



Sharda Education Society's
Anand Vishwa Gurukul College of Law

Affiliated To University of Mumbai
Approved By Bar Council Of India

LL.B - 3 Years | LL.B - 5 Years | LL.M
Diploma in Labour Law and Labour Welfare | Post Graduation Diploma in Cyber Law
H. O. : Raghunath Nagar, Next to Mittal Park, Wagle Estate, Thane (W) - 400604.
Tel.: 022-25820481 / 25830481 Email : avgcollegeoflaw@gmail.com

Criteria 7: Institutional Values and Best Practices

Metric No.: 7.1.1

Metric Title: Measures initiated by the Institution for the promotion of constitutional values and gender equity during the last five years

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A. Introduction:

Addressing gender equity is a critical endeavour in the development of a just and inclusive society. Education is critical in changing thoughts and empowering people to overcome gender stereotypes and injustice. Anand Vishwa Gurukul College of Law has embraced the cause of gender equity in this regard. The college prioritises providing an inclusive learning environment that promotes equal opportunities, encourages gender diversity, and equips students to be change agents.

The vision for gender equity at Anand Vishwa Gurukul College of Law is based on the concept that all persons, regardless of gender, should have equal access to education, opportunities, and resources. Our goal is to break down gender barriers and foster a culture of gender equality, inclusivity, and respect. We envisage a collegiate environment in which students can grow and reach their greatest potential, regardless of societal standards and expectations.

In order to achieve gender equity, our college places a premium on diversity. We want to provide a welcoming and loving workplace that values different gender identities, expressions, and experiences. Our policies and practises make all students feel protected, appreciated, and heard. The College Staff consists of **62.5% female staff members**, with **female to male ratio** among students is **1: 0.92** (2021-22)

B. Gender Sensitization in Curriculum

The Course curriculum provided by the Board of Studies includes and highlights many issues pertaining to women and provides students with the knowledge and skills needed. It trains people to be gender justice advocates, to challenge gender stereotypes, and to advocate for equal rights and opportunities for all genders. The courses emphasise gender inequalities in society and the problem of gender-based violence, as well as the evolution of judicial activism and women-centric laws in Indian society, and encourage students to further research gender equity initiatives at the national and international levels. The year-wise details of the course which highlight gender values are mentioned as under:

1. Gender Sensitisation in LLB Course

- **English I** (First year BLS LL. B): The subject features various texts from Lord Denning's *Due Process of Law* and literature anthology *Law and Literature* by Dr. Shakuntala Bharwani which touch upon various aspects of gender equity.
- **History** (First year BLS LL. B): The subject traces the history of the India which includes the Hindu Code Bill and Emancipation of Women.



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- **Legal Writing and Legal Language** (First year BLS LL. B): The subject introduces the students to Uniform Civil Code which has great influence on personal rights, with special reference to women's rights and policy for reservation of seats for women in the House of People.
- **Sociology** (Second year BLS LLB): The subject cover all the important aspects of a society which including gender justice, women's rights and their emancipation
- **Constitutional Law** (Third Year BLS LLB/ First Year LLB): The subject deals with various aspects of constitution pertaining fundamental rights and judicial activism for women.
- **Family Law- I** (Third Year BLS LLB/ First Year LLB): The subject deals with personal laws of Muslims, Christians, Parsis and the laws relating to succession and reflects the various rights provided for women such as dower, alimony, maintenance, etc.
- **Family Law- II** (Fourth Year BLS LLB/ Second Year LLB): The subject deals with the provisions of the Hindu Code Bill and the rights of women in a Hindu family.
- **Law Relating to Women and Children**(Fifth Year BLS LLB/ Third Year LLB): The syllabus of this subject is in its entirety devoted to the status and rights of the women as enshrined under the international laws and treaties, Constitution of India, Family laws and protection under various laws for protecting the life and dignity of women.

2. Gender Sensitisation in LLM Course

- **Community and the Law** (First year LLM): The module emphasizes on the various provisions made for reservation in on the basis of gender among other considerations.
- **Women and the Law** (First year LLM): The module lays emphasis on thorough research on crimes against women, Gender injustice and its various forms, Women's Commission, Empowerment of women: Constitutional and other legal provisions.
- **Right to Equality: Privatization and its Impact on Affirmative Action** (First year LLM): This module highlights on the right to equality with reference to affirmative action i.e., special provisions made for certain classes in the society and its contribution to Empowerment of Women.

3. Certificate Courses related to Women's Issues:

Each year the College offers certificate course on various topics for the benefit of students free of charge. The following courses are aimed at promoting gender sensitization and inclusivity:

- Certification Course on Rights of Women Under Women Protection Act
- Certificate Course in Legal Framework for Protection of Women's Rights

C. Gender Sensitization in Co-curriculum

Gender sensitization among students is crucial for fostering a society that upholds equality, respects diversity, and challenges harmful gender norms and stereotypes. The following activities have been conducted for the students to inculcate the value of gender equity among our students:

1. Poster Making Competition on "Save the Girl Child":



2. Webinar on 'Glimpses of Laws Relating to Women – from Household to Workplace'



Sharda Education Society's Anand Vishwa Gurukul College of Law, Thane
Legal Aid Clinic For Women
in co-ordination with
District Legal Services Authority, Thane

organizes an online Webinar on
"Glimpses of Laws Relating to Women - from Household to Workplace"
The webinar is on 14th August 2020 at 11:30 am.

TOPICS :
- Maintenance for women under various Acts
- Sexual Harassment of women at Workplace Act
- Laws that Indian Women should have knowledge of

WHO SHOULD PARTICIPATE:
- HR Managers, Corporate Employees, Women,
- Lawyers, Law Students,
- Social workers, Para-legal volunteers and
- Police and other stakeholders.

President-Webinar
Shri. MANGESH DESHPANDE
Secretary District Legal Services Authority, Thane

For any Queries Contact +91 96193 40610 (whatsapp Only) or email on avgcollegeoflaw@gmail.com



National Webinar on Glimpses of Laws Relating to Women - from Household to Workplace

Participants: Prof. Prayoon, Adv. Pratik, Adv. Rishika, Adv. Priyanka, Adv. Sunika, Adv. Pragati.

YouTube Link for the Lecture Recording:

<https://www.youtube.com/watch?v=CuKt68y-gkl>

3. Webinar on 'Understanding the Challenges Faced and Success Stories in Responding to Domestic Violence Cases during COVID - 19 lockdown'



Sharda Education Society's Anand Vishwa Gurukul College of Law, Thane
Legal Aid Clinic For Women
In co-ordination with
District Legal Services Authority, Thane

organizes an online Webinar on
"Understanding the Challenges Faced and
Success Stories in Responding to Domestic Violence Cases during
Covid 19 Lockdown".
The webinar is on 18th July 2020 at 11:30 am.

TOPICS
- Law relating to Domestic Violence
- Challenges in dealing with cases of - Domestic Violence during the Covid 19 situation
- Success Stories of handling such cases
- Legal Aid

WHO SHOULD PARTICIPATE:
Protection Officers, Counselors, Service providers registered under the DV act, Social workers, Para-legal volunteers and - Police who have handled cases of domestic violence during the lockdown.

For any Queries Contact
+91 98193 40610
(whatsapp Only)

President-Webinar
Shri. MANGESH DESHPANDE
Secretary District Legal Services Authority, Thane

Register at
<https://docs.google.com/forms/d/e/1FAIpQLSdYba-ZZ4Hed3-z0bVgGAsIActqMZD34cplydaS4WdgE9ng/viewform>

Dr. Jayash Pradhan
Pradhan
in Charge,
Sharda Education Society's Anand Vishwa Gurukul College of Law

Adv. Nandini
President
District Legal Services Authority, Thane

Ms. Pooja
President
District Legal Services Authority, Thane

Ms. Pooja
President
District Legal Services Authority, Thane

<http://www.facebook.com/anandvishwagurukulcollegeoflaw/>

Zoom

YouTube Link for the Lecture Recording:

<https://www.facebook.com/avgcollegeoflaw/videos/301845231227723/>

4. Webinar on 'Provisions relating to Prevention of Sexual Harassment of Women at Workplace Act, 2013'



आनंद विश्व गुरुकुल विधी महाविद्यालय
सादर करत आहेत
डॉ. प्रियंका राणे-पाटील
यांच्या समवेत
"विधी लिखित" - नेट भेट:
पुष्प 47 वे
Topic: Provisions relating to Prevention of Sexual Harassment of Women at Workplace Act 2013
रविवार 28 जून 2020; सकाळी 11:00 वाजता.

<https://www.facebook.com/avgcollegeoflaw/>

LIVE Zoom

moos

YouTube Link for the Lecture Recording:

<https://www.facebook.com/avgcollegeoflaw/videos/214381879628501>



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D. Role of Women Development Cell in Gender Sensitization

The College has a dedicated **Women Development Cell (WDC)** to create an inclusive and supportive environment that empowers students, promotes gender equality among all and ensures their overall well-being and development within the institution. The committee plays a vital role in challenging gender-based discrimination, raising awareness, and fostering an environment of respect, dignity, and equality and also encouraging the students and other stake holders of the institution to carry forward the cause of gender quality and participate in activities aimed at creating awareness within the institution and also among local groups.

Role of the Committee

Anand Vishwa Gurukul College of Law has always taken efforts for upliftment of women and the female students in the college. For this purpose, Women Development Cell has been established in the college. The Committee has been organising various lectures, awareness programmes and seminars and events aimed at gender sensitization of our students and for the upliftment of women and spreading awareness about gender equality in the community through college students.

Functions of the committee

The functions of the committee are as follows:

- To create an environment that will help women realize their full potential and give their best.
- Spreading awareness among the students about the social, legal and constitutional rights of women in order to prevent the exploitation based on gender.
- To organize events and activities for women empowerment.
- Making students cognizant about different kinds of violence: sexual, physical and mental and to further equip them with the knowledge and strength to fight against them.

Composition of Women's Development Cell

Women Development Cell (AY 2017-18)

Sr. No.	Name of the Member	Designation
01.	Sushma Satpute	Convener
02.	Krishna Iyer	Member
03.	Shamika Deshpande	Student Representative
04.	Aditi Patil	Student Representative



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Women Development Cell AY (2018-19)

Sr. No.	Name of the Member	Designation
01.	Sushma Satpute	Convener
02.	Krishna Iyer	Member
03.	Pragati Suryawanshi	Member
04.	Tara Jagtap	Clerk
05.	Kanchan Acharya	Peon
06.	Shamika Deshpande	Student Representative
07.	Aditi Patil	Student Representative

Women Development Cell (AY 2019-20)

Sr. No.	Name of the Member	Designation
01.	Sushma Satpute	Convener
02.	Krishna Iyer	Member
03.	Pragati Suryawanshi	Member
04.	Tara Jagtap	Clerk
05.	Kanchan Acharya	Peon
06.	Shamika Deshpande	Student Representative
07.	Aditi Patil	Student Representative

Women Development Cell AY 2020-21

Sr. No.	Name of the Member	Designation
01.	Sushma Satpute	Convener
02.	Krishna Iyer	Member
03.	Pragati Suryawanshi	Member
04.	Tara Jagtap	Clerk
05.	Kanchan Acharya	Peon
06.	Shamika Deshpande	Student Representative
07.	Aditi Patil	Student Representative

Women Development Cell AY 2021-22

Sr. No.	Name of the Member	Designation
01.	Sushma Satpute	Convener
02.	Krishna Iyer	Member

03.	Pragati Suryawanshi	Member
04.	Tara Jagtap	Clerk
05.	Kanchan Acharya	Peon
06.	Bhakti More	Student Representative
07.	Krupa Dand	Student Representative
08.	Rama Pendse	Student Representative

E. Activities conducted by Women's Development Cell:

1. 'Empowering women through Legal Awareness' seminar conducted by WDC on 21st September 2020 in collaboration with NALSA and NCW (National Commission for Women) where 60 female domestic servants around Thane were the beneficiaries.



2. 'Empowering women through Legal Awareness' seminar conducted by WDC on 25th October 2021 in collaboration with NALSA and NCW (National Commission for Women) where 60 female domestic servants around Thane were the beneficiaries.



