin./ SH/2023-24

Date: 14/07/2023

Committee against Sexual Harassment

As desired by the Vice-Chancellor, the new Committee against Sexual harassment has been constituted at CUTM, Chatrapur Campus with the following members for the session 2023-24. All the serious issues pertaining to the cases of discrimination and sexual harassment against women should be referred to this committee for appropriate action.

1. Miss. Chuni Behera, (Chairperson) Lecturer, Dept. of Biology
2. Mrs. Geetanjali Panda, Lecturer, SoAS
3. Miss. Puspita Priyadarshini Sahoo, Lecturer, Dept. of Physics, SoAS
4. Mr. Sanjaya Kumar Mohanty, Lecturer, Dept. of Computer Science
5. Mrs. Ambika Nayak, Non-teaching staff (Hostel warden)
6. Mr. Santosh Kumar Sahu, advocate **(External Member)**

Anita Palra

REGISTRAR

CC to: All Deans / All HoDs / All Students Mail / All Faculty Mail / EA to V.C/Registrar



CENTURION UNIVERSITY OF TECHNOLOGY AND MANAGEMENT
Odisha, Balasore Campus

Ref. No.: CUTM/ Reg. Off./CASH/20243

Date: 14.07.2023

COMMITTEE AGAINST SEXUAL HARASSMENT

An internal complain committee (ICC) as per provisions of Sexual Harassment at workplace (Prevention, Prohibition and Redressal) act, 2013 is hereby constituted for the year 2023-24 comprising the following members for Balasore campus. The committee shall enquire into the complaints received from the students and staff on any type of alleged sexual harassment related issue and recommend action to be initiated.

Sl No	Name of the Member	Designation	Department	Position	Ph. No
1	Mrs. Padmabati Behera	Vice principal	SON	Chairperson	8260439299
2	Mr. Dhruva Charana Sahoo	Regional Director	CUTM, BLS	Member	9338198340
3	Dr . Nihar Ranjan Kar	Principal	SOP	Member	9439511837
4	Mr. Suklanshu Sekhar Das	Principal	SoVET	Member	7978259924
5	Dr. D Prasanth	Vice Principal	SOP	Member	9397822885
6	Mrs. Anima Jena	Asst. Professor	SOP	Member	9154391240
7	Mrs. Geetanjali Panda	Non-Teaching	SOP	Member	7008048350
8	Mrs. Subhashree Panda	Advocate	EXTERNAL	Member	9348642966
9	Ms. Ankita Priyadarsini Das	Tutor	SoPAHS	Member Cum- Convener	9861723618

A minimum of five members shall form the quorum for the deliberation of the committee.

Anita Palta

REGISTRAR

Copy to:

1. All members
2. Office of the Registrar/ Vice Chancellor
3. Pro Vice Chancellor/Regional Director
4. All HODs/All faculty members/ All staff
5. Sr. Manager (HR & Admin)
6. All Notice Boards/ Hostel Notice Board (Boys/Girls)
7. File



CENTURION UNIVERSITY OF TECHNOLOGY AND MANAGEMENT
ODISHA, PARALAKHEMUNDI CAMPUS

MINUTES OF THE MEETING

Committee against Sexual Harassment

15 April 2024

MEMBERS:

- (1) Prof. Prajna Pani, Dept. of English, SoM (Convenor)
- (2) Prof. S. P. Nanda, Dean (Admin.), MSSSoA
- (3) Prof. Mir Sadat Ali, Dean, SoVET
- (4) Prof. Banitamani Mallick, Professor SoAS
- (5) Prof. Gitanjali Behera, Head, Associate Dean, SoABE
- (6) Ms. S. Parvathi, Non-Teaching Staff
- (7) Ms. Bhagyalakshmi Nayak, Advocate & works for IWD (External Member)

Agenda

- Gender Sensitisation Workshop Series
- Role of Gender Champions
- Hostel Visits
- Review of Counselling Reports

Discussion


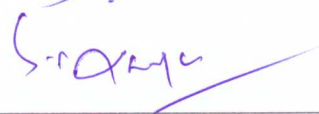


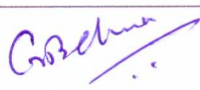

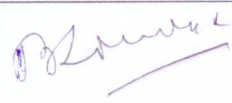
The committee discussed the implementation of a series of gender sensitisation workshops aimed at educating all staff, employees and students on gender-related issues. These workshops will include interactive sessions and group activities to foster a deeper understanding of gender sensitivity. The Deans, HoDs and Gender Champions should adhere to the annual calendar and organise gender-related events and activities to create an inclusive and friendly environment.

