

7.1.1. Measures initiated by the Institution for the promotion of gender equity

Response:

1. Institutional Commitment to Inclusivity

- Centurion University fosters a work culture rooted in **inclusivity, integrity, and impartiality**, aligning with its motto, "**Shaping Lives and Empowering Communities.**"
- As an **equal opportunity employer**, the University values diversity and actively supports gender equity, especially empowering women.

2. Academic Initiatives

- A mandatory course on '**Gender, Human Rights, and Ethics**' is introduced for all students to foster awareness and sensitivity.

3. Safety and Security Measures

- Deployment of **well-trained women security personnel** across the campus.
- Comprehensive **CCTV surveillance** monitored 24x7.
- Regular **awareness campaigns** on women's safety and gender sensitivity conducted through street plays (Nukkad Natak), rallies, and workshops.
- A **crèche facility** is available for children of University staff.
- An **Internal Complaints Committee (ICC)** is established as per the **Prevention of Sexual Harassment (POSH) Act 2013**, with member details prominently displayed on campus.

4. Common Facilities

- Dedicated **common rooms and recreational spaces** for men and women provide areas for informal interaction and relaxation.

5. Observance of Special Days

- The University commemorates important events like **International Women's Day, International Day for the Elimination of Violence Against Women**, and **National Girl Child Day** to promote gender equity.

These measures underscore the University's unwavering commitment to creating a safe, equitable, and empowering environment for all stakeholders.