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CENTURION UNIVERSITY OF TECHNOLOGY AND MANAGEMENT
ODISHA

MINUTES

Meeting of the Internal Committee on
Committee against Sexual Harassment

A meeting of the committee against sexual harassment was conducted on dt-09/07/2021

MEMBERS PRESENT:

SL. NO.	NAME OF THE MEMBER	DESIGNATION	SIGNATURE
1	Mrs. Meena Kumari Sahu,	Asst. Prof. Dept. of Physics, SoAS (Convenor)	M Sahu
2	Mrs. Namita Panda,	Asst. Prof. Dept. of Botany, SoAS	Namita Panda
3	Ms. Gayetri Behera	Asst. Prof. Dept. of Pharmacy, SoP	Gayetri Behera
4	Dr. Nilaya Kumar Mohanty	HoD, Dept. of Physics, SoAS	Nilaya Kumar Mohanty
5	Mr. Satyabrata Sadangi	Asst. Prof. Dept. of Mathematics, SoAS	Satyabrata Sadangi
6	Mrs. Binapani Barik	Asst. Prof. Dept. of Pharmacy, SoP	Binapani Barik
7	Dr. Bhairab Kumar Majhi	HoD, Dept. of Mathematics, SoAS	Bhairab Kumar Majhi
8	Mr. Prashant Kumar Dash,	Hostel Incharge (Boys), CUTM, Bolangir	P. K. Dash
9	Mr. Dharmendra Padhan	Asst. Prof. Dept. of Pharmacy, SoP	Dharmendra Padhan
10	Mrs. Pratiba Satpathy	Asst. Prof. Dept. of IT, SoAS	Pratiba Satpathy
11	Mrs. Deepika Swain,	Hostel Incharge (Non-Teaching Staff)	Deepika Swain
12	Mr. Asit Kumar Sarangi,	Advocate (External Member)	Asit Kumar Sarangi

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

Report:

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. The Committee members have a discussion on the following:

Agenda:

1. Discussions were held to take an initiative by the Cell to enlighten and empower the students in general and girls in particular about the rights and role of women in the ever emerging scenarios the world over.
2. Students shall also be sensitized through screening of shorts films, Drama, One-act play etc.
3. Questionnaires shall be developed through Google form and remarks of students should be collected to acknowledged properly
4. The Organisation tried to enrich the lives of students by giving them a "Clear Face confidence. The activity promotes youth's self-esteem which in turn will help them to grow as strong and confident individuals.
5. Discussions were held for Creation of webpage on Sexual Harassment of Women at Workplace on the Institution Website.
On which information was to be uploaded on the webpage and it was resolved that the following be uploaded:
 - i. Policy of Committee Against Sexual Harassment at Workplace (Prevention, Prohibition and Redressal) Act, 2013
 - ii. The composition of the Internal sexual harassment Committee of the institution and the contact details of the committee members
 - iii. Complaint procedures regarding Sexual harassment at workplace
 - iv. **Complaint Drop Box:**
It was resolved that a complaint drop box be strategically placed in the university premises so as to enable students and employees to lodge complaints.
6. Discussions were held on to realize the importance of campaign 'Beti Bachao, Beti Padhao' that aims to generate awareness and improve the efficiency of welfare services intended for girls in India.
7. Discussions were held on the importance of creating awareness and continuous sensitization among the employees. It was resolved that:
 - i. Posters and notices defining sexual harassment be placed at prominent places in the campus.
 - ii. Complaint procedures and Instructions for filing of complaints through the portal in the institution website be displayed in the posters
 - iii. Contact details of the committee members be displayed
 - iv. A copy of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013, handbook be disbursed/ shared to the faculty, office staff and students in soft copy.
8. Discussions were held on to invite all non-teaching staffs, Contract labour viz. Gardening staff, Housekeeping, Security service provider etc. to orient about the sexual harassment and gender sensitization through discussion in mother tongue so

that it would be advantageous for creating awareness about the committee, action of the committee and have good interpersonal relationship etc.

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

Mserlu
Convenor





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

MINUTES

**Meeting of the Internal Committee on
Committee against Sexual Harassment**

A meeting of the committee against sexual harassment was conducted on dt-12/11/2020

MEMBERS PRESENT:

SL. NO.	NAME OF THE MEMBER	DESIGNATION	SIGNATURE
1	Mrs. Meena Kumari Sahu,	Asst. Prof. Dept. of Physics, SoAS (Convener)	
2	Mrs. Namita Panda,	Asst. Prof. Dept. of Botany, SoAS	
3	Mrs. Monalisha Joshi,	Asst. Prof. Dept. Of IT, SoAS	
4	Mrs. Binapani Barik,	Asst. Prof. Dept. Of Pharmacy, SoP	
5	Dr. Bhairab Kumar Majhi,	HoD, Dept. of Mathematics, SoAS	
6	Mr. Prashant Kumar Dash,	Hostel Incharge (Boys), CUTM, Bolangir	
7	Mr. Dharmendra Padhan,	Asst. Prof. Dept. Of Pharmacy, SoP	
8	Dr. Nilaya Kumar Mohanty	HoD, Dept. Of Physics, SoAS	
9	Mrs. Prativa Satpathy	Asst. Prof. Dept. Of IT, SoAS	
10	Mrs. Deepika Swain,	Hostel Incharge(Non-Teaching Staff)	
11	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 was discussed that Health awareness programme on different types of diseases for the female staff and students of the institute, Mrs. Namita has suggested that for women's health yoga should also be introduced to students.
2. Dr. Nilaya Kumar Mihanty an eminent speaker, gave a talk on various women issues including sexual harassment, dowry system, domestic violence, and inequality faced by women, Ms. Prativa mam said that such awareness events have to be conducted every year.
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. It was decided that Every girl women should attend session on 'Judo-Karate classes' and combatting sexual harassment'
5. 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.
6. 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.

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

M. Sahu
Convener





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

MINUTES

Meeting of the Internal Committee on

Committee Against Sexual Harassment

A meeting of the committee against sexual harassment was conducted on dt-09/08/2019

MEMBERS PRESENT:

SL. NO.	NAME OF THE MEMBER	DESIGNATION	SIGNATURE
1	Mrs. Meena Kumari Sahu,	Asst. Prof. Dept. of Physics, SoAS (Convenor)	
2	Mrs. Namita Panda,	Asst. Prof. Dept. of Botany, SoAS	
3	Mr. Vijaya Kumar Meher,	Asst. Prof. Dept. of Pharmacy, SoP	
4	Asst. Prof. Nilaya Kumar Mohanty,	HoD, Dept. of Physics, SoAS	
5	Mr. Satyabrata Sadangi,	Asst. Prof. Dept. of Mathematics, SoAS	
6	Mrs. Deepika Swain,	Hostel Incharge(Non-Teaching Staff)	
7	Mr. Asit Kumar Sarangi,	Advocate (External Member)	
8	Mrs. Dashmi Kumbhar	(Supporting Staff)	
9	Mr. Dharmendra Nanda,	works for Dikhsya a NGO (External Member)	

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

Report:

The Convener reported that the committee should more focus on the promotional activity of the Gender Sensitization cell. Also 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. The Committee members have a discussion on the following:

Agenda:

1. Discussions were held on the importance of creating awareness and continuous sensitization among the employees. It was resolved that:
 - i. Posters and notices defining sexual harassment be placed at prominent places in the campus.
 - ii. Complaint procedures and Instructions for filing of complaints through the portal in the institution website be displayed in the posters
 - iii. Contact details of the committee members be displayed
 - iv. A copy of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013, handbook be disbursed/ shared to the faculty, office staff and students in soft copy.
2. All the committee members contact no should be easy access to all students, accordingly the poster and banner should be placed at various place in the campus.
3. Students shall also be sensitized through screening of shorts films, Drama, One-act play etc.
4. Questionnaires shall be developed though Google form and remarks of students should be collected to acknowledged properly
5. The Organisation tried to enrich the lives of students by giving them a "Clear Face confidence. The activity promotes youth's self-esteem which in turn will help them to grow as strong and confident individuals.
6. Discussions were held on the importance of creating awareness and continuous sensitization among the employees. It was resolved that:
 - v. Posters and notices defining sexual harassment be placed at prominent places in the campus.
 - vi. Complaint procedures and Instructions for filing of complaints through the portal in the institution website be displayed in the posters
 - vii. Contact details of the committee members be displayed
 - viii. A copy of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013, handbook be disbursed/ shared to the faculty, office staff and students in soft copy.
7. Discussions were held on to invite all non-teaching staffs, Contract labour viz. Gardening staff, Housekeeping, Security service provider etc. to orient about the sexual harassment and gender sensitization through discussion in mother tongue so that it would be advantageous for creating awareness about the committee, action of the committee and have good interpersonal relationship etc.

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


Convener





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

MINUTES

Meeting of the Internal Committee on

Committee Against Sexual Harassment

A meeting of the committee against sexual harassment was conducted on dt-22/10/2018

MEMBERS PRESENT:

SL. NO.	NAME OF THE MEMBER	DESIGNATION	SIGNATURE
1	Mrs. Meena Kumari Sahu,	Asst. Prof. Dept. of Physics, SoAS (Convenor)	
2	Mrs. Namita Panda,	Asst. Prof. Dept. of Botany, SoAS	
3	Mr. Vijaya Kumar Meher,	Asst. Prof. Dept. of Pharmacy, SoP	
4	Mrs. Chinmayee Tripathy,	Asst. Prof. Dept. of Zoology, SoAS	
5	Mr. Satyabrata Sadangi,	Asst. Prof. Dept. of Mathematics, SoAS	
6	Mrs. Deepika Swain,	Hostel Incharge(Non-Teaching Staff)	
7	Mr. Asit Kumar Sarangi,	Advocate (External Member)	
8	Mrs. Dashmi Kumbhar	(Supporting Staff)	
9	Mr. Dharmendra Nanda,	works for Dikhsya a NGO (External Member)	

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

The Convener addressed one by one for the discussion on the Gender Sensitization Cell. 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. Discussions were held for Creation of webpage on Sexual Harassment of Women at Workplace on the Institution Website.
On which information was to be uploaded on the webpage and it was resolved that the following be uploaded:
 - i. Policy of Committee Against Sexual Harassment at Workplace (Prevention, Prohibition and Redressal) Act, 2013
 - ii. The composition of the Internal sexual harassment Committee of the institution and the contact details of the committee members
 - iii. Complaint procedures regarding Sexual harassment at workplace
 - iv. **Complaint Drop Box:**
It was resolved that a complaint drop box be strategically placed in the university premises so as to enable students and employees to lodge complaints.
2. It was discussed that Health awareness programme on different types of diseases for the female staff and students of the institute, Mrs.Namita has suggested that for womens health yoga should also be introduced to 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. It was decided that Every girl women should attend session on 'Judo-Karate classes' and combatting sexual harassment'
5. 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.
6. 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.

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


Convener





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CENTURION UNIVERSITY OF TECHNOLOGY AND MANAGEMENT

ODISHA, BHUBANESWAR

MINUTES OF THE MEETING

Committee against Sexual Harassment, 6 July 2021

Minutes of the meeting held on 6 July 2021 Internal Complaints Committee against Sexual Harassment of Women: Prevention, Prohibition and Redressal at Centurion University of Technology and Management.

Members present:

1. Prof. Supriya Pattanayak

2. Prof. Jagannath Padhi

3. Mr. Chitta Ranjan Pattanayak

4. Ms. Manju Prava Dhal

5. Ms. Kusumanjali Mohapatra

6. Mr. Subrat Dash

7. Prof. Smita Mishra Panda

Supriya Pattanayak

J. Padhi

Chitta Ranjan Pattanayak

Kusumanjali Mohapatra

Subrat Dash

Smita Mishra

Agenda: To discuss the investigation of one harassment case and gender sensitisation programmes at the University.

The members discussed the harassment case which was resolved and the guilty party was asked to leave the University.

Physical Gender sensitisation programmes were resumed towards middle of 2021 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 during the lockdown. Several gender

issues surfaced during the lockdown within the family, as all members were compelled to live together under one roof 24x7. The issues relate to inter-personal relations within the family and also how each membershould take some responsibility towards the family during that time. Generally, the mother or wife takes care of the needs of all members. But during the pandemic she was overloaded withwork, which led to disturbance within the family. Cooperation and support from each family member is required to keep the balance at home – in terms of completion of all the household works.

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



COVENOR

Meeting Committee on Sexual Harassment



CENTURION UNIVERSITY OF TECHNOLOGY AND MANAGEMENT
ODISHA, BHUBANESWAR

MINUTES OF THE MEETING

Committee against Sexual Harassment

4 July 2020

Minutes of the meeting held on 4 July 2020 Internal Complaints Committee against Sexual Harassment of Women: Prevention, Prohibition and Redressal at Centurion University of Technology and Management.

Members present:

Serial No	Name	Signature
1	Prof. Smita Mishra Panda (Convenor)	<i>Smita Mishra</i>
2	Prof. Supriya Pattanayak	<i>Supriya Pattanayak</i>
3	Prof. Jagannath Padhi	<i>J Padhi</i>
4	Mr. Chitta Ranjan Pattanayak	<i>CRP</i>
5	Ms. Manju Prava Dhal	<i>Manju Prava Dhal</i>
6	Ms. Kusumanjali Mohapatra	<i>Kusumanjali Mohapatra</i>
7	Dr. Siba kripa Bose	<i>Siba kripa Bose</i>
8	Ms. A suchitra	<i>A Suchitra</i>
9	Mr. Chinmaya Mohapatra	<i>Chinmaya Mohapatra</i>
10	Mrs. Lekshmi Priya P.S, Chief Security Officer	<i>Lekshmi Priya</i>

Agenda: To discuss how to conduct gender sensitisation programmes in the pandemic lockdown. There were no cases to be discussed.

The meeting was conducted on-line due to the pandemic lockdown and much of the discussion centered around how to effectively take care of the gender sensitisation programmes. It was possible for the students as they were already doing online

classes. One gender sensitisation programme was possible during the year 2020 and was effective.

The convenor thanked all the members of the ICC for their participation in the meeting and continued support and cooperation.


COVENOR

Committee against Sexual Harassment



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CENTURION UNIVERSITY OF TECHNOLOGY AND MANAGEMENT

ODISHA

MINUTES OF THE MEETING Bhubaneswar Campus

Committee against Sexual Harassment

27 July 2019

Minutes of the meeting held on 27 July 2019 Internal Complaints Committee against Sexual Harassment of Women: Prevention, Prohibition and Redressal at Centurion University of Technology and Management.

Members Present:

Serial No	Name	Signature
1	Prof. Smita Mishra Panda (Convenor)	
2	Prof. Supriya Pattanayak	
3	Prof. Jagannath Padhi	
4	Mr. Chitta Ranjan Pattanayak	
5	Ms. Manju Prava Dhal	
6	Ms. Kusumanjali Mohapatra	
7	Dr. Siba kripa Bose	
8	Ms. A suchitra	
9	Mr. Chinmaya Mohapatra	
10	Mrs. Lekshmi Priya P.S, Chief Security Officer	

Agenda: To review the cases if any on sexual harassment and also discuss the gender sensitisation programmes being conducted at the University.

Discussion mostly centered around the case which was not very conclusive, as it seemed that there was some ambiguity in the harassment of the female staff. The consensus was to start the investigation of the case again by involving some other people who knew about the parties affected. The case discussion will be taken up in the next meeting.

Two Gender sensitisation programmes were conducted in the past months at the University. Participation of staff and faculty were encouraging and all participants showed keen interest in understanding more on the gender issues. Some relevant films were also shown to the participants which were appreciated by them. The general feedback was that there should be more films screened on gender issues, which will lead to good discussion and understanding. This was the feedback from both women and men.

The convenor thanked the members for their participation and continued support towards functioning of the ICC.



COVENOR

Sexual against Sexual Harassment



CENTURION UNIVERSITY OF TECHNOLOGY AND MANAGEMENT, ODISHA

MINUTES OF THE MEETING, Bhubaneswar Campus

Committee against Sexual Harassment

7 July 2018

Minutes of the meeting held on 7 July 2018 Internal Complaints Committee against Sexual Harassment of Women: Prevention, Prohibition and Redressal at Centurion University of Technology and Management.

Members Present-

Serial No	Name	Signature
1	Prof. Smita Mishra Panda (Convenor)	<i>Smita Mishra</i>
2	Prof. Supriya Pattanayak	<i>Supriya Pattanayak</i>
3	Prof. Jagannath Padhi	<i>Jagannath Padhi</i>
4	Mr. Chitta Ranjan Pattanayak	<i>CRP2</i>
5	Ms. Manju Prava Dhal	
6	Ms. Kusumanjali Mohapatra	<i>KUSUMANJALI mohapatra.</i>
7	Dr. Siba kripa Bose	<i>Siba kripa Bose</i>
8	Ms. A suchitra	<i>A. suchitra</i>
9	Mr. Chinmaya Mohapatra	<i>Chinmaya Mohapatra</i>
10	Mrs. Lekshmi Priya P.S, Chief Security Officer	<i>Lekshmi Priya</i>

Agenda: To resolve a case on sexual harassment case against a male faculty. To review the conduct of gender sensitisation programmes for students, staff and faculty of the University.

The case on sexual harassment was resolved. It was proved that the accused was guilty and the recommendation of the committee was to take strict action by the management

of the University. The investigation process continued for 2 months and the accused was asked to leave the University.

Members discussed the impact of the gender sensitisation programmes on the student, staff and faculty of the University. People at the University are talking and discussing about gender issues and also raising them in the class and other meetings. Gender sensitisation programme was held on the campus and was conducted in Oriya by Prof. Smita Mishra Panda and Prof. Supriya Pattanayak for employees at class 4 level.

Many issues were discussed and a group was set up amongst them to report on a regular basis of any cases of misconduct and harassment.

The other matter that was discussed was the regularity of gender sensitisation of programmes at the University which were being conducted. There was a discussion on using more visuals and live cases to conduct such programmes.

The convenor Prof. Smita Mishra Panda thanked all members for the continued support and cooperation.


COVENOR

Internal Committee on Sexual
Harassment



CENTURION UNIVERSITY OF TECHNOLOGY AND MANAGEMENT
ODISHA, Bhubaneswar Campus

MINUTES OF THE MEETING
Committee against Sexual Harassment
1 August 2017

Minutes of the meeting held on 1 August 2017 Internal Complaints Committee against Sexual Harassment of Women: Prevention, Prohibition and Redressal at Centurion University of Technology and Management.

Members Present:

Name	Signature
Prof. Smita Mishra Panda (Convenor)	
Prof. Supriya Pattanayak	
Prof. Jagannath Padhi,	
Mr. Chitta Ranjan Pattanayak	
Ms. Manju Prava Dhal	
Ms. Kusumanjali Mohapatra	
Mrs. Lekshmi Priya P.S, Chief Security Officer	

Agenda: To discuss the functioning of the ICC and the progress made in conducting gender sensitisation workshops at the University for students, staff and faculty

The discussion mostly centered around two cases that had come up in the last 6 months and the frequency of gender sensitisation workshops held in different campuses of the University. The idea was also to develop a set of trainers to conduct the sensitisation

workshops in their respective campuses. The idea was well received by all members. Suggestion from Ms. Manju Prava Dhal was to have more role plays depicting gender sensitisation by students on different occasions like International Women's Day, University Annual Day Programme and other such events.

Such role plays have been initiated by the Culture Sports and Responsibility (CSR) already and need to be conducted on a regular basis. Some competitions based on the role plays are also being held at the University by CSR. Cybercrime against women is another important issue that needs to be incorporated in gender sensitisation programmes.

Members discussed about conducting gender sensitisation programmes in both English, Oriya and Hindi for all the staff, faculty and students of the University.

Two cases of sexual harassment were discussed in which one case was resolved, where the affected party was satisfied by a written apology and warning given to the accused by the University. In case of the other case, the accused resigned when he was notified about investigation of the case.

A meeting was held with girl students in the hostel to discuss about the implications of sexual harassment and the provision that the University has made for addressing the same. There was a good response from the girl students and they are now vigilant in their dealings with the opposite sex both inside and outside the campus.

The convenor Prof. Smita Mishra Panda thanked all members and the meeting was closed.


COVENOR

Internal Committee on Sexual Harassment



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ODISHA, Paralakhemundi Campus

MINUTES OF THE MEETING

Committee against Sexual Harassment

1 July 2021

MEMBERS:

Members Name	Signature
Prof. Prajna Pani, Dept. of English, SoM (Convenor)	Prajna Pani
Prof. S. P. Nanda, Dean (Admin.), MSSSoA	S.P. Nanda Satya Prasad Nanda
Prof. Mir Sadat Ali, Dean, SoVET	Mir Sadat Ali
Prof. Banitamani Mallick, Professor SoAS	Banitamani Mallick (Prof)
Prof. Gitanjali Behera, Head, Coordinator, SoABE	Gitanjali Behera
Ms. S. Parvathi, Non-Teaching Staff	S. Parvathi S. Parvathi
Ms. Bhagyalakshmi Nayak, Advocate & works for IWD (External Member)	Bhagya

Agenda

- Awareness camp on Independence Day
- Workshops and Seminar
- SDG 5 (Gender Equality)
- Participation in Events & Exhibitions: Sexual Reproductive Health & Rights of Youth: Understanding the Landscape & Practices
- Inauguration and Raising Ceremony of Senior Wing Girls NCC
- Motivational speech series

- It was decided to organise an awareness programme on Independence Day by conducting street plays, rallies and camps
- It was resolved that a workshop on Gender Communication is to be conducted among faculty and staff to create positive values that supports the female and their rights.
- It was resolved that a National Seminar is to be organised on Gender equality (SDG5) among student, faculty and staff. To provide guidelines to a safe work environment where students and women staff could work with dignity and to set up mechanisms to prevent and redress cases of sexual harassment at the work place.
- It was decided to encourage students to participate in photo stories and film exhibition on Sexual Reproductive Health & Rights of Youth: Understanding the Landscape & Practices
- It was decided that initiatives to be taken to speed up the process for NCC senior girls wing to start soon in the campus
- It was resolved that Motivational speech series to be conducted in the campus for Girl students in the hostel premises.

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

Prajna Pani

COVENOR

Meeting Committee on Sexual Harassment



CENTURION UNIVERSITY OF TECHNOLOGY AND MANAGEMENT
ODISHA, Paralakhemundi Campus

MINUTES OF THE MEETING
Committee against Sexual Harassment

1 JULY 2020

MEMBERS:

Members Name	Signature
Prof. Prajna Pani, Dept. of English, SoM (Convenor)	<i>Prajna Pani</i>
Prof. S. P. Nanda, Dean (Admin.), MSSSoA	<i>Satya Prasad Nanda S.P.Nanda</i>
Prof. Mir Sadat Ali, Dean, SoVET	<i>Mir Sadat Ali Miri</i>
Prof. Banitamani Mallick, Professor SoAS	<i>Banitamani Mallick (B.M.)</i>
Prof. Gitanjali Behera, Head, Coordinator, SoABE	<i>Gitanjali Behera</i>
Ms. S. Parvathi, Non-Teaching Staff	<i>S Parvathi S Parvathi</i>
Ms. Bhagyalakshmi Nayak, Advocate & works for IWD (External Member)	<i>Bhagya</i>

Agenda

- Orientation Programme
- Facilities available for female students & lady faculty & Staff
- Gender Champions
- Institution Scholarship
- Grievance/Complaints

Report

It was resolved -

- To provide facilities to female faculty and students
- To make the young boys and girls gender sensitive and create positive values that supports the girls and their rights.
- To provide overall guidance to the peer group in integrating/mainstreaming gender in all activities of the Institution in the form of focused group discussions, debates, video making, short movies, poster making competitions etc.
- To examine all grievance letters received from the women staff/students regarding the sexual harassment.
- To examine and investigate on each complaint received from the women staff/ students by collecting the required information from connected people.
- To give feedback to the women staff/students concerned/ to find solution for their grievances.
- The committee will record such grievances received from the women staff/ students in a separate register maintained exclusively for this purpose. The reply given by the committee to the women staff/students for grievance should also be recorded in the register.
- The committee should find suitable solution to settle the problems faced by the women staff/students in regard to matters relating to sexual harassment within 10 days after thorough investigation.

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

Prayna Bani

COVENOR

Meeting Committee on Sexual Harassment



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ODISHA, Paralakhemundi Campus

MINUTES OF THE MEETING

Committee against Sexual Harassment

25 July 2019

MEMBERS:

Members Name	Signature
Prof. Prajna Pani, Dept. of English, SoM (Convenor)	Prajna Pani
Prof. S. P. Nanda, Dean (Admin.), MSSSoA	Satya Prasad Nanda S.P.Nanda
Prof. Mir Sadat Ali, Dean, SoVET	Mir Sadat Ali Miri
Prof. Banitamani Mallick, Professor SoAS	Banitamani Mallick (Prof)
Prof. Gitanjali Behera, Head, Coordinator, SoABE	Gitanjali Behera
Ms. S. Parvathi, Non-Teaching Staff	S. Parvathi S. Parvathi
Ms. Bhagyalakshmi Nayak, Advocate & works for IWD (External Member)	Bhagya

AGENDA

- Orientation Programme
- Gender sensitization
- Events and activities

After much deliberation the following resolutions were made.

1. The committee may release handouts on the objectives, role and member of the cell to all Departments/ Sections, Hostels, Health Centre & Dept. of...

- on getting approval from authorities
3. On getting approval from authorities, on the nominated Gender Champions a meeting of the committee members along with the Nodal faculty and gender champions may be conducted to prepare the Annual gender sensitization activities on themes like gender equality and gender justice.
 4. A short duration workshop or extended meeting may be conducted exclusively for the members of the Cell to impart knowledge on the objectives and role of the Cell ; gender based violence, harassment and safety measures.
 5. Dramatics and Dance Club, CSR are required to conduct events on the theme *Youth in addressing violence against Women*
 6. As per the guidelines of UGC, the newly admitted students of the University should be given awareness on the objectives, roles of Internal Sexual Harassment Committee through orientation programme besides sensitizing other students and staff of the University.

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

Prayia Pani

COVENOR

Meeting Committee on Sexual Harassment



Centurion
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*Shaping Lives...
Empowering Communities...*

CENTURION UNIVERSITY OF TECHNOLOGY AND MANAGEMENT

ODISHA, Paralakhemundi Campus

MINUTES OF THE MEETING

Committee against Sexual Harassment

1 JULY 2018

MEMBERS:

Members Name	Signature
Prof. Prajna Pani, Dept. of English, SoM (Convenor)	<i>Prajna Pani</i>
Prof. S. P. Nanda, Dean (Admin.), MSSSoA	<i>Satyajit Prasad Nanda S.P. Nanda</i>
Prof. Mir Sadat Ali, Dean, SoVET	<i>Mir Sadat Ali</i>
Prof. Banitamani Mallick, Professor SoAS	<i>Banitamani Mallick (Prof)</i>
Prof. Gitanjali Behera, Head, Coordinator, SoABE	<i>Gitanjali Behera</i>
Ms. S. Parvathi, Non-Teaching Staff	<i>S. Parvathi S. Parvathi</i>
Ms. Bhagyalakshmi Nayak, Advocate & works for IWD (External Member)	<i>Bhagya</i>

AGENDA

- Orientation
- Awareness campaigns on Gender issues
- Gender Champions
- International Women's Day and Girl Child Day celebration

After much deliberation the following resolutions were made.

