

**Vivekanand Education Society's  
College of Law**

(Affiliated to University of Mumbai, Approved by BCI & Recognised by Govt. of Maharashtra)

Date: 5<sup>th</sup> April 2022

**Report on the functioning of Sexual Harassment Grievance committee, Anti Ragging  
Committee**

The purpose of this report is to provide an overview of the functioning and effectiveness of various safety cells and awareness programs implemented in our college since 2015-2016. The report covers the Sexual Harassment Committee, Anti-Ragging Committee, contact information, the display of anti-ragging posters, organization of workshops and seminars, and instructions for guardian teachers to report complaints.

**Women Sexual Harassment Cell:** The Women Sexual Harassment Cell is a dedicated committee that addresses complaints related to sexual harassment. Its primary objective is to create a safe and supportive environment for female students and staff. The cell actively works towards preventing, addressing, and resolving instances of sexual harassment on campus.

**Anti-Ragging Cell:** The Anti-Ragging Cell aims to prevent and eradicate ragging within the college premises. Ragging refers to any form of physical or mental harassment faced by students. The cell ensures strict adherence to anti-ragging policies and takes appropriate action against those found guilty.

**Display of Anti-Ragging Posters:** To create awareness and deter ragging activities, posters displaying anti-ragging information and consequences are prominently displayed throughout the college premises. These posters remind students about the importance of maintaining a safe and respectful environment.

**Instructions to Guardian Teachers:** Guardian teachers play a vital role in ensuring the well-being of their assigned students. They are instructed to take immediate notice if any student brings forward a complaint or reports an incident. Guardian teachers are required to report such complaints promptly to the respective committees, such as the Women Sexual Harassment Cell and Anti-Ragging Cell for appropriate action. The information of these committees is given to the students during Orientation programme. Till these years, no case of sexual harassment came before the committee due to spread of awareness, strict vigilance, etc.

The Women Sexual Harassment Cell, Anti-Ragging Cell along with various awareness programs, are essential components of our college's commitment to student safety and well-being. These initiatives aim to create a secure and inclusive environment for all members of the college community, ensuring that concerns are addressed promptly and effectively. By encouraging active participation and reporting, we can collectively work towards maintaining a safe and respectful campus environment.




*W Atharvale*

**VIVEKANAND EDUCATION SOCIETY'S  
COLLEGE OF LAW**

Department of Lifelong Learning and Extension (DLLE)  
*Presents*

**A Webinar on**  
**SEXUAL HARASSMENT OF WOMEN AT WORKPLACE  
(PREVENTION, PROHIBITION AND REDRESSAL)**  
*"THE POSH ACT"*

**Google Meet**  
**12th April, 2022**  
**11:00 a.m.**




PRINCIPAL DR. VARSHA ATHAVALE  
FACULTY IN CHARGE  
MS. ARCHANA KHANDWE  
STUDENT MANAGER  
MS. BHRI TI MACKDAHE +91 98330 04831

Ms. Deepa Rafaeque  
Co-founder - Vlegal

**DO JOIN US!**

**VIVEKANAND EDUCATION SOCIETY'S  
COLLEGE OF LAW**

**GLIMPSES OF OUR WEBINAR ON :**  
**'SEXUAL HARASSMENT OF WOMEN AT WORKPLACE'  
(PREVENTION, PROHIBITION AND REDRESSAL)**  
**"THE POSH ACT"**



V.E.S College of Law organized a Webinar on 'The POSH Act' on 12<sup>th</sup> April 2022 to make legal awareness relating to sexual harassment of women at workplace

**VIVEKANAND EDUCATION SOCIETY'S  
COLLEGE OF LAW**

**WOMEN DEVELOPMENT CELL**  
*Presents*  
**WEBINAR ON**  
**CYBER SAKHI**  
**Speakers**


**MS. SONALI PATANKAR**  
Founder, Responsible Netism.  
President, Ahaan Foundation

**MR. UNMESH JOSHI**  
Co-founder, Responsible Netism  
Founder Director, Aseem Innovations

FACULTY IN-CHARGE -  
MRS. SANAVI DESHMUKH

FOR QUERIES CONTACT -  
MS. APOORVA THORVE : 8169562960

📅 22nd March, 2022  
🕒 10:30 a.m onwards  
📺 Google Meet



V.E.S College of Law under Women Development Cell conducted webinar on 'Cyber Sakhi' on 22<sup>nd</sup> March, 2022 to make students aware about cyber crimes, protection against it and legal awareness.





**V E S COLLEGE OF LAW**

PRESENTS

WEBINAR

ON

**Impact of Covid'19 on DIGITAL SPACE**

**&**

**Increasing Importance of CYBER LAW**

For upcoming webinars and events, follow us on:

 ves.law

 V.E.S. College of Law

DATE : 18 July, 2020

TIME : 5 p.m.



**SPEAKER -**  
**MR. GOKUL NARAYAN**  
Chief Operations Officer  
ASIAN SCHOOL OF CYBER LAW



Live chat

Top chat 200

- 5:15 pm ahmad arsalan Arsalan Ahmad from Unity P.G. and Law College, Lucknow ahmadarsalan8114@gmail.com
- 5:17 pm Anjali Kumari Anjali Akhilesh Chand email-anjalikumari2648@gmail.com
- 5:17 pm Manne Ramya good evening, this is Manne Ramya from Vels Institute of Science Technology and Advanced Studies, manneramya99@gmail.com
- 5:17 pm Akhilesh Singh Sir pls tell us about the problem of phishing.. How we can protect for online fraud??
- 5:17 pm Yashvika Singh Good evening sir
- 5:20 pm Manisha Iyer Good evening Sir!
- 5:23 pm Namrata Palaniswamy Good evening Sir
- 5:24 pm Idrissi Kulsum good evening

Webinar was conducted on ' Impact of Covid'19 on Digital Space and Importance of Cyber Law' on 18<sup>th</sup> July 2020 to make aware about the increase of cyber crimes during covid period including digital crimes against women and protection against it.



'Aarambh' - Orientation Program 2018-19 (6th October, 2018)

**Aarambh:** The Orientation Program marks the beginning of the Academic year. The program is aimed at orienting the students and parents about the college, its activities and the role of teachers and parents, together in shaping the students. The event was graced by Shri. B. L. Bhoirane (Founder Trustee-VESCOL) and Adv. Lakshmi Kanai (Managing Trustee-VESCOL).



Adv. Lakshmi Kanai, Managing Trustee VESCOL, addressing the audience



Shri. B. L. Bhoirane, Senior Trustee VESCOL, sharing his experience



Dr. Jyoti Deshpande, Principal discussing the role of a law student.



Ms. Sneha Deshpande, faculty, addressing the parents on a stage in Law



Ms. Harsha Menon (TTRIS) performing welcome dance

**A PROUD MOMENT !**

V.E.S College of Law organises Orientation/Induction programme for newly admitted students. They are given detail information relating to various committees in the college including Anti-Ragging committee and Women Sexual harassment committee.





Anti Ragging posters are displayed on the notice board of the college near the office and in the premises of the college. This is done to spread awareness among the students to know what is ragging or what is the procedure to file the complaint, emergency contact number of the committee, etc.



Date: 5<sup>th</sup> April 2022

## Report on the functioning of Sexual Harassment Grievance committee, Anti Ragging Committee

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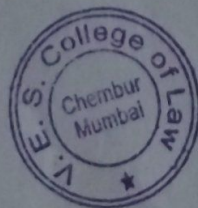
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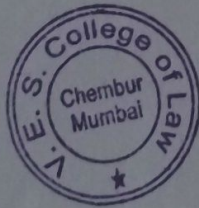


*W. Atharvate*  
Approved by  
**I/C PRINCIPAL**  
I/C Principal  
V.E.S. College of Law  
Sindhi Society, Chembur, Mumbai