The importance of appointing Gender Champions was emphasized by the Convenor, Dr. Prajna Pani. These individuals will act as role models and advocates for gender equality within the institution. They will be responsible for promoting gender-sensitive practices and supporting the implementation of related initiatives. The Dean, Student Affairs was advised to release a mail to all students and employees.

Regular visits to hostels were proposed by the committee members to ensure that gender sensitisation and safety measures are being effectively implemented. These visits will include inspections and meetings with hostel residents to discuss their concerns and suggestions. A review meeting will be conducted by the committee in the 1st week of September 2024.

The committee reviewed the impact of a few counselling sessions and found the report satisfactory. It was informed by the Dean and committee members that the complainant and the accused have performed well in academics after continuous counselling sessions and participation in extracurricular activities.

No other points discussed; the meeting ended with vote of thanks from the chair.

S.I No	Name	Signature
1	Prof. Prajna Pani	
2	Prof. S. P. Nanda	
3	Prof. Mir Sadat Ali	
4	Prof. Banitamani Mallick	
5	Prof. Gitanjali Behera	
6	Ms. S. Parvathi	
7	Ms. Bhagyalakshmi Nayak	


Convenor



CENTURION UNIVERSITY OF TECHNOLOGY AND MANAGEMENT
ODISHA, PARALAKHEMUNDI CAMPUS

MINUTES OF THE MEETING

Committee against Sexual Harassment

10 August 2023

MEMBERS:

- (1) Prof. Prajna Pani, Dept. of English, SoM (Convenor)
- (2) Prof. S. P. Nanda, Dean (Admin.), MSSSoA
- (3) Prof. Mir Sadat Ali, Dean, SoVET
- (4) Prof. Banitamani Mallick, Professor SoAS
- (5) Prof. Gitanjali Behera, Head, Associate Dean, SoABE
- (6) Ms. S. Parvathi, Non-Teaching Staff
- (7) Ms. Bhagyalakshmi Nayak, Advocate & works for IWD (External Member)

Agenda





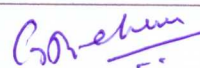
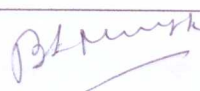
- Gender Awareness Events on Independence Day Celebrations
- Women's Day Celebrations
- Gender Sensitivity Interactive Workshops for Freshers
- Annual Calendar

Report

- It was decided to organise gender awareness programme on the occasion of Independence Day Celebrations. The initiation to organise skit by the Gender Champions was appreciated by the committee.
- The convenor of the committee informed the members about the workshop plan on Gender Sensitization on the occasion of Women's Day Celebrations. Additionally, she suggested arranging a dedicated counselling session for the students.

- To foster a gender-aware culture, the members suggested conducting gender sensitivity interactive workshops for the freshers during the orientation programme. This workshop should focus on creating awareness about unconscious biases and promoting inclusivity in the workplace. The aim should be to create a friendly ambience for the all-round development and well-being of the students.
- Dr.Prajna Pani, the convenor of the committee advised all the members to adhere to the Annual Calendar for gender sensitization.

No other points discussed; the meeting ended with vote of thanks from the chair.

S.I No	Name	Signature
1	Prof. Prajna Pani	
2	Prof. S. P. Nanda	
3	Prof. Mir Sadat Ali	
4	Prof. Banitamani Mallick	
5	Prof. Gitanjali Behera	
6	Ms. S. Parvathi	S. PARVATHI
7	Ms. Bhagyalakshmi Nayak	



Convenor



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CENTURION UNIVERSITY OF TECHNOLOGY AND MANAGEMENT
BHUBANESWAR CAMPUS, JATNI, ODISHA

Ref.No CUTM/ICC/2023/

Date: 18.08.2023

Minutes of the meeting held on Internal Committee against Sexual Harassment of Women: Prevention, Prohibition and Redressal at Centurion University of Technology and Management.

