

VIVEKANAND EDUCATION SOCIETY'S

College of Law

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

Table 1. Gender-wise Details of total Teaching Faculties in the College

Sr. no.	Year	Total	Male	Female	%Male	%Female
1.	2017-18	10	04	06	40	60
2.	2018-19	10	04	06	40	60
3.	2019-20	09	03	06	33.33	66.66
4.	2020-21	11	04	07	36.36	63.63
5.	2021-22	13	04	09	30.7	69.2

Table 2. Gender-wise Details of total Non-Teaching Staff in the College

Sr. no.	Year	Total	Male	Female	%Male	%Female
1.	2017-18	07	05	02	71.42	28.57
2.	2018-19	07	05	02	71.42	28.57
3.	2019-20	08	05	03	62.5	37.5
4.	2020-21	09	06	03	66.66	33.33
5.	2021-22	12	05	07	41.66	58.33

Table 3. Gender-wise details of Students in the College (LLB, BLS-LLB AND LLM)

Sr. No.	Year	Total	Male	Female	%Male	%Female
1.	2017-18	590	237	353	40.16	59.83
2.	2018-19	609	252	357	41.37	58.62
3.	2019-20	623	214	409	34.34	65.65
4.	2020-21	888	381	507	42.90	57.09
5.	2021-22	1071	470	601	43.88	56.11



V.E.SCOLLEGE OF LAW
SINDHI SOCIETY, CHEMBUR MUMBAI 400071

ANTI RAGGING CELL

SR. No.	Name	Designation	Mobile no.
1	Dr. Jyoti Deshmukh	President	9890127547
2	Dr. Anil Farkade	Member	9371277990 *
3	Mrs. Varsha Athavale	Member	9969114410
4	Mrs. Sanavi Deshmukh	Member	9892994791
5	Ms. Archana Khandwe	Member	9619904999
6	Mr. Sudarshan Gokhale	Member	7208316570



V.E.SCOLLEGE OF LAW
SINDHI SOCIETY, CHEMBUR MUMBAI 400071

WOMEN GRIEVANCE CELL

- | | |
|--------------------------|------------|
| 1) Dr. Jyoti Deshmukh | President |
| 2) Dr. Anil Farkade | Member ✕ |
| 3) Mrs. Sangeeta Punekar | NGO Member |
| 4) Mrs. Varsha Athavale | Member |
| 5) Mrs. Sanavi Deshmukh | Member |
| 6) Mr. Swapnil Chaudhary | Member |
| 7) Ms. Archana Khandwe | Member |



WOMEN'S GRIEVANCE REDRESSAL CELL

1. Objective of the Women's Grievance Redressal Cell

- 1.1 The Cell will deal with the cases / complaints of sexual harassment and any other type of harassment of the female students, teaching and non-teaching women staff of the college.
- 1.2 The Cell shall process all the individual complaints and take immediate suitable action.
- 1.3 The Cell will provide assistance to the Faculty/Colleges for taking preventive steps in the matter of gender discrimination and sexual harassment.
- 1.4 The Principal will be the Chairman of the Cell and may appoint members of the cell.
- 1.5 The Cell may form / review the guidelines / policy for redressal of the grievance as required from time to time, which may be in accordance with those issued by Supreme Court and Government Agencies.

2. Grievance Procedure

- 2.1 Any women employee or female student will have the right to lodge a complaint concerning sexual harassment against a male student or the employee of the institute by writing a letter or putting the complaint in the Principal's office.
- 2.2 The complaint will be afforded full confidentiality at this stage.
- 2.3 After receiving the complaint, the chairman shall convene the meeting of the cell.
- 2.4 The chairman will appoint investigation committee, Coordinator will convene the meetings.
- 2.5 The investigation committee shall then decide the course of action to proceed.
- 2.6 The complaint will stand dropped if in accordance to the committee the complaint has not been able to disclose prima-facie an offence of sexual harassment by complainer /her representative.
- 2.7 In case the investigation committee decides to proceed with the complaint, the wishes of the complainer shall be ascertained and if the complainer wishes that a warning will suffice then alleged offender shall be called to the meeting of the committee, heard and if satisfied that a warning is just and proper, he will be warned about his behaviour and non-occurrence of it. In case the complainer requests that the complaint should be proceeded with beyond mere a warning, the same may be proceeded with in the manner prescribed hereafter.