Criteria 5.1.4

The institution has a transparent mechanism for timely redressal of student grievance including Sexual harassment and Anti Ragging cases as under:

Sr. No.	Name of the Committee/Cell	Members of the Committee
1.	Sexual Harassment Committee	I/C Principal Mrs. Varsha Athavale – president Mrs. Sangeeta Punekar- NGO Member Asst. Prof. Mrs. Sanavi Deshmukh- Member Asst. Prof. Mrs. Jayshree Kanchanpurkar- Member Asst. Prof. Bhushan Shinde- Member Asst. Prof. Deepali Babar- Member Prerana Bhandare-Registrar- Member
2	Anti Ragging Committee	Asst. Prof. Mrs. Sanavi Deshmukh Asst. Prof. Mrs. Jayshree Kanchanpurkar- Member Asst. Prof. Bhushan Shinde- Member



*W Athavale*  
I/C Principal



V.E.S.

Since 1962

# VIVEKANAND EDUCATION SOCIETY'S

## College of Law

(Affiliated to University of Mumbai, Approved by BCI & Recognised by Govt. of Maharashtra)

Ref. No. : VESCL /

Date : 27/07/2021

### Notice

This is to notify that the meeting of the Sexual Harassment Grievance Committee is scheduled on August 3<sup>rd</sup>, 2021, at 10am in the Principal Cabin

This meeting marks the first gathering of the committee for the academic year 2021-2022. As members of this committee, your presence and active participation are vital to addressing and resolving issues related to sexual harassment within our academic community.

#### Agenda:

- a. Introduction and welcome
- b. Review of committee objectives and responsibilities
- c. Overview of sexual harassment policies and procedures
- d. Discussion of any reported cases or concerns
- e. Planning for educational and awareness programs

If, for any reason, you are unable to attend the meeting, please inform the committee coordinator at the earliest.

*V Atharwale*  
I/C Principal



## Minutes of the Meeting

Sexual Harassment Grievance Committee

Date: 3rd August 2021

Venue: Principal's Cabin

### Attendees:

President: I/C Principal Mrs. Varsha Athavale

Member: Mrs. Sangeeta Punekar (NGO Member)

Member: Mrs. Sanavi Deshmukh

Member: Mrs. Jayshree Kanchanpurkar

Member: Mr. Bhushan Shinde

Member: Mrs. Deepali Babar

Member: Prerana Bhandari

### Agenda:

To frame various policies to combat the practice of Sexual Harassment for the academic year 2021-2022

The first meeting of the Sexual Harassment Grievance Cell for the academic year 2021-2022 was organized in the Principal's Cabin. The meeting commenced at 10 am.

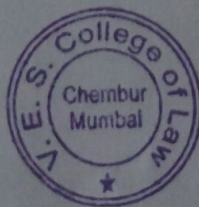
Reading and Continuation of Minutes- The President of the committee began the meeting by reading the minutes of the previous meeting. The minutes were reviewed and discussed by the committee members.

No objections or modifications were raised by the committee members. So the meeting continued with the agenda of this meeting. Various topics were discussed such as:

- a) Awareness campaigns regarding protection against sexual harassment.
- b) Improvements to the grievance handling process.
- c) Introduction of the committee to students during orientation programs.
- d) Procedure for filing a complaint.
- e) Sharing the contact number of the committee.
- f) Organization of various seminars, defence workshop, etc for students

The meeting ended with vote of thanks

Concluding time: 12PM



*W Athavale*  
Approved By

I/C PRINCIPAL  
V.E.S. College of  
Sindhi Society, Chembur, Mumbai



# VIVEKANAND EDUCATION SOCIETY'S

## College of Law

(Affiliated to University of Mumbai, Approved by BCI & Recognised by Govt. of Maharashtra)

Ref. No. : VESCL /

Date : 16/07/2021

### Notice

This is to inform you that the first academic meeting of the Anti-Ragging Committee has been scheduled as follows:

Date: 26th July 2021

Time: 10:30 AM

Venue: Conference Room

The purpose of this meeting is to discuss and plan strategies to prevent and address ragging incidents within our institution.