3. Flameless Cooking Competition organized to Commemorate International Women's Day. The Chief Guest for the event was Hon. Ms. Sangeeta Alphonso - Shinde, ACP - Control Room, Thane.



4. Session on Women's Health and Hygiene conducted by Women's Development Cell. The resource person for the event was renowned gynaecologist and obstetrician Dr. Smita Mudgerikar.





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F. Facilities for Women

1. Ladies Common Room.



Ladies common room with the couch placed in the room for rest

2. CCTV Surveillance in Campus and Building:





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3. Security at the Entry Gate & Peons to Monitor the Discipline.

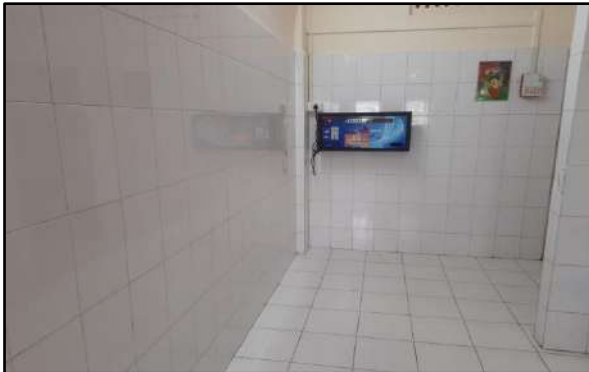


Security Guard at the College Entrance



Female Support Staff to Monitor Discipline

4. Sanitary Napkin Facility in Girls Common Room/Girls Washroom.



5. Separate Washrooms for Boys and Girls.



Separate washrooms for Boys and Girls with Peon's Chair in between



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6. Counselling Sessions

Grooming young professionals also entails offering moral support to the students who often find themselves in stressful situations. The institute acknowledges this requirement and has incorporated confidential mentorship sessions in its routine to enable students to express their worries and concerns without any reservations whatsoever.

The institution encourages mentorship sessions and has assigned designated mentors to every student. The mentors are either teacher mentors or students of the final year to help the mentees navigate through their academic life.

The mentors come across various instances where mentees, particularly female mentees who come from humble backgrounds or are first generation graduates in their families or have never been a part of a co-ed education system. Mentees often find it difficult to cope with the routine of the college as they come from backgrounds with limited family support and lack of proper information and guidance. Some mentees come from circumstances where they have to take up multiple roles in their personal life, have started their career later than their classmates and are facing social and cultural hindrances in their personal lives. Such mentees often suffer from lack of self-confidence, low morale and also distress due to shift in culture they are rather used to.

The mentorship sessions bridge these gaps by offering an empathic support and morale boost to such mentees. These sessions allow the students to express their concerns without the fear of being judged and also encourages them to ease their worries and concerns and comfortably transit to their academic life.

These sessions play an important part in gender sensitivity, as it helps the students who have been facing gender bias in some form in their private lives and encourages them to keep going ahead by catering to their emotional needs wherever necessary.



Ms. Rashmi Joshi

Gender Equality Activist

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GENDER AUDIT

Of

Sharda Education Society's
**Anand Vishwa Gurukul College of Law,
Thane.**

Conducted By

MS. RASHMI JOSHI
Gender Equality Activist

Date:- 02.05.2022

Gender Equality is a Human Right and is vital for a Peaceful, Prosperous World.



Ms. Rashmi Joshi

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Introduction of the College

Establishment year of the College – Sharda Education Society’s Anand Vishwa Gurukul College of Law was established in **2016**.

About the College – Sharda Education society’s Anand Vishwa Gurukul College of Law, Thane. It is established in the year 2016. **The college is affiliated to the University of Mumbai, and approved by Bar Council of India.** It is imparting legal knowledge to the law students. It is one of the growing legal education institutions in Mumbai region. It has conducive learning environment. Sharda Education Society is one of the premier education societies’ in the Maharashtra state. The College has participated in Intercollegiate Moot Court competition. The College continuously works for the quality enhancement and committed to the fulfillment of the goals and objectives. **The College has participated in legal awareness campaign conducted by District Legal Aid Services (DLSA) & National Legal Aid Services (NALSA) for the betterment of enhancement of legal education. It offers the courses as BLS LLB(5years), LLB(3years) and LLM in law subjects.** College has an enriched library with latest Legal books and AIR Mannuals. It has provided **online software Law Finder** to the students for research study in law subjects. College has a well-equipped Gymkhana that helps in augmenting a sense of true sportsmanship in students. students have participated in various sports events. The college has well equipped library and advance modern computer labs. The College also runs different types of certificate courses which are helping students to enhance their skill based knowledge. I take this honor to highlight few certificate courses (Certificate course in Law related to Noise pollution, Certificate course of labour law, Certificate course in Human rights, Certificate course in introduction to Drafting, Pleading etc) which have been benefitted a lot to the students.

Vision -

- It is to be an educational grooming centre to meet global challenges.
- To enhance student’s minds and their feelings to empower their intellectual skills in order to develop responsible citizens.

Mission -

- To enrich the students with endowment of knowledge for socio-economic progression.
- To support a learning environment that continuously motivates all to excel.
- To demonstrate institutional accountability for students learning, ethical conduct and adherence to mandates, policies and procedures.

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- To dedicate ourselves to create unique ideas and innovative solutions and to deliver excellent service.
- To enable the students to take an active role in influencing institutional, local, national and global matters.

Courses taught and total strength of students- (Academic Year 2021-22)

Course	Class	Total no. of students		
		Male	Female	Total
BLS LLB	FYBLS	27	36	63
	SYBLS	23	28	51
	TYBLS	12	14	26
	ForthY BLS	14	15	29
	Fifth Year BLS	9	11	20
LLB (3years)	FYLLB	67	62	129
	SYLLB	25	40	65
	TYLLB	33	32	65
LLM	FYLLM.	33	27	60
Total		243	265	508

Need For Gender Audit

-
- To find out gender balance in the institution.
- To take active steps in curbing gender related issues.
- To promote gender equality.
- To provide equal opportunities to both the genders.
- To tackle problems of sexual harassment through timely redressal of the complaint.

*

Gender Sensitive Features of the College*

- A. Programmes /Activities conducted for Gender Related Issues :
- A. Celebration of International Women's Day.
- B. Webinar on "Women and Law in day-to-day life"

Women's Development Cell had organized the following programs for gender related issues :-

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Date	Name of the event	Participants (in number) Male..... Female	Guest
25/10/21	Empowering women through legal awareness for women in the district of Thane	All male & female students of the college	<ul style="list-style-type: none">● DLSA Secretary Shri Mangesh Deshpande● Adv. Trupti Patil- Member● Adv. Powell- Member● Adv. Suyash Pradhan- I/C Principal● Dr. Sushama Satpute- Coordinator & Convenor Women Development Cell In collaboration with District Legal Services Authority, Thane
8/3/22	International women's Day:	All the male & female students of the college.	<ul style="list-style-type: none">● ACP Ms. Sangeeta Shinde Alphonso (Rashtrapati award winner)● Adv. Suyash Pradhan- I/C Principal● Dr. Sushama Satpute- Coordinator & Convenor Women Development Cell
7/4/22	World Health Day celebration in collaboration with District Legal Services Authority, Thane	All the male & female students of the college.	Dr. Megha Dhamane <ul style="list-style-type: none">● Adv. Suyash Pradhan- I/C Principal● Dr. Sushama Satpute- Coordinator & Convenor Women Development Cell

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Photos of the above programme as follows-

Seminar & Workshop on



Chief Guest Adv. Powell while addressing the students

Gender Equality is a Human Right and is vital for a Peaceful, Prosperous World.

