



DEVI SHARVANI EDUCATION SOCIETY'S

**V. M. SALGAOCAR COLLEGE OF LAW**

ESTABLISHED IN 1972 | AFFILIATED TO GOA UNIVERSITY

## **Criterion 7**

***7.1.1 Institution has initiated Gender audit and measure for the promotion of Gender Equity***



<b>1. Annual gender sensitization plans</b>	<b>3</b>
2022-23	3
2021-22	4
2020-21	5
<b>2. Action taken Report on the Gender Sensitization Plans</b>	<b>6</b>
Gender equity promotion programmes organized by the institution during the year 2022-23	6
Gender equity promotion programmes organized by the institution during 2020-21	24
Gender equity promotion programmes organized by the institution during the year 2018-20	27
Awareness programmes on Gender Equity by Women Empowerment Cell	32
<b>3. Glimpses of some of the activities conducted during the period 2018 -2023.</b>	<b>33</b>
a) Workshop on exploring gender, culture and law	33
b) Mega Legal Services Camp for women empowerment	34
c) Essay Competition in connection with Woman's Day	34
d) GUEST LECTURE - "The Rapidly Changing Role of Women (And Men) in US Family and Divorce Cases: What do these Changes Portend for India?"	35
e) The Beach Rally	35
f) Project Pearl - Workshop of Anti-trafficking	36
g) Lecture on "Law and other aspects of atrocities against women"	37
h) Celebration of National Girl Child Day (24th January 2023)	38
<b>4. Project POSH</b>	<b>38</b>
Objectives	39
The outcome of the workshop	40
Workshop Summary	40
<b>5. Use of Gender-Neutral Terms in college</b>	<b>46</b>
<b>6. Training of Trainers (ToT) for Project POSH</b>	<b>47</b>
<b>7. One-day consultative Western India workshop on Rights of Women under Property Law.</b>	<b>48</b>
<b>8. National Girl Child Day</b>	<b>48</b>
<b>9. Number of gender equity promotion Programmes organized by the institution during the last five years</b>	<b>50</b>
<b>10. Girls Achievement in Sports</b>	<b>50</b>
<b>11. Students Council</b>	<b>55</b>





12. Gender Audit (Self Assessment)	56
<a href="#">Gender representation in admissions: High number of girl students</a>	58
<a href="#">Gender ratio – Register of Faculty members: High percentage of female members in the faculty</a>	59
<a href="#">Gender neutral language is used in official documents and communication.</a>	59
13. Facilities for women in campus	59
1. Safety and Security	59
(a) Infrastructure and related facilities	59
(b) Committees for Redressal of Grievances	59
(i) Anti-Ragging Committee	60
2. Counseling:	60
3. Girls' Common Room:	61
4. Sanitary Napkin Dispenser and Incinerator:	62
5. Friendly Staff	62
14. CURRICULAR AND CO-CURRICULAR ACTIVITIES TO PROMOTE GENDER EQUITY AND SENSITIZATION	63
14.1 Curricular	63
14.2 Co-curricular activities:	63
14.3 The impact of legal literacy programs: An Illustration – Student mediation in a domestic violence case	63
15. Prevention Of Sexual Harassment Policies	65





DEVI SHARVANI EDUCATION SOCIETY'S

# V. M. SALGAOCAR COLLEGE OF LAW

ESTABLISHED IN 1972 | AFFILIATED TO GOA UNIVERSITY

## 1. Annual gender sensitization plans

2022-23

DEVI SHARVANI EDUCATION SOCIETY'S  
**V. M. SALGAOCAR COLLEGE OF LAW**  
Miramar, Panjim, Goa - 403 001, India  
Phone: 0091-832-2462225, Fax: 0091-832-2464211  
Website: www.vmslaw.edu.in E-mail: vmscl@rediffmail.com

### Annual Gender Sensitization Plan 2022-23


The college is committed to the constitutional ideal of gender equality and equality of opportunities to all its students and employees. The college follows zero tolerance to sex based discrimination and sexual harassment in any form.

In consonance with the constitutional value of gender equality and upholding the dignity of women, and to provide a gender equal and women friendly working space devoid of any gender discrimination, within the campus and outside, the following directives are issued:

1. The faculty members are advised to include the constitutional values including gender justice, as part of their value-added teaching practices. The faculty members shall strive to inculcate gender sensitization in their academic functioning both in classroom and otherwise. Wherever the subject demands, gender sensitization and gender equality must be incorporated in the lecture plan and content. Class activities and assignments shall also include the same.
2. The NSS Unit of the College shall plan and conduct programs to enhance sensitization of gender equality.
3. The Legal Aid Cells may be encouraged to include gender specific themes in their legal literacy and other programs, as well as promote gender sensitization activities.
4. The faculty in charge of law clubs shall encourage students to take up such topics for its activities
5. The faculty, staff and students of the institution shall practice non-discrimination in all its functioning, and shall use gender-neutral language in all their official correspondences and communication.

  
Principal



  
PRINCIPAL  
V. M. Salgaocar College of Law  
Miramar, Panaji, Goa.



DEVI SHARVANI EDUCATION SOCIETY'S

# V. M. SALGAOCAR COLLEGE OF LAW

ESTABLISHED IN 1972 | AFFILIATED TO GOA UNIVERSITY

2021-22

DEVI SHARVANI EDUCATION SOCIETY'S  
**V. M. SALGAOCAR COLLEGE OF LAW**  
Miramar, Panjim, Goa - 403 001, India  
Phone: 0091-832-2462225, Fax: 0091-832-2464211  
Website: [www.vmslaw.edu.in](http://www.vmslaw.edu.in) E-mail: [vmscl@rediffmail.com](mailto:vmscl@rediffmail.com)

## Annual Gender Sensitization Plan 2021-22


In tune with the constitutional value of gender equality and upholding the dignity of women, and to provide a gender equal and women friendly working space devoid of any gender discrimination, not only within the campus but everywhere, the following directives are issued:

1. The NSS Unit of the College shall strive to plan and conduct programs to enhance sensitization of gender equality.
2. The Legal Aid Cells may be encouraged to include gender specific themes in their Legal literacy and other programs, as well as promote gender sensitization activities.
3. The faculty members are advised to include the constitutional values including gender justice, as part of their value-added teaching practices.
4. The Institution shall practise non-discrimination in all its activities and policies.

Date:02-09-2021

  
PRINCIPAL 21/9/21



  
PRINCIPