



# VIVEKANAND EDUCATION SOCIETY'S

## College of Law

(Affiliated to University of Mumbai, Approved by BCI & Recognised by Govt. of Maharashtra)  
Accredited 'B+' Grade with CGPA 2.72 by NAAC (1st Cycle)

### 7.1.1 SUPPORTING DOCUMENTS.

FACILITY	DESCRIPTION
Committee description.	A Women's Development Cell & Internal Complaints Committee details.
CCTV	Surveillance cameras installed for security monitoring.
Guard	Security personnel on-site to ensure safety and support.
Counseling Cell	Dedicated space for confidential counselling services.
Common Room	A safe and comfortable area for girls and boys (separate) to relax.
Sanitary Dispenser	Machines providing sanitary products for hygiene needs.
Events	Events and activities related to Gender & instilling constitutional values.
Gender Policy & Action Plan.	Guidelines to promote gender equality and inclusivity.



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



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The institution has constituted A Women's Development Cell and Internal Complaints Committee. Following are its details.

### INTERNAL COMPLAINTS COMMITTEE -ACADEMIC YEAR 2023 - 24.

Sr. No.	Name	Designation
1	Dr. Jayashree Kanchanpurkar	Presiding officer
2	Mrs. Harshada Rajput.	Representative from Teaching staff.
3	Ms. Prajnee Sahoo.	Representative from Teaching staff.
4	Mrs. Prerna Bhandari	Representative from Administrative staff.
5	Mr. Prashant Jagdale	Representative from Administrative staff.
6	Ms. Manvee Sharma	Student Representative
7	Ms. Amruta Velankar	Student Representative



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### WOMEN DEVELOPMENT CELL-ACADEMIC YEAR 2023 - 24.

Sr. No.	Name	Designation
1	Dr. Mohini Gupte	Chairperson
2	Mrs. Harshada Rajput.	Member
3	Ms. Reshma Yadav	Member
4	Ms. Archana Khandwe	Member
5	Ms. Priyanka Bora	Student Representative
6	Ms. Sangeeta Punekar	Member



*Mathurale*  
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V.E.S. College of Law  
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## 1. SAFETY AND SECURITY

### a. CCTV CAMERAS



### CCTV CAMERAS IN CLASSROOMS



Sindhi Society, Chembur, Mumbai - 400 071.  
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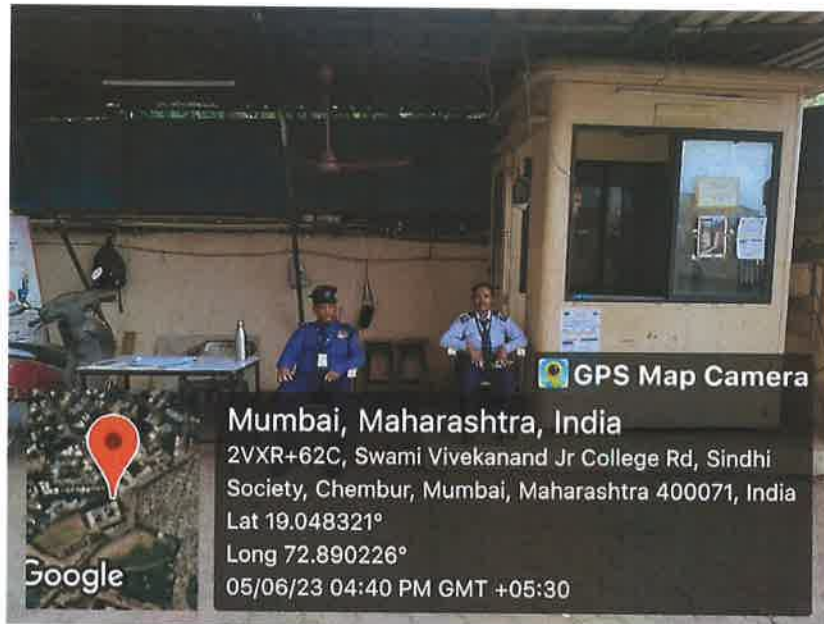
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## 2. SECURITY GUARD