3. Procedure for investigation

- 3.1 If the complainer wishes to proceed beyond a mere a warning to the accused, the accused shall be given in writing by the investigation committee an opportunity to explain within one week why he should not be, for good and sufficient reasons, be punished for the act of sexual harassment on his part.
- 3.2 If the written explanation of the accused is not found to be satisfactory or if he does not provide any written explanation, the investigation committee will decide whether the offence deserves a minor penalty or a major penalty.
- 3.3 In the event that the investigation committee deciding that the accused be imposed a minor penalty, the said penalty will be recommended by the investigation committee to the chairman of the cell for decision.
- 3.4 If the investigation committee comes to a conclusion that the accused in case if his guilt proved, should be imposed a major penalty, it shall make a recommendation of action. If the accused is an employee, he may be placed under suspension under the provisions of act.
- 3.5 If a person is charged with physical molestation or rape on college / society's premises, he shall be immediately placed under suspension pending the completion of the investigation and enquiry. Appropriate actions can be initiated as per the laws of Indian penal code.

4. Punishment for sexual harassment

- 4.1 Any member of the institute fraternity (student/employee/outsider related to institute) found guilty of sexual harassment shall be liable to be punished. This shall be subject to the same penalties for major or minor misconduct as prescribed under government/ university rules.
- 4.2 A student guilty of sexual harassment shall be liable for any of the following penalties:
- a) Warning or reprimand.
 - b) Suspension from university/ college for a period of one month.
 - c) Debarment from appearing for the examination for a period up to three years.
 - d) Rustication from the university as the case may be.
 - e) Any other punishment as defined by the government/ university act.



5. Protection against Victimization

The committee noted and approved the policy on Protection against Victimization of the Women's Grievance Redressal Cell as following-

- a. In the event of the complainer being a student and the accused being a teacher, during the pendency of the investigation and inquiry and even after such an enquiry if the teacher is found to be guilty, the accused will not act as an examiner for any examination for which the student appears.
- b. In the event the complainer and the accused both being employees, during the pendency of the investigation and enquiry even after such an enquiry if the accused is found to be guilty, the accused shall not write the condition reports of the complainer, if it is otherwise so authorized.



VIVEKANAND EDUCATION SOCIETY'S COLLEGE OF LAW

WOMEN DEVELOPMENT CELL INAUGURATION

The Women Development Cell of VES College of Law, was inaugurated on 31st August 2019, in the presence of highly distinguished dignitaries from various fields of work and knowledge. Dr. Jyoti Deshmukh (Principal) in her introductory address mentioned about how women allow themselves to be treated as lower class and how they should come forward and voice their opinions. The chief guest, Dr. Saigita Chitru (Professor at Tata Institute of Social Sciences) delivered an amazing informative lecture on how times have changed and women and men have come to the same level of understanding and job division. She also addressed on issues commonly faced by women and how they should fight for their rights at the same time also fulfil their duties.

Adv. Laxman Kanal (Trustee-in-charge) opined that time has come, where women in particular, are leaving no stones unturned in their way to success and glory. The Presidential Address was given by Mr. B.L. Boolani (Trustee), who in his address, insisted on the responsibility that we have towards the society and also emphasized on the fact that mere words would not work towards the welfare of our female section, but our actions should be able to prove the same. Hence, the event was a power packed session and a new beginning with students working towards gender equality, quality education and other Sustainable Development Goals





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.

Wathavale
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.



△ 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



Withavale
Approved by
LC PRINCIPAL
V.E.S. College of Law
Sindhi Society, Chembur, Mumbai





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 3rd, 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.

W Atharwala
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

Date: 5th 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. Atharvadi
Approved by
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