1. Internal Committee may send handouts on the objectives, role and member of the cell to all Departments/ Sections, Hostels, Health Centre, & Dean Student Affairs Office, to sensitize the Staff and Students.

- Centre on getting approval from authorities
3. On getting approval from authorities, on the nominated Gender Champions, and Nodal Teachers, a meeting of the committee members along with the Nodal faculty and gender champions may be conducted to chart down the yearlong gender sensitization activities on themes like gender equality and gender justice.
 4. A short duration workshop or extended meeting may be conducted exclusively for the members of the Cell to impart knowledge on the objectives and role of the Cell ; gender based violence, harassment and safety measures.
 5. Similarly, the freshers (i.e.,) the first year Students may be given Sensitization on Sexual Harassment with the approval of the authorities.
 6. The Committee also recommended that the gender champions may be issued with a separate badge / ID to enhance their peer group sensitization. The request submitted to the authorities may be pursued for implementation.
 7. As per the guidelines of UGC, the newly admitted students of the University should be given awareness on the objectives, roles of Internal Sexual Harassment Committee through orientation programme besides sensitizing other students and staff of the University.
 8. It was resolved that International Women's Day and Girl Child Day are to be celebrated for students and Public with competitions like Essay, debate, dance, quiz, poster designing etc.

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

Pragna Pani

COVENOR

Meeting Committee on Sexual Harassment



CENTURION UNIVERSITY OF TECHNOLOGY AND MANAGEMENT
ODISHA, Paralakhemundi Campus

MINUTES OF THE MEETING
Committee against Sexual Harassment
27 JULY 2017

MEMBERS:

Members Name	Signature
Prof. Prajna Pani, Dept. of English, SoM (Convenor)	<i>Prajna Pani</i>
Prof. S. P. Nanda, Dean (Admin.), MSSSoA	<i>Satyendra Prasad Nanda</i>
Prof. Mir Sadat Ali, Dean, SoVET	<i>Mir Sadat Ali</i>
Prof. Banitamani Mallick, Professor SoAS	<i>Banitamani Mallick (Prof)</i>
Prof. Gitanjali Behera, Head, Coordinator, SoABE	
Ms. S. Parvathi, Non-Teaching Staff	<i>S. Parvathi</i>
Ms. Bhagyalakshmi Nayak, Advocate & works for IWD (External Member)	<i>Bhagyee</i>

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

Report:

The Convenor 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. The Committee for considering complaints of sexual harassment of women in the institution were:

Resolutions

- It was decided that an Orientation Programme is to be conducted for New Comers and new faculty where facilities for female faculty and students, Gender champions policy, Gender Sensitization and Institution scholarship will be discussed.
- It was also resolved that events like flash mobs and street plays are to be conducted by Dance club and Dramatics club on Women empowerment and safety.
- Women's Day is to be celebrated Poster making competition on the theme Challenges of Cyber Crime against Women
- Few events are to be conducted by Language Club for communication activities on the topics like Women Make Better Managers, Girls are Girls, Boys are Boys and women empowerment themes.

Pragna Pani

COVENOR

Meeting Committee on Sexual Harassme



CENTURION UNIVERSITY OF TECHNOLOGY AND MANAGEMENT
ODISHA, RAYAGADA

MINUTES OF THE MEETING

Committee against Sexual Harassment

15 Oct 2020

Minutes of the meeting held on 15 Oct 2020 Internal Complaints Committee against Sexual Harassment of Women: Prevention, Prohibition and Redressal at Centurion University

Members present:

Serial No	Name	Signature
1	Mrs. Kamini Sethy, Department of Pharmachemistry, SoP	
2	Pallishree Bhukta, Dept. of Pharmacology, SoP	
3	Truptimayee Behera, Department of Physics, SoAS	
4	Ms. B. Sonali, Department of Chemistry, SoAS	
5	Mrs. Rubi Rani Kundu Ladies club member, Rayagada (External member)	

Agenda: To discuss how to conduct gender sensitisation programmes in the pandemic lockdown. There were no cases to be discussed.

The meeting was conducted on-line due to the pandemic lockdown and much of the discussion centered around how to effectively take care of the gender sensitisation programmes. It was possible for the students as they were already doing online classes. One gender sensitisation programme was possible during the year 2022-21 and was effective.

The convenor thanked all the members of the ICC for their participation in the meeting and continued support and cooperation.

COVENOR

Committee against Sexual Harassment



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RAYAGADA**

MINUTES OF THE MEETING

Committee against Sexual Harassment

19 August 2021

Minutes of the meeting held on 19 August 2020 Internal Complaints Committee against Sexual Harassment of Women: Prevention, Prohibition and Redressal at Centurion University of Technology and Management.

Members present:

Serial No	Name	Signature
1	Mrs. Kamini Sethy, Department of Pharmachemistry, SoP, (Convenor)	
2	Pallishree Bhukta, Dept. of Pharmacology, SoP	
3	Bijaylaxmi Sabar, Dept. of Pharmaceutics, SoP	
4	Truptimayee Behera, Department of Physics, SoAS	
5	Ms. B. Sonali, Department of Chemistry, SoAS	
6	Mrs. Rubi Rani Kundu Ladies club member, Rayagada (External member)	

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The convenor thanked all the members of the ICC for their participation in the meeting and continued support and cooperation.


COVENOR

Internal Committee on Sexual Harassment



CENTURION UNIVERSITY OF TECHNOLOGY AND MANAGEMENT
ODISHA

MINUTES OF THE MEETING
Committee against Sexual Harassment

19 August 2019

Minutes of the meeting held on 19 August 2019 Internal Complaints Committee against Sexual Harassment of Women: Prevention, Prohibition and Redressal at Centurion University of Technology and Management.

Members Present:

Serial No	Name	Signature
1	Mrs. Kamini Sethy, Department of Pharmachemistry, (Convenor)	
2	Dr. Chandana Adhikary, Principal, SoAS	
3	Ms. Truptimayee Behera, Department of Physics, SoAS	
4	Ms. Rachana Mohanty, Department of Civil engineering	
5	Ms. B. Sonali, Department of Chemistry, SoAS	
6	Mrs. Itishree Rath, Non- teaching staff, SoAS	
7	Dr. Nityananda Sahu	

Agenda: To discuss the functioning of the ICC and the progress made in conducting gender sensitisation workshops at the University for students, staff and faculty

The discussion mostly centered around two cases that had come up in the last 6 months and the frequency of gender sensitisation workshops held in different campuses of the University. The idea was also to develop a set of trainers to conduct the sensitisation workshops in their respective campuses. The idea was well received by all members.

Suggestion from Ms. Kamini Sethy was to have more role plays depicting gender sensitisation by students on different occasions like International Women's Day, University Annual Day Programme and other such events. Such role plays have been initiated by the Culture Sports and Responsibility (CSR) already and need to be conducted on a regular basis. Some competitions based on the role plays are also being held at the University by CSR. Cybercrime against women is another important issue that needs to be incorporated in gender sensitisation programmes.

Members discussed about conducting gender sensitisation programmes in both English, Oriya and Hindi for all the staff, faculty and students of the University.

Two cases of sexual harassment were discussed in which one case was resolved, where the affected party was satisfied by a written apology and warning given to the accused by the University. In case of the other case, the accused resigned when he was notified about investigation of the case.

A meeting was held with girl students in the hostel to discuss about the implications of sexual harassment and the provision that the University has made for addressing the same. There was a good response from the girl students and they are now vigilant in their dealings with the opposite sex both inside and outside the campus.

The convenor Dr. Chandana Adhikary, thanked all members and the meeting was closed.


COVENOR

Internal Committee on Sexual Harassment



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

MINUTES OF THE MEETING

Committee against Sexual Harassment

28 September 2018

Minutes of the meeting held on 28 September 2018 Internal Complaints Committee against Sexual Harassment of Women: Prevention, Prohibition and Redressal at Centurion University of Technology and Management.

Members Present:

Serial No	Name	Signature
1	Ms. Truptimayee Behera, Department of Physics, (Convenor)	
2	Dr. Chandana Adhikary, Principal, SoAS	
3	Ms. Rachana Mohanty, Department of Civil engineering	
4	Ms. B. Sonali, Department of Chemistry, SoAS	
5	Mrs. Itishree Rath, Non-teaching staff, SoAS	

Agenda: To discuss the functioning of the ICC and the progress made in conducting gender sensitisation workshops at the University for students, staff and faculty

The discussion mostly centered around two cases that had come up in the last 6 months and the frequency of gender sensitisation workshops held in different campuses of the University. The idea was also to develop a set of trainers to conduct the sensitisation workshops in their respective campuses. The idea was well received by all members.

Suggestions from members were to have more role plays depicting gender sensitisation by students on different occasions like International Women's Day, University Annual Day programme and other such events. Such role plays have been initiated by the Culture Sports and Responsibility (CSR) already and need to be conducted on a regular basis.

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A meeting was held with girl students in the hostel to discuss about the implications of sexual harassment and the provision that the University has made for the addressing the same. There was a good response from the girl students and they are now vigilant in their dealings with the opposite sex both inside and outside the campus.

The convenor Dr. Chandana Adhikary thanked all members and the meeting was closed.



COVENOR

Internal Committee on Sexual Harassment