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### 3. Legal Aid Centre



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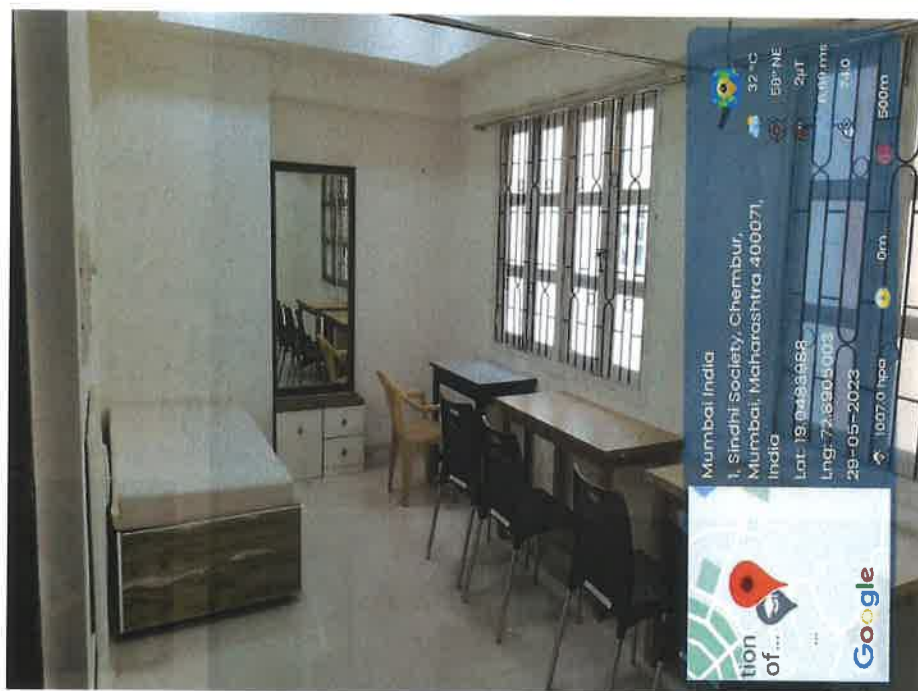


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## 4. COMMON ROOM.

### A. GIRLS COMMON ROOM



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*M. A. Borvale*  
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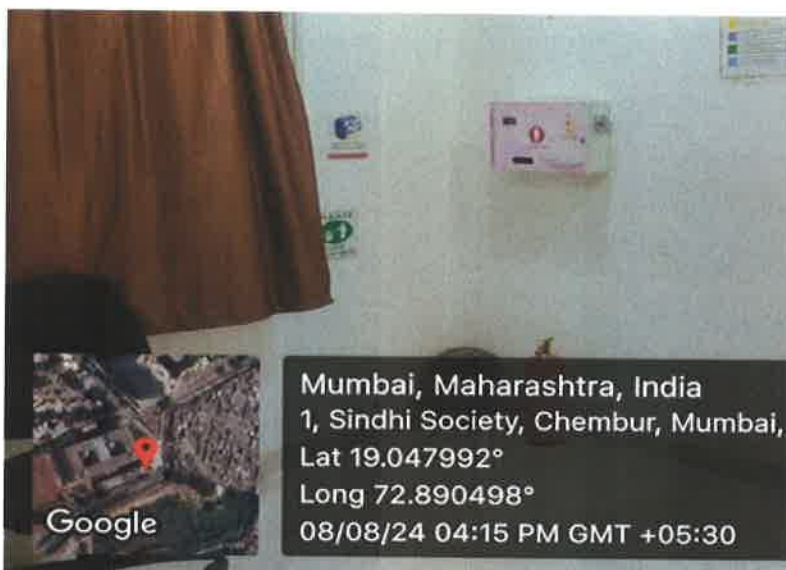
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## B. BOYS COMMON ROOM.



## 5. SANITARY DISPENSER.







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## 5. Events and activities related to Gender & instilling constitutional values

**Title:** Celebration of International Women's Day with Special Address by Ashwini Adivarekar (IRS), ADDT, Customs

**Date of Event:** 7<sup>TH</sup> MARCH 2024

**Organized By:** IQAC & WDC

### **Description:**

To commemorate International Women's Day, our institution organized a special event focusing on the theme of women empowerment and gender equality. The highlight of the celebration was a keynote address delivered by Ms. Ashwini Adivarekar, an Indian Revenue Service (IRS) officer and Additional Deputy Director General (ADDT) in Customs, whose inspiring journey and achievements served as a powerful message of encouragement for both women and men.