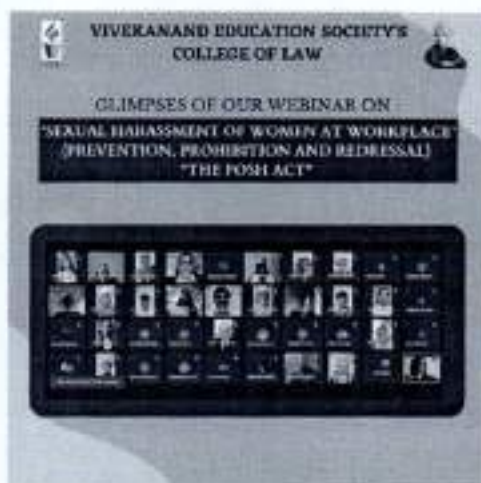


**VIVEKANAND EDUCATION SOCIETY'S
COLLEGE OF LAW**

**DEPARTMENT OF LIFELONG LEARNING AND EXTENSION
(DLLE)**

WEBINAR ON THE POSH ACT HELD ON, 20TH APRIL, 2022

An informative webinar on 'Sexual harassment of women at workplace' (Prevention, Prohibition and Redressal) was organized by the Department of Lifelong Learning and Extension. The webinar began with an introduction to the POSH Act, outlining its purpose, applicability, and scope. Participants were provided with a comprehensive understanding of the legal framework and the obligations it places on employers to prevent and address incidents of sexual harassment. The guest speakers for the webinar were, Ms. Deepa Rafeeqe, Co-founder of V-Legla; Adv. Krishna Thacker, Mediator, Arbitrator and Managing Partner at Mt Thacker & Associates and Ms. Sunerta Palav, Founder of The Fight Back Club Against Child Abuse, who provided the participants with a detailed overview of the key provisions of the POSH Act. The webinar concluded with an interactive Q&A session, allowing participants to seek clarifications and discuss specific challenges or concerns they might have faced in implementing the POSH Act. The webinar successfully shed light on the importance of the act and understanding the provisions of the legislation.



V. Athavale
I/C PRINCIPAL
V.E.S. College of Law
Sindhi Society, Chombur, Mumbai



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

WOMEN'S DAY CELEBRATION, 8TH MARCH, 2022

VES College of law celebrated the International Women's Day as a global celebration that recognizes the achievements, contributions, and challenges faced by women across the world. The celebration aimed to raise awareness, foster inclusivity, and empower women to strive for their dreams. The faculty in charge Mrs. Sanavi Deshmukh and Mrs. Harshada Rajput shared inspiring stories and emphasized the importance of gender equality, encouraging women to be bold, resilient, and confident in pursuing their goals. The Women's Day celebration was a resounding success, fostering an atmosphere of empowerment, inspiration, and solidarity.



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

**VIVEKANAND EDUCATION SOCIETY'S
COLLEGE OF LAW
CONSTITUTION DAY CELEBRATED ON,
26TH NOVEMBER, 2018**

“Our Constitution reflects our ideologies and our ideologies reflects our values”. The Constitution Day celebration in our college, focused on the activities and programs organized to promote awareness, understanding, and appreciation of the Constitution and its principles. The Constitution Day was celebrated in order to promote the ideals envisaged by the Constitution of India. The Principal, teachers, non-teaching staff members and students participated in Constitution Day Celebration with enthusiasm.



VIVEKANAND EDUCATION SOCIETY'S

COLLEGE OF LAW

REPUBLIC DAY CELEBRATION

26TH JANUARY, 2019

Republic Day is a momentous occasion that commemorates the adoption of the Indian Constitution. This year Republic Day celebration in V.E.S. College of Law, was highlighted various activities and programs organized by Vivekanand Education Society, to instill patriotism and promote cultural unity. The Republic Day celebration commenced with a solemn flag hoisting ceremony. The ceremony was attended by students, faculty, staff and dignitaries. The event served as a poignant reminder of the significance of preserving democratic values and actively participating in the advancement and growth of our Nation.



Students of V.E.S. College of Law, in action during the Republic Day Parade.



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

SINDHI SOCIETY, CHEMBUR, MUMBAI - 400 071

NOTICE

DATE: 20/11/2019

This is to inform all that V.E.S. College of Law, is going to celebrate "**Constitution Day**" on 26th November, 2019. Students, teaching and non-teaching staff are cordially requested to remain present for the same and participate in the Awareness Rally on 26/11/2019.


Registrar



VIVEKANAND EDUCATION SOCIETY'S
COLLEGE OF LAW
CONSTITUTION DAY CELEBRATED ON,

26TH NOVEMBER, 2019

Constitution Day, also known as National Law Day, is a significant occasion that commemorates the adoption of the Indian Constitution. The Constitution Day celebration in our college, focused on the activities and programs organized to promote awareness, understanding, and appreciation of the Constitution and its principles. The Constitution Day celebration commenced with an inaugural ceremony, where the significance of the Constitution and its role in shaping the nation was highlighted. The ceremony set the stage for a day dedicated to fostering a deeper understanding of our Constitution. To promote awareness and understanding of the Constitution among students, constitutional literacy programs were organized.