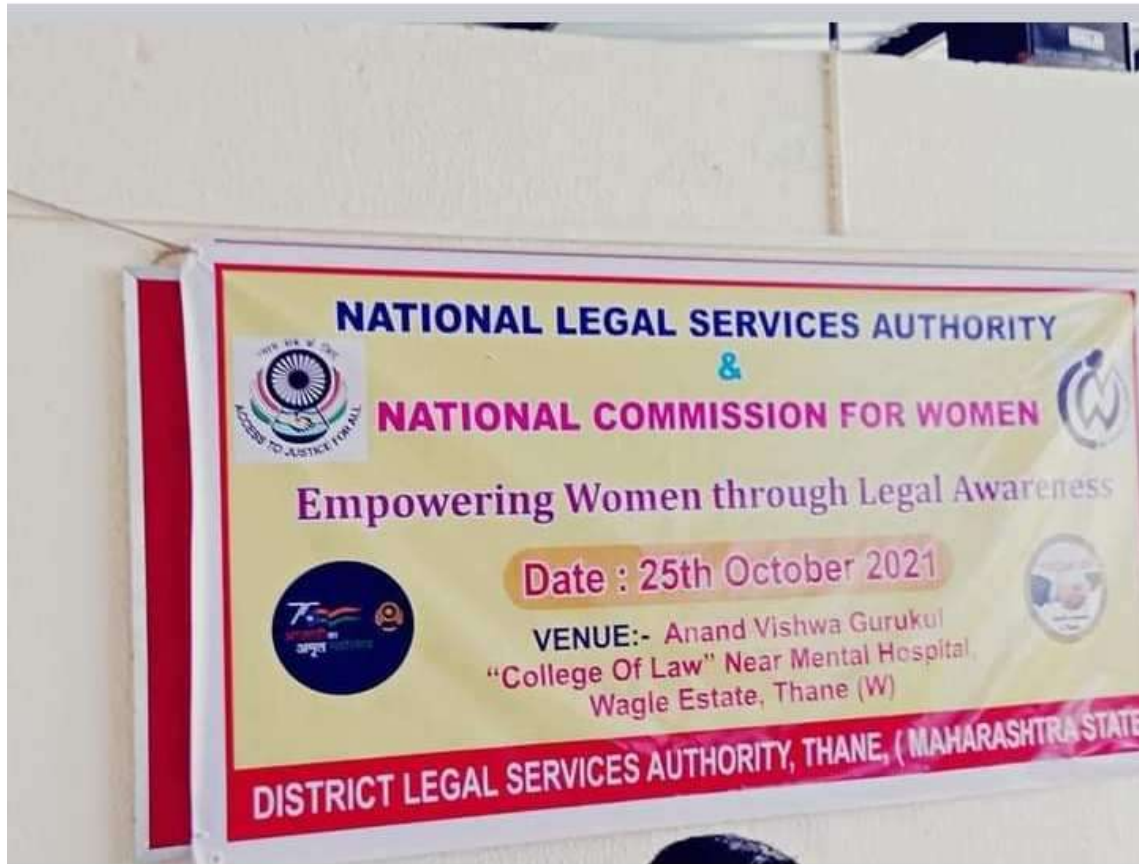


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Adv. Suyash Pradhan I/C Principal while addressing the student

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International Women's Day celebration on 8th March 2022



ACP Sangita Alphonso Shinde while addressing the students



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Books Exhibition- 'Laws relating to women' in the College

B. Achievement of Women in the College*

1. Dr. Sushama Satpute (Assistant professor) was invited as a 'Guest speaker' for **State Level Webinar** conducted by National Integrated Medical Association(NIMA), Women's Forum, Maharashtra State on 26th January 2022.

Topic- Laws relating to women's rights in India.

2. Pranali Dalavi (SYLLB) ,Ankita Jadhav (SYBLS) secured **first position in 'National Parliamentary Debate Competition in 10th April 2021'**.

C. Other Facilities

Entrance. : two entrance

Staircase : ..Two staircases.

StudyRoom: ..Yes

Safety Measures : ..Yes

Re-addressal of gender issues : ..Yes, Specific committees are constituted.....

Common Room : .Yes.

Wash Rooms : ...Yes

Rest Rooms : ..YesSanitar

y Napkins Vending Machine : Yes

Curricular Aspects of Gender Equality

Gender Related Cross Cutting Issues in Course Curriculum

1. Gender equity
2. Prohibition of discrimination on the basis of Gender criteria
3. Equal opportunity is provided to all male & female students in the college.....

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Women Related issues in Course Curriculum/Subject :-

In the subjects of 'Laws related to women & child' , Family I, family Law II, Constitutional Law etc.we discuss topics related to gender inequality and violence against women.