Ms. Ashwini Adivarekar shared her experiences and insights, emphasizing the importance of resilience, determination, and the breaking of societal barriers. As a prominent female officer in a traditionally male-dominated field, her address inspired the attendees to push beyond stereotypes and excel in their chosen professions, regardless of gender.

The event featured a mix of activities and discussions aimed at empowering women and promoting a culture of respect and equality:-

1. **Keynote Address by Ms. Ashwini Adivarekar:** Ms. Adivarekar's speech revolved around her career in the IRS, the challenges she overcame, and the significance of creating an environment where women have equal opportunities to thrive. Her address was deeply motivating, leaving the audience with valuable lessons on overcoming adversity and excelling in one's career.



*Signature*  
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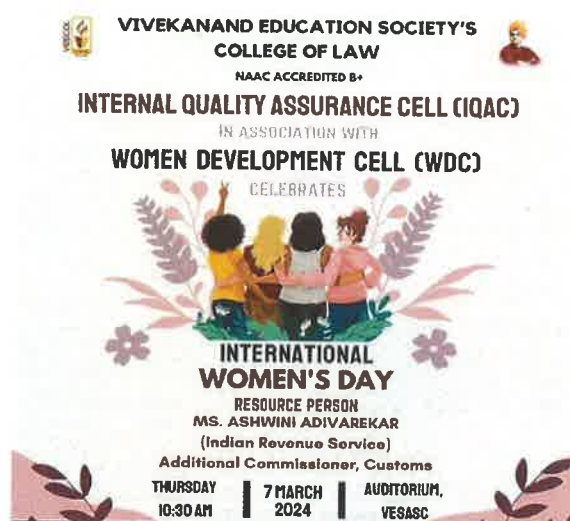
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2. **Interactive Sessions :** The students participated in various interactive sessions focusing on women's rights, health, and career development.

The event was a great success, promoting awareness of gender equality and celebrating the achievements of women across the globe. It also served as a platform for meaningful conversations about the challenges women face and the importance of creating a more equitable society.

### Outcome:

The International Women's Day celebration was impactful in raising awareness about the importance of gender equality, providing valuable insights from a distinguished guest speaker, and inspiring the participants to support and uplift each other in all areas of life. The event created a sense of solidarity and motivation among both female and male attendees, reinforcing the message that gender equality is essential for a prosperous future.



*M. K. Khorale*  
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**Title:** Constitution Day Celebration.

**Date of Event:** 26<sup>th</sup> November, 2023.

**Organized By:** Legal Aid Committee and DALSA (District Legal Services Authority)

## **Description:**

In observance of **Constitution Day**, our institution organized a special event to honour the adoption of the Constitution of India and promote awareness about its importance. The event, conducted by the Legal Aid Committee in collaboration with DALSA (District Legal Services Authority), featured an Essay Writing Competition that encouraged students to engage with the principles of the Constitution and reflect on its relevance in contemporary society.

## **Event Highlights:**

- 1. Essay Writing Competition:** The highlight of the Constitution Day celebration was the Essay Writing Competition, in which students were invited to participate. The competition encouraged students to think critically about the Constitution's role in upholding justice, equality, and liberty in India. It also provided them an opportunity to express their understanding of constitutional values and their application in real-life situations.
- 2. Role of Legal Aid Committee and DALSA:** The Legal Aid Committee and DALSA played a crucial role in organizing and facilitating the event. Experts and legal practitioners from DALSA gave a brief talk on the significance of Constitution Day, discussing the fundamental rights guaranteed by the Constitution, the importance of the legal system in protecting these rights, and the role of legal aid in ensuring access to justice for all citizens, particularly those from marginalized communities. This session helped students better understand the intersection of law, rights, and justice.
- 3. Essay Evaluation and Awards Ceremony:** Following the competition, the essays were evaluated by a panel of judges, including legal experts and faculty members. The best essays were awarded certificates. The award ceremony was a moment of pride for the winners, and their essays were also shared with the larger student body, allowing them to inspire others and further stimulate discussions on the Constitution.





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### Outcome:

The Constitution Day celebration, including the Essay Writing Competition, was highly successful in fostering a deeper appreciation for the Indian Constitution and its role in shaping the country's democracy. The event not only increased students' awareness of constitutional rights but also encouraged them to engage in critical thinking about the legal framework that upholds these rights. Through the contributions of DALSA and the Legal Aid Committee, students gained valuable insights into the importance of legal aid and the broader justice system in protecting the rights of citizens.



MS. PAYAL VALA  
(FYLLB)

**Congratulations!**  
**Runner Up**  
in

**Essay Writing  
Competition**

Organized by  
FREE LEGAL COUNSELLING CENTRE  
in association with  
DISTRICT LEGAL SERVICES  
AUTHORITY, MUMBAI



MR. MOHD. HUSSAIN  
KHATRI  
(4TH YEAR BLS)

**Congratulations!**  
**Winner**  
in

**Essay Writing  
Competition**

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in association with  
DISTRICT LEGAL SERVICES  
AUTHORITY, MUMBAI



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**Title:** Republic Day Celebration.

**Date of Event:** 26th January 2024

**Organized By:** V.E.S. Institute

## **Description:**

On Republic Day, 26th January 2024, our institution proudly celebrated India's Republic Day, commemorating the day when the Indian Constitution came into effect, establishing India as a republic. The celebration included an Awareness by posting poster on V.E.S Social media and a March Past involving the participation of students across the entire V.E.S. Institute.

The event aimed to instil patriotism, educate the community about the significance of the Indian Constitution, and reinforce the values of democracy, justice, and equality. The festivities were designed to engage participants through both creative expression and a collective display of unity.

## **Event Highlights:**

1. **Poster Awareness:** As part of the Republic Day celebrations, an **awareness through posters** was across the campus. Students created and displayed colorful, informative poster highlighting the significance of Republic Day, the Indian Constitution, and the core values of our democratic system.
2. **March Past by Entire V.E.S. Institute:** The main event was the March Past, where students, various departments participated in a grand procession. The march past was a symbolic representation of unity and discipline, with each group proudly marching with enthusiasm and reverence for the country. The event was accompanied by the playing of patriotic songs and was an expression of collective patriotism and pride in our nation's heritage.
3. **Flag Hoisting Ceremony:** The celebration began with the hoisting of the national flag followed by the National Anthem. This moment was marked by solemnity and reverence, as all attendees stood in respect to the national flag and the ideals it represents.



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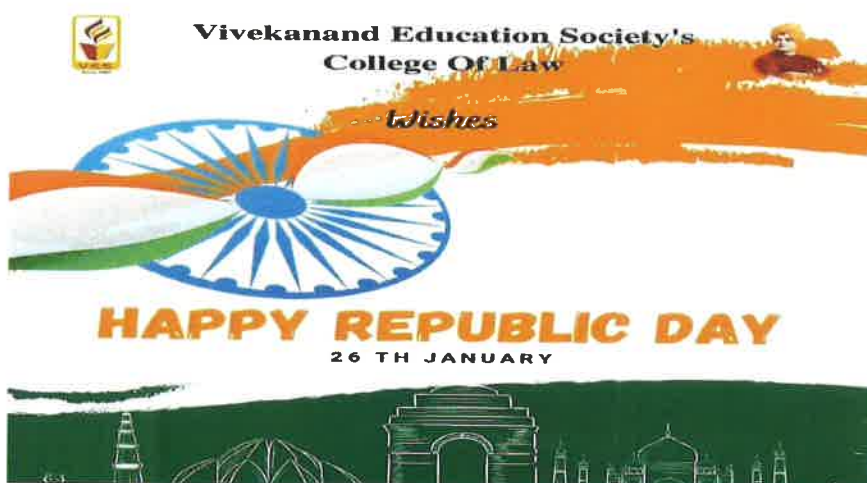
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## Outcome:

The Republic Day celebration at V.E.S. Institute successfully engaged the entire campus community in reflecting on the values of the Indian Constitution, democracy, and the sacrifices made by our freedom fighters. The March Past symbolized the collective pride, discipline, and patriotism of the institution. The event not only helped raise awareness but also strengthened the sense of unity and national pride among all participants.



