



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)

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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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.

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