Agenda for the meeting:

- a. Introduction and welcome remarks
- b. Review of the Anti-Ragging Policy and Guidelines
- c. Roles and responsibilities of the Anti-Ragging Committee members
- d. Awareness programs and campaigns
- e. Reporting and investigation procedures
- f. Disciplinary actions and support mechanisms

All concerned faculty members, staff, and student representatives are requested to attend the meeting punctually. Your valuable input and active participation in this committee's work are crucial in ensuring a ragging-free campus for all students.

If you are unable to attend the meeting due to unavoidable circumstances, please inform the undersigned or the committee coordinator in advance.

*W. Athronale*  
I/C Principal

## Minutes of the Meeting

Date: July 26th, 2021

Time: 10.30am

Venue: Conference Room

### Attendees:

Chairperson- Mrs. Sanavi Deshmukh

Member: Jayshree Kanchanpurkar

Member: Mr. Bhushan Shinde

### Agenda:

To frame policies to prevent anti- ragging.

The first meeting of the Anti-Ragging committee for the academic year 2021-2022 was organized in the Conference Room. The meeting commenced at 10 .30am.

All the members of the committee were present. President of the committee began the meeting by reading the minutes of the previous meeting. The minutes were reviewed and discussed by the committee members.

No objections or modifications were raised by the committee members. So the meeting continued with the agenda of this meeting.

The President of the committee initiated the discussion on measures to prevent ragging within the institution. The following steps were discussed and agreed upon:

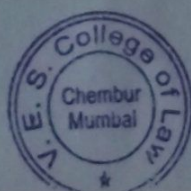
a. Sensitization Programs: The institution will organize regular sensitization programs for both freshers and existing students to raise awareness about the consequences of ragging and the importance of maintaining a safe and inclusive environment.

b. Strict Anti-Ragging Policy: The existing anti-ragging policy will be reviewed and strengthened, clearly defining the actions considered as ragging and the corresponding penalties. The policy will be prominently displayed across the campus and shared with all students, faculty, and staff.

c. Reporting Mechanism: A dedicated helpline number will be there for the students to report any incidents of ragging. The anonymity of the complainants will be maintained, and appropriate action will be taken against the offenders.

e. Orientation Programs: As part of the induction process, comprehensive orientation programs will be conducted for new students, explicitly highlighting the institution's zero-tolerance policy towards ragging and the support available to victims.

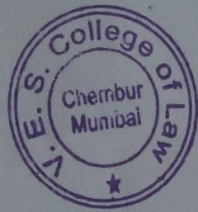
g. Student Committees: Student committees, comprising representatives from different batches, will be formed to actively monitor and address any potential ragging issues. These committees will work in coordination with the faculty and administration.



h. Awareness Campaigns: The institution will launch awareness campaigns, including posters, videos, and workshops, to foster a culture of respect, empathy, and inclusivity, promoting positive interactions among students.

The meeting ended with Vote of Thanks.

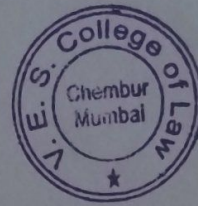
Concluding time: 12 PM



*Wathawale*  
Approved by  
**UC PRINCIPAL**  
V.E.S. College of Law  
Sindhi Society, Chembur, Mumbai

5.1.4 The institution has a transparent mechanism for timely redressal of student grievances including sexual harassment and ragging cases

Year	No. of grievances appealed	No. of grievances redressed	Average time for grievance redressal in number of days
2017-18	NIL	NIL	NA
2016-17	NIL	NIL	NA
2015-16	NIL	NIL	NA
2014-15	NIL	NIL	NA
2013-14	NIL	NIL	NA



*Wathavale*  
I/C PRINCIPAL  
V.E.S. College of Law  
Sindhi Society, Chembur, Mumbai