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# GENDER POLICY



**CENTURION  
UNIVERSITY**  
*Shaping Lives...  
Empowering Communities!*

**CENTURION UNIVERSITY OF TECHNOLOGY AND MANAGEMENT, ODISHA**  
R.Sitapur, Uppalada, Parlakhemundi, Gajapati, Odisha, India, 761211

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REGISTRAR

## Gender Policy of CUTM

### **The University's commitment**

The University is committed to promoting equality of opportunity between women and men and eliminating harassment and unlawful discrimination. The University will assess the impact of policies on students and staff, monitor their recruitment and progression and publish the results of impact assessments and monitoring. It will be the endeavour of the University to see that every individual understands and demonstrates attitudes and behaviours that promote gender equality. Further adequate resourcing for gender work will be ensured.

Any unlawful discriminatory behaviour, including harassment or bullying by individuals or groups, will be regarded extremely seriously and could be regarded as grounds for disciplinary action, which may include expulsion or dismissal (as set out in the provisions and procedures of the Sexual Harassment of Women in the Workplace (Prevention, Prohibition and Redressal) Act 2013).

Through these commitments, the University aims to ensure that gender equality becomes central to all its programs, its organisational culture and behaviour as well as its public image.

### ***Why is a gender policy required?***

Today gender issues are being discussed openly, especially in educational institutions which have the potential to play a critical role in addressing issues relating to gender equality and equity. Centurion University of Technology and Management is committed towards gender equality at all levels. It comes from the understanding that gender inequality is culturally deep rooted which is manifested in discrimination against girls/women in different forms. Higher education plays a key role in shaping society and building active citizenship, implying more people with higher education will assume leadership roles in the future. However, what is seen by and large is that benefits of higher education, is biased towards men in the Indian society. There is a need for a conscious attempt to integrate gender concerns into the organizational agenda and policy domain. A policy therefore provides a framework and commitment towards gender equality. The overall effort however is to create an enabling environment for girls/women within the organization, their partners and communities, and strengthening gender sensitization among all of them. An institutional gender policy will facilitate in clarifying and formalizing the roles and responsibilities of all stakeholders in the University.

With more female students joining higher education, issues that typically arise in educational institutions are related to disparity in enrolments, choice of subjects, retention, gender-based discrimination, gender sensitive behavior of the opposite sex, women's role in decision making and their promotion.

### ***Objective of the Policy***

The broad objective of the gender policy of the University is to ensure an enabling environment that

promotes and facilitates gender equality at all levels. Adequate resources including academic programmes, infrastructure and capacity development of faculty and staff is required to ensure equality.

The scope of the policy is to create and promote a gender sensitive work environment within the University and its various campuses (Jatni, Parlakhemundi, Rayagada and Bolangir).

#### ***Specific objectives of the policy***

- To clearly state the University's commitment towards gender issues
- To provide a direction towards creating a gender related agenda
- To provide a framework for integrating gender concerns into the organizational agenda and policy domain
- To create equal opportunities and a conducive environment for both women and men in the workplace
- To provide equal opportunities for women for participation in decision making at all levels – management, teaching and administration

#### ***Strategy***

##### ***Structure***

The responsibility of implementing the gender policy will rest with a committee comprising members from Senior Management (both women and men). The Internal Complaints Committee that exists to prevent sexual harassment of women in the University can undertake the responsibility with inducting a few more members. It can be named as **Gender Equity Cell** for the purpose of implementing the gender policy.

##### ***Process***

Commitment of the University in implementing the gender policy will include the following:

- to strive to achieve **50% representation of women** in the University's bodies such as the board of governors, senior functionaries of the institute, faculty, staff and students.
- attempt to create an **enabling environment** considering the specific needs of women faculty and staff such as creche facility, flexible timing, transport arrangement during late hours.
- ensure **mandatory attendance** of all faculty and staff, students at gender sensitization workshops.
- ensure that during **induction programme** of new faculty and students in the University, sessions on gender sensitization have to be provided.
- display appropriate **posters on gender sensitization** in different parts of the University.
- **gather and use information** on how the University's policies and practices affect gender

equality in the workforce and in the delivery of services.

- attempt to link the policy with other elements of the system so that it operates as an integrated whole.

- **consult stakeholders (i.e. employees, service users and others) and take account of relevant information** in order to determine its gender equality objectives.

- **assess the impact of its current and proposed policies and practices** on gender equality.

- **implement the actions set out in the policy** within a year, unless it is unreasonable or impracticable to do so.

### **Consultation**

Arrangements for consultation will be maintained for all aspects of the implementation and review of the University's Gender Equality Policy. This includes staff and students and also includes Joint committees, and other interested and relevant groups within the University (as set out in the provisions and procedures of the Sexual Harassment of Women in the Workplace (Prevention, Prohibition and Redressal) Act 2013).

### **Community partnership**

The University will work in partnership with local and national gender equality organizations and networks so that involvement and engagement develops between the University and the wider community.

### **Guidance, support and training**

Guidance, support and training will be provided to members of staff to ensure that the University's commitment to gender equality is fully realised.

### **Monitoring and audit**

The University has in place arrangements to monitor, by reference to gender, the selection and recruitment of members of staff and the admission of students. The results of this monitoring process is to be collated by the University's Gender Equity Cell and reported to the University. Additional monitoring is undertaken as necessary to ensure that the University is able to identify possible improvements in its practices in relation to:

- teaching, learning and assessment; management and governance;
- admissions, access and participation;
- support and guidance for students;

- behaviour and discipline;
- partnership and community links;
- staff recruitment, training and career development; and
- service delivery.

### **Responsibilities**

- Board is responsible for securing compliance with the general and specific duties and for overseeing implementation of the Policy.
- The Vice-Chancellor is responsible for providing leadership in the promotion and implementation of the Policy.
- The Gender Equality Unit is responsible to Board for the promotion, development, implementation, monitoring, prioritisation, and review of equality policies generally.
- All committees are responsible for ensuring that this policy is embedded in their duties and functions in relation to both students and staff.
- Those with managerial responsibilities have a duty to take forward specific actions under this policy in addition to the general duties under the Act.

### **Contractors and service providers**

The University's procurement policies will address, where appropriate the obligation to promote gender equality and equality between women and men.

### **Review**

The Senior Management Team on behalf of the Board will monitor the policy every year. A full review of the Gender Equality Policy will take place every three years from initial implementation.

### **Publication**

The University will publish the Gender Equality Policy and results of monitoring and assessments in its website which will be password protected.

### **Complaints**

Any prospective or current student or member of staff who has a complaint concerning a breach of this policy may bring such a complaint to the Equality and Diversity Unit or Senior Management Team of the University.

*Anita Patel*