Members Present:

- | | |
|---|-----------------------|
| 1. Dr. Smita Mishra Panda, Prof, SoM | : Chairperson |
| 2. Prof. Jagannath Padhi Director, Bhubaneswar Campus | : Member |
| 3. Dr. Chinmay Kumar Dash, Prof, SoM | : Member |
| 4. Dr. Sujata Chakravarty, Professor (CSE) | : Member |
| 5. Dr. Padmaja Pattaniak, Associate Prof. (Physics) | : Member |
| 6. Dr. Manjuprava Dhal (External) | : Member |
| 7. Ms. Kusumanjali Mahapatra | : Member |
| 8. Dr. Swetalina Mishra Assistant Prof, SoM | : Member and Convener |

Agenda: To conduct gender sensitisation programmes at the University

Physical Gender sensitisation programmes were resumed towards middle of 2023 and it was possible to conduct two programmes for staff and faculty. The feedback from participants were very interesting as they discussed about the importance of such programmes for all the members of the family. The issues relate to inter-personal relations within the family and also how each member should take some responsibility towards the family were discussed. The meeting decided to conduct such awareness program for students to understand the importance of the matter.

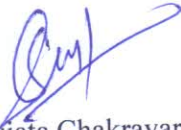
The convenor Smita Mishra Panda thanked all the members for their support and cooperation in the meeting and being part of the ICC.

Dr. Smita Mishra Panda
Chairperson

Prof. Jagannath Padhi
Member



Dr. Chinmay Kumar Dash
Member



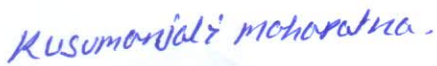
Dr. Sujata Chakravarty
Member



Dr. Padmaja Pattaniak
Member



Dr. Manjuprava Dhal
Member



Ms. Kusumanjali Mahapatra
Member



Dr. Swetalina Mishra
Member and Convener



CENTURION UNIVERSITY OF TECHNOLOGY AND MANAGEMENT

Odisha

Bolangir Campus

Minutes of Meeting, Cultural Committee

Date: 20.09.2023

Time: 10.30 AM

Venue: Room No. S- 21, Academic Building

Members Present:

1. SASMITA BAG-220605180009 - M.Sc (Zoology)
2. Eliza Nayak- 210604160007 - BSc. (Botany)
3. ANKITARANI SAHU- 220620100005- MCA
4. SOUMYASMITA PADHI- 220605170011- M. Sc. (Botany)
5. RIMA GADTIA- 220605120002 - M. Sc (Physics)
6. Shibananda Sahu-210604140005 - B. Sc (IT)
7. Abhijit Khamari-212516100001- B. Pharm (Pharmacy)
8. Barsha Rani Rath-212516100015- B. Pharm (Pharmacy)
9. PAYAL TRIPATHY- 220614100009- BCA
10. TANUJA PANIGRAHI- 220604170010-B.Sc (Zoology)
11. SOUMYASHREE MISHRA- 220604100003- BSc. (Chemistry)

Agenda:

1. Work to encourage students regarding the benefits of CSR activities and increase participation level.
2. Planning of CSaR events for the session and preparation of groups.
3. Aim to conduct and coordinate various activities in the campus by which students will be benefited.
4. Take all the ownership and responsibilities of the events that will be conducted in the campus.
5. Aim to conduct street plays, different events and awareness programs outside the campus.

Minutes:

The following points were discussed.

1. The committee members expressed their views that how to introduce new activities so that students get attracted to participate in good number.
2. All the members discussed to create awareness among the students about different cultural events and competitions. They unanimously agreed to divide students into different groups as per their interest and participate in various activities.
3. All the members agreed to conduct "workshop & street plays" to motivate students and practice cultural activity (i.e. Dance, Drama, Music etc.) in regular basis further enhance their skill.

P. Satpathy
20.9.2023
Mrs. Prativa Satpathy
In charge- CSR





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CENTURION UNIVERSITY OF TECHNOLOGY AND MANAGEMENT ODISHA

MINUTES

Meeting of the Internal Committee on Sexual Harassment of Women at Workplace

A meeting of the committee against sexual harassment was conducted on dt-13/12/2023

MEMBERS PRESENT:

- (1) Mrs.Meena Kumari Sahu, Asst.Prof. Dept. of Physics, SoAS (**Convenor**)
- (2) Dr.Pratibha Rani Deep, Asst.Prof. Dept.of Botany, SoAS
- (3) Dr.Nilaya Kumar Mohanty, Asst.Prof. & HoD,Dept. of Physics, SoAS
- (4) Mr.Dinesh Sharma, Asst.Prof. Dept. of Pharmacy, SoP
- (5) Mrs.Binapani Barik, Asst.Prof. Dept. of Pharmacy, SoP
- (6) Mrs. Deepika Swain,Hostel Incharge(Non-Teaching Staff)
- (7) Mr.Asit Kumar Sarangi, Advocate (**External Member**)

The Convener welcomed the members of the committee and presented the agenda of the meeting.

Report:

The Convener addressed one by one for the discussion on the Gender Sensitization issues and planning. The Convener reported that the Internal Complaints Committee on Sexual harassment of Women at Workplace was constituted to ensure women's protection against sexual harassment at workplace and to contribute to the realization of their right to gender equality, life and liberty; and to act as a redressal mechanism. So all should actively participate and support for the initiatives.

The Committee members have a discussion on the following:

Agenda:

1. It has been instructed to spread the message of gender equality in order to eliminate gender bias insensitivity through seminars, poster display, organizing exhibitions etc.
2. It was discussed that Health awareness programme on different types of diseases for the female staff and students of the institute, Mrs.Binapani has suggested that for Spiritual Club & yoga should also be introduced for the students.
3. A medical check-up camp was conducted for teaching staff and the UG/PG students under the programme of 'Healthy Women and Healthy State'.
4. Planned to focus on upliftment of women students and the environment affecting them, women's health and wellbeing, skill development, motivational lectures and personality development, contribution of women in science, issues faced by women today, initiative for research and community involvement, violence against women, women's contribution in art and literature.
5. It was decided that Every girl women should attend session on 'Self Defence' and combating sexual harassment'

The convenor gave a concluding and gave thank you speech at the end.

There being no further business, the meeting ended with vote of thanks from the chair.

MSahu
Convenor 13/12/2023



Signature of the Members:

- (1) Mrs.Meena Kumari Sahu, Asst.Prof. Dept. of Physics, SoAS (Convenor) MSahu
- (2) Dr.Pratibha Rani Deep, Asst.Prof. Dept.of Botany, SoAS PrDeep
- (3) Dr.Nilaya Kumar Mohanty, Asst.Prof. & HoD,Dept. of Physics, SoAS NilMohanty
- (4) Mr.Dinesh Sharma, Asst.Prof. Dept. of Pharmacy, SoP DS
- (5) Mrs.Binapani Barik, Asst.Prof. Dept. of Pharmacy, SoP BBarik
- (6) Mrs. Deepika Swain,Hostel Incharge(Non-Teaching Staff) Deepika Swain
- (7) Mr.Asit Kumar Sarangi, Advocate (External Member) Asit



**CENTURION UNIVERSITY OF TECHNOLOGY AND
MANAGEMENT, ODISHA, RAYAGADA CAMPUS**

CUTM/WCC/2023

Date: 11/08/2023

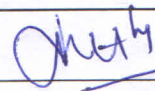
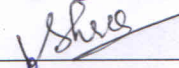
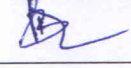


Venue: Girls Hostel

Time: 5.30 PM

Internal complaints committee minutes

Agenda: Discuss various issues received from women employees /girl students from the campus and programmes planned by the committee.

MEMBERS PRESENT:

SL. NO.	NAME OF MEMBER	DESIGNATION	SIGNATURE
1	Ms. Kamini Sethy	Assistant Professor, SoP(Chairperson)	
2	Ms. Pallishree Bhukta	Assistant Professor, SoP (Member)	
3	Ms. Babita Adhikary	Assistant Professor, SoP (Member)	
4	Ms. Sanghamitra Satapathy	Assistant Professor, SoP (Member)	
5	Ms. Saroja Pattnaik	warden, Girls Hostel (Member)	

Discussion Points

- 1) Meeting of the committee was held on 11/8/2023 to review the activities of the women counselling committee of the Rayagada campus of CUTM.
- 2) It was decided to organize a self-development programme for girl students.
- 3) Students were encouraged to discuss any issues or queries they have and mobile phone numbers of the Women counselling committee were widely circulated in the hostels.
- 4) Committee decided to set up an awareness programme on Cyber Crimes & Safety Measures in the recent coming week.
- 8) Meeting ended with thanks to all from the Chairperson.