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**Title:** Independence Day Celebration - Azadi Ka Amrit Mahotsav

**Date of Event:** 15th August 2023

**Organized By:** V.E.S.C.O.L.

**Description:**

On 15th August 2023, our institution celebrated Independence Day as part of the nationwide initiative Azadi Ka Amrit Mahotsav under the theme "Nation first always first", marking the year of India's independence. The event aimed to promote patriotism, instil a sense of national pride, and commemorate the sacrifices made by our freedom fighters who paved the way for the independence we enjoy today.

This celebration brought together students, faculty, and staff to honour India's journey towards freedom and the core values that shape the nation's democratic framework. The event included flag hoisting, cultural performances, a rally, and a display of unity and patriotism across the entire campus.

**Event Highlights:**

- Flag Hoisting Ceremony:** The celebration commenced with the hoisting of the national flag followed by the National Anthem. This solemn and patriotic ceremony set the tone for the rest of the day's events, bringing everyone together to reflect on the significance of India's hard-earned freedom.
- Azadi Ka Amrit Mahotsav :** A Patriotic feeling prevailed within the campus, where students marched with the Indian national flag to show their solidarity and commitment to the values of independence and freedom. The rally was accompanied by slogans, patriotic songs, and chants, creating a wave of enthusiasm and pride. The event aimed to spread the message of freedom, unity, and the importance of safeguarding the values of democracy.



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### Outcome:

The Independence Day celebration, aligned with the Azadi Ka Amrit was a grand success, bringing the entire campus community together in a spirit of unity and patriotism. The event fostered a sense of national pride and reminded everyone of the sacrifices that were made for India's independence. The cultural performances, flag hoisting, rally, and awareness campaigns collectively inspired participants to carry forward the legacy of freedom and work towards the progress of the nation.



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### TITLE- FREE LEGAL COUNSELLING CAMP

Organized by Legal Aid Cell.

On Saturday, 30th March 2024, VES College of Law organized a Free Legal Counselling Camp to promote access to justice. The camp aimed to raise awareness about citizens' rights, legal entitlements, and welfare schemes, offering free legal advice. Students from all college classes helped by collecting registration forms from nearby residents. Based on these registrations, expert advocates, many of whom were alumni of the college, were invited to provide legal counselling.

The camp was divided into two panels:

Panel I (Civil Matters): Adv. Asif Sheikh, Adv. Divya Tiwari

Panel II (Criminal Matters): Adv. Gypson John, Adv. Raj Satam

**Outcome** -This initiative helped strengthen the community's access to free legal services and informed them about their legal rights.

### FREE LEGAL COUNSELLING CAMP.



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**Title - 3rd Intra Collegiate Advocacy Skills Competition.**

**Organized by: VES College of Law**

The VES College of Law successfully conducted its 3rd Intra Collegiate Advocacy Skills Competition on 30th September 2023, showcasing impressive talent and advocacy skills from the participants. The event was meticulously planned by the Cultural Committee, led by Mr. Ayush Yadav, and involved contributions from various volunteers and coordinators.

Preparations began early, with the seminar hall being set up and essential items like bells, writing pads, and jute bags for the judges' tokens of appreciation arranged. The competition featured two panels of esteemed judges, Adv. Harsha Menon Ma'am and Adv. Prithviraj Gole Sir, who evaluated the participants after a well-organized session. The event began with a lamp-lighting ceremony, followed by an introduction of the judges and competition rules. Participants received topics at 11:15 am, with 30 minutes of preparation time. The competition ran smoothly, with dedicated volunteers managing research rooms, participant registration, and timekeeping.

The Social Media Team captured the event's moments, and feedback sessions were conducted after the competition. The event concluded with the announcement of results and a vote of thanks by Ms. Pranita, followed by a photo session.



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Since 1962

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*Debate Society*

PRESENTS

### 3RD INTRA COLLEGIATE ADVOCACY SKILLS COMPETITION

**DATE : 30TH SEPTEMBER, 2023**  
**TIME : 11:30 AM ONWARDS**  
**VENUE: SEMINAR HALL, POLYTECHNIC BUILDING**



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Title - 1st Freshers' Moot Court Competition  
Organized by: Moot Court Association.

The 1st Freshers' Moot Court Competition at VES College of Law was successfully held on 2nd November 2023. Organized by the Moot Court Association, the event aimed to develop mooting and debating skills among law students, familiarize them with formal court procedures, and set them on their journey to seek justice. The problem focused on issues relating to Fundamental Rights with special emphasis on the Golden Triangle i.e. Art. 14, 19 and 21 of the Indian Constitution.