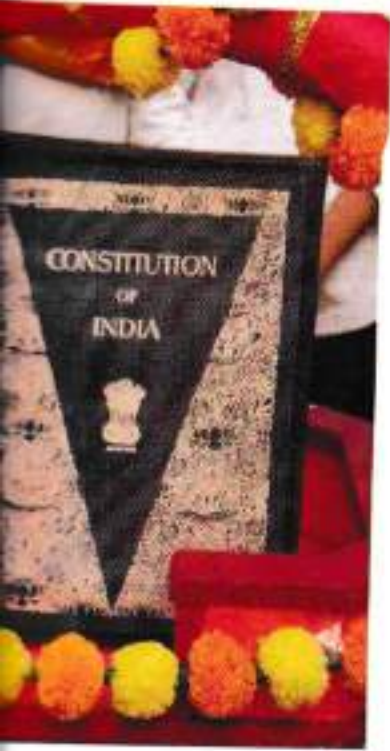
The Principal, Teachers, non-teaching staff members and students marched in nearby vicinity with slogans that reflected the lofty and incontrovertible Constitutional concepts. The event served as a reminder of our collective duty to uphold democratic values and contribute to the progress and development of our nation in line with the ideals set forth by our Constitution.





Constitution Day, 2019 (26th November, 2019)

Constitution Day was celebrated in order to promote the ideals envisaged by the Constitution of India. Principal, teachers, non-teaching staff members and students marched in nearby vicinities with slogans reflecting the lofty and incontrovertible Constitutional concepts.



Constitution of India



Students holding posters on the basic tenets of the Constitution that are enshrined in the Preamble of the Indian Constitution



Constitution Day march by the students



Group photograph during the course of the event

**VIVEKANAND EDUCATION SOCIETY'S
COLLEGE OF LAW
CONSTITUTION DAY CELEBRATED ON,
26TH NOVEMBER, 2021**

Constitution Day, also known as National Law Day, is a significant occasion that commemorates the adoption of the Indian Constitution. The Constitution Day celebration in our college, focused on the activities and programs organized to promote awareness, understanding, and appreciation of the Constitution and its principles. However, due to Covid-19 restrictions, this year, Constitution Day was celebrated through virtual mode. Asst. Prof. Bhushan Shinde enlighten students about importance of the Constitution Day, its value. The Constitution Day celebration in the college was a meaningful and enlightening event that emphasized the importance of the Constitution and its principles in shaping our nation's democratic fabric. The event served as a reminder of our collective duty to uphold democratic values and contribute to the progress and development of our nation in line with the ideals set forth by our Constitution.



**VIVEKANAND EDUCATION SOCIETY'S
COLLEGE OF LAW
ELECTORAL LITERACY CLUB (ELC)
1ST INTRA-COLLEGIATE REEL-MAKING COMPETITION, HELD
ON 19TH JANUARY, 2022**

The Electoral Literacy Club of VES College of Law, under guidance of ELC Nodal Officer, Mr. Bhushan Shinde, organized 1st Intra- Collegiate Reel Making Competition on 19th January, 2022, on the occasion of National Voters Day.

Topics for the competition were as follows:

1. Significance of National Voters Day
2. Youth and Elections
3. Why each vote matters
4. Right to know the background of the representatives.

Best 3 reels were featured on college Instagram Account. Ms. Bhargavi Kulkarni from SYBLS, secured 1st position. Ms. Arunima Srivastava (SYBLS) and Ms. Simran Singh (SYBLS) secured 2nd and 3rd position, respectively.

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

**Electoral Literacy Club
presents
1ST INTRA- COLLEGIATE
REEL MAKING COMPETITION**

Submission Date: 19 January, 2022

TOPICS
-SIGNIFICANCE OF NATIONAL VOTERS DAY
-YOUTH AND ELECTIONS
-WHY EACH VOTE MATTERS!
-RIGHT TO KNOW THE BACKGROUND OF
THE REPRESENTATIVE.

SUBMIT YOUR REELS ON THE LINK BELOW
LINK: <https://www.instagram.com/vivekanandcollegeoflaw>

ELC Nodal Officer: Mr. Bhushan Shinde
For Queries:
MR. BHUSHAN SHINDE (CHIEF ELECTORAL LITERACY CLUB OFFICER)
Mrs. Pranita Vallava (VICE-CHIEF ELECTORAL LITERACY CLUB OFFICER)