Also we teach them remedies and legal provisions to overcome them.

Gender Equality

Gender Equality is a Human Right and is vital for a Peaceful, Prosperous World.



Ms. Rashmi Joshi

Gender Equality Activist

4, B/141, Yoganand Society, Vazira Naka, Borivali (W), Mumbai - 400 092.
Email : rashmijoshi72@rediffmail.com

A. Number of teaching and non teaching staff in the college
Staff List

STAFF LIST

DEPARTMENT OF LAW

Teaching list-Academic Year : 2021-22

Name of the Faculty	Designation
SUYASH VIJAY PRADHAN	I/c Principal
DR. SUSHAMA SACHIN SATPUTE	Assistant Professor
KRISHNA AHIRAO IYER	Assistant Professor
AMRUTA NISHIKANT KARLIKAR	Assistant Professor
PRAGATI RAMCHANDRA SURYAWANSHI	Assistant Professor
SANIKA SANJAY SHETH	Assistant Professor
NISHA SURESH GAIKWAD	Assistant Professor
OMKAR S. PARANJAPE	Assistant Professor

Non-teaching staff

Name of the Faculty	Designation
Sudarshan Dhole	Senior clerk
Tara Jagtap	Clerk
Ajay Sonwane	Junior clerk
Ravindra Mohite	Peon

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Ganesh Pashte	Peon
Kanchan Acharya	Peon
Madhavi Parab	Peon
Vanita Shejwal	Peon

Gender Equality

A. Number of teaching and non-teaching staff in the college

Staff	Male	Female	Total
Teaching	2	6	8
Non-teaching	4	4	8
Total	6	10	16

B. Students' Ratio

Year	Male	Female	Student's Ratio (Male : Female)
2021-22	243	265	0.92

C. Number of students passed in the year 2021-22

Courses	Number of Students passed in the year 2021-22		
	Male	Female	Total
BLS LLB(5years)	06	11	17
LLB (3Years)	33	32	65

Total no of passed students of BLSLLB, LLB(3yrs) - **82**

B. Number of teachers provided with financial support to attend conferences/workshops and towards membership fee of professional bodies

Male : 1 Female: 2

C. Number of teachers recognised as PhD

Male : Nil Female :1

D. Number of teachers recognised as PhD guides

Male : Nil Female :1

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- E. Number of teachers who have published research papers in the journals notified on UGC website
Male : 1 Female :2
- F. Number of teachers who have published books and chapters in edited volumes
Male : 1 Female :Nil
- G. Number of students benefitted by scholarships and free-ships provided by government as well as besides government schemes :- 73

Women's Development Cell

List of members of Women's Development Cell

Sr.no.	Name of Member	Designation
01	Dr. Prof. Sushama Satpute	Convener
02	Prof. Krishna Iyer	Member
03	Prof. Pragati Suryawanshi	Member
04	Ms. Rama Pendse	Member, Representative of Student
05	Mrs Krupa dand	Member, Representative of Student

Internal Complaints Committee (ICC)

List of members of ICC

Sr.no.	Name of Member	Designation
01	Dr. Prof. Sushama Satpute	Convener
02	Mrs. Tara Jagtap	Member- Non Teaching Staff
03	Adv. Omkar Pranipe	External Member
04	Ms. Rama Pendse	Member, Representative of Student
05	Ms. Prachiti Joshi	Member, Representative of Student
06	Ms. Akanksha Pisal	Member, Representative of Student

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Best Practices About Gender Sensitivity

Best Practice 1

1. Promotion of gender equality

Best Practices 2

1. Providing equal opportunities to all the male & female students for research and studies.

I have conducted a study of various activities organized by Anand Vishwa Gurukul College of Law , Thane during the period 2021 to 2022 in order to provide equal opportunities to its women students.

I conclude that the college has taken various initiatives to protect and promote the interests of its women students.

However, I suggest the following recommendations :

- a. Self Defense
- b. Prevention and Protection against sexual harassment
- c. Women related health issues
- d. Vocational courses suitable to women
- e. Laws enacted for the betterment of women
- f. Awareness on problems less discussed such as menstruation

R. M. Joshi

Rashmi Joshi
Gender Equality Activist

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