Registration for the competition took place offline on October 19, 2023, with an initial cap of 16 teams. However, the final participation included 15 teams due to one team backing out. Pre-competition meetings on October 19 and 23 provided participants with important information regarding the competition's rules and strategies. On October 31, a volunteers' meeting was held to allocate roles and provide additional event details. A draw of lots on November 1 determined the matchups and courtroom assignments for the competition. The event was an excellent opportunity for fresh law students to familiarize themselves with formal courtroom procedures and hone their mooting skills.



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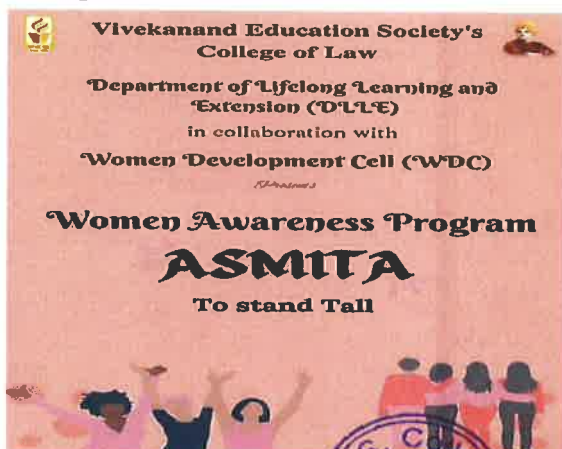
## **Title - Asmita : To Stand Tall, 2023**

Organized By The Department Of Lifelong Learning And Extension & Women Development Cell.

The Department of Lifelong Learning and Extension(DLLE) of VES College of Law in association with the Women Development Cell and Constitution Club undertook the **ASMITA : To Stand Tall** initiative for the year 2023-24. It is a drive undertaken by young law students to spread awareness about the ground realities that girls and women in the country go through and the various laws that protect them.

A formal message inviting student volunteers' to participate in the same had been circulated in the DLLE whatsapp group on 15th December, 2023. The message contained all the information related to how to volunteer, things to be done, etc. Following this, a meeting had also been scheduled for making the students understand the aim, objectives and the whole process. After the meeting, students were invited to be a part of it by registering themselves on the Google Form Link which had been circulated.

The sessions to be undertaken by student volunteers' were decided to take place between 19th December, 2023 to 23rd December, 2023. Further, receiving an overwhelming response, it was extended to the first week of January, 2024 as well. The students of Vivekanand Education Society's College of Law conducted legal-awareness sessions in around 22 schools and colleges





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### GENDER SENSITIZATION & NON-DISCRIMINATION POLICY

#### Introduction

VES College of Law is committed to fostering an environment of equality, inclusivity, and respect for all individuals. Addressing gender inequality and discrimination is central to our mission. Our Gender Sensitization Policy is designed to create a safe and supportive environment for students, staff, and faculty by promoting gender equity and combating any form of gender-based discrimination or harassment.

In accordance with UGC guidelines and legal frameworks, this policy outlines our dedication to gender equity and provides a structured approach to achieving a respectful and equitable environment for all members of our community.

#### Definition of Terms

- **Gender:** Refers to the social and cultural attributes, relationships, and opportunities associated with being male or female.
- **Employee:** Includes all current staff members, whether permanent, full-time, part-time, or contractual.
- **Student:** Refers to any individual registered at the College for academic purposes.
- **Equity:** Fair and equal treatment for all individuals based on their needs, without gender bias.

#### Objectives of the Policy

The objectives of the Gender Sensitization Policy at VES College of Law are to:

1. Uphold the national commitment to gender equality.



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2. Prevent and address any violations of gender-based rights and promote the empowerment of all genders.
3. Foster a gender-sensitive environment that respects diversity.
4. Ensure equal opportunities for all without discrimination.
5. Develop mechanisms for the prevention and redressal of gender-based violence and discrimination.
6. Implement the policy effectively and uphold its principles in all aspects of college life.

## Scope of the Policy

This policy applies to all members of the college community, including students, staff, and faculty, and covers:

- Membership in committees and leadership roles.
- Leave policies and admissions processes.
- Curriculum design, evaluation, and participation in events.
- Access to facilities, resources, and training opportunities.
- Awareness and outreach programs related to gender issues.

## Implementation and Actions

### Counselling and Support:

VES College of Law is dedicated to providing comprehensive counselling services to support students and staff in addressing gender-related issues. This includes confidential counselling sessions, workshops, and seminars designed to offer guidance and support. The college will ensure that professional support is available to help individuals navigate and resolve any gender-based challenges they may face. We also conduct seminars on mental health

well-being.



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## Committees and Meetings:

To effectively address gender discrimination and promote equity, the college has established and maintain active anti-ragging and women's development cell which aid in grievance redressal. These committees will hold regular meetings to monitor, evaluate, and ensure the proper implementation of gender equity initiatives. Their responsibilities will include reviewing complaints, assessing the effectiveness of policies, and making recommendations for improvement.

The institution has constituted A Women's Development Cell and Internal Complaints Committee.

## Training and Workshops:

The college will organize and facilitate a range of training programs and workshops aimed at increasing awareness and promoting gender equality. This includes self-defence training for female students and staff, seminars on gender sensitization, and workshops focused on preventing violence and discrimination. These programs will be conducted at least twice a year and will involve expert facilitators to ensure high-quality, impactful sessions.

## Events and Celebrations:

Recognizing and celebrating key events is integral to promoting gender awareness. VES College of Law commemorates International Women's Day each year, highlighting achievements, discussing challenges, and fostering a culture of respect and inclusion. In addition to this, the college will host annual gender awareness programs to engage the community in discussions about gender equity and sensitization.

## Infrastructure and Facilities:

The college is committed to ensuring that gender-specific needs are addressed through appropriate infrastructure and facilities. This includes providing dedicated spaces and



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# VIVEKANAND EDUCATION SOCIETY'S *College of Law*

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resources for female students and staff, ensuring that campus development and renovations consider gender-specific requirements, and creating a welcoming environment for all. The college also has CCTV coverage all over the campus including parking areas, classrooms, corridors etc.

## **Disciplinary Action:**

VES College of Law takes all incidents of gender-based discrimination or harassment seriously. Any member of the college community found to be in violation of this policy will be subject to disciplinary action. This action may include, but is not limited to, formal warnings, mandatory sensitivity training, suspension, or termination of employment or enrollment. Disciplinary procedures will be conducted in accordance with the college's existing rules and regulations, ensuring due process and fairness. The college is committed to addressing complaints swiftly and effectively, and any retaliation against individuals who report violations or participate in investigations will not be tolerated.

## **Contact Information:**

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### Comprehensive Action Plan for Gender Sensitization, Safety, and Health Measures

#### 1. Gender Sensitization Initiatives

##### • 1.1. Regular Gender Sensitization Lectures:

- **Frequency & Scope:** Organize bi-monthly lectures, seminars, and workshops dedicated to gender sensitization for all students and staff. These sessions will cover topics such as gender stereotypes, prevention of sexual harassment, and promoting gender inclusivity in education and workplaces.
- **Resource Persons:** Invite subject experts, gender rights activists, and legal professionals to conduct these sessions, ensuring the lectures are well-informed and impactful.
- **Curriculum Integration:** Incorporate gender studies into the core curriculum by including case laws, policies, and discussions on gender equality in relevant subjects like Constitutional Law, Human Rights, and Public Interest Litigation (PIL).

##### • 1.2. Collaborations with External Agencies:

- Collaborate with local NGOs, women's rights organizations, and government bodies like the National Commission for Women (NCW) to hold events, awareness drives, and campaigns aimed at gender sensitivity.
- Establish Memorandums of Understanding (MOUs) with such agencies to ensure continuous involvement in gender-focused activities.

##### • 1.3. Gender Awareness Campaigns:

- **On-Campus Campaigns:** Conduct periodic campaigns such as "Gender Equality Week" involving students in poster-making, essay competitions, street plays, and debate competitions focused on gender-related topics.



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- **Digital Engagement:** Use the college's official website and social media platforms to run digital campaigns on gender sensitivity, using infographics, videos, and testimonials.
- **Gender Resource Center:** Establish a Gender Resource Center within the campus library, offering access to books, journals, and legal literature focusing on gender equality, laws, and social justice.

