

7.1.1. Measures initiated by the Institution for the promotion of gender equity during the last five years

Centurion University has a work culture based on inclusivity, integrity, and impartiality, in line with its motto "Shaping Lives and Empowering Communities." The University is an equal opportunity employer that values diversity and recognizes the importance of supporting women in particular. We are proud that the University's three statutory positions, Vice Chancellor, Registrar, and Director Quality Assurance/Controller of Examinations, are all held by women.

The University follow policies and processes that ensure the safety, security and well-being of women as follows:

a) Measures:

- 'Gender, Human Rights and Ethics' has been introduced as a mandatory subject for all students.
- All students participate in Gender sensitization session during their induction programme also regular workshops organized for all staff and students.
- Institutional scholarships (50% fee waiver) provided to female students pursuing non-conventional disciplines as part of Chandrika scholarships.
- Flexible timings provided to enable women faculty and staff to maintain a work-life balance.
- Female faculty and students encouraged to take up leadership roles in various University activities
- A Girls NCC battalion is existing.
- Collaborating with women's wings of apex bodies such as FICCI FLO, WICCI for various activities.
- Pursuing women centric research such as study on domestic violence in times of COVID for ICSSR; Australian Government supported action research for restoration of Creche services in the post COVID period, Impact Assessment of life skills of adolescent girls for GAP Foundation; Rehabilitation of slum women in Cuttack town; Gender inequality in Knowledge Economy.
- Counselling for women are done regularly by mentors/ experts.
- Deputation of women faculty to national and international seminars, conferences and technology meets.
- Women Entrepreneurship Cell on campus encourage establishment of start-ups.
- Screening of women centric films and proactively participating in MAVA (Men Against Violence and Abuse) film festival organized by the University

b) Safety and Security Measures

- Well-trained and vigilant women security guards are stationed across the campus.
- Extensive CCTV surveillance network with 24x7 monitoring.

- Rotational duty by faculty members in women's hostel to ensure discipline and security.
- Awareness campaigns by students volunteers through street plays (*Nukkad Natak*) rallies and camp on women's safety and gender sensitivity.
- Creche (day care centers) for wards of University staff.
- Internal Complaints Committee against Sexual Harassment in place as per the Prevention, Prohibition and Redressal of Sexual Harassment at work places Act 2013 and list of committee members displayed in strategic locations of the University including hostels to facilitate in
- Gender champions (students) appointed at the University, as mandated by UGC
- Training programs on Self-defense for women students organized.
- Female student volunteers appointed at the University as 'Special Police Officers' in collaboration with Commissionerate of Police, Odisha.

c) Common Rooms

- Common rooms and leisure/ recreational spaces for men and women have been established to facilitate informal meetings and discussions.

d) Other Measures

- Observing special days like International Women's day, International Day for the Elimination of Violence Against Women, International Human Rights Day, National Girl Child day etc.
- Every effort is made to ensure diversity, gender sensitive and inclusive recruitment process.