## 2. Gender Policy and Safety Measures

### ● 2.1. Implementation of Gender Policy:

- **Develop and display a comprehensive gender policy** outlining the college's commitment to gender equality, zero tolerance for harassment, and respect for all gender identities. This policy will be circulated through emails, displayed on notice boards, and made available on the college website.
- **Policy Awareness Drive:** Conduct periodic orientations for new students and staff on the gender policy, ensuring every member of the institution is aware of their rights and responsibilities.

### ● 2.2. Safety and Awareness Measures:

- **CCTV Surveillance:** Ensure that all key areas of the campus such as entrances, corridors, libraries, auditoriums, parking lots, and common rooms are covered by 24/7 CCTV surveillance. The footage will be monitored regularly to ensure a safe campus environment.
- **Emergency Helpline:** Establish an emergency helpline number for students and staff to report any issues related to safety, harassment, or gender-based violence. This service will be operational 24/7 and connected to the Women Development Cell (WDC).
- **Female Security Personnel:** Deploy trained female security guards at strategic locations such as the main gate, female hostels, and female



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common rooms. Regular patrolling by these personnel will enhance security, especially during early morning and late evening hours.

- **2.3. Women Development Cell (WDC):**

- **Role & Responsibilities:** The WDC will serve as the central body for addressing gender grievances, conducting gender sensitization programs, and ensuring the safety and well-being of all female students and staff.
- **Redressal Mechanism:** Ensure the availability of a confidential and streamlined process for reporting gender-related grievances. This includes online grievance forms, drop boxes, and direct access to members of the WDC.
- **Support Systems:** The WDC will offer support to victims of gender-based harassment or violence, including legal advice, psychological counseling, and referral services.

### 3. Health and Hygiene Measures

- **3.1. Washroom Facilities:**

- **Separate Washrooms:** Maintain clean and hygienic washrooms dedicated to female students and staff in every building of the campus. Ensure that these washrooms are regularly cleaned and well-stocked with necessary hygiene products.
- **Disability Access:** Ensure that at least one female washroom per building is equipped with accessibility features for disabled students and staff, such as ramps, railings, and low sinks.

- **3.2. Sanitary Napkin Dispensers and Incinerators:**

- **Sanitary Dispensers:** Install sanitary napkin dispensing machines in all female washrooms. These machines will be regularly refilled to ensure uninterrupted access to hygiene products for students and staff.



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- **Incinerators for Disposal:** Install incinerator machines in the female washrooms for safe and hygienic disposal of sanitary napkins, ensuring compliance with environmental regulations.
- **3.3. Health Check-Up and Awareness Camps:**
  - **Annual Health Camps:** Organize annual health check-up camps focusing on women's health, including gynecological consultations, general health screenings, and mental health assessments.
  - **Awareness Workshops:** Conduct regular workshops on menstrual hygiene management, nutrition, and reproductive health, targeting both female students and staff. These sessions will be conducted in collaboration with healthcare professionals and NGOs.
  - **Health Insurance:** Explore the possibility of providing group health insurance policies to female students and staff that include coverage for maternity, gynecological care, and mental health services.

## 4. Counseling and Mental Health Support

- **4.1. Counseling Facilities:**
  - **On-Campus Counseling Center:** Set up a dedicated counseling center on campus, with qualified counselors available for both individual and group counseling sessions. The center will address gender-based issues, stress management, and mental health challenges.
  - **Confidentiality and Access:** Ensure confidentiality in counseling services, with easy appointment booking through both online and offline systems. Special slots will be available for those facing gender-specific concerns.
- **4.2. Gender-Sensitive Counseling:**
  - **Trained Counselors:** Ensure that the counselors are trained in handling gender-sensitive issues such as discrimination, harassment, and



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identity-related concerns. Regular training programs for counselors on gender-based violence and trauma will be organized.

### 5. Monitoring, Feedback, and Continuous Improvement

#### • 5.1. Feedback Collection:

- **Annual Feedback:** Conduct annual feedback surveys among students and staff on gender sensitization efforts, safety measures, and the effectiveness of hygiene initiatives. The feedback will help in identifying gaps and areas for improvement.
- **Focus Groups:** Organize focus group discussions with students and staff to understand their experiences and gather qualitative feedback on the gender policies, safety measures, and hygiene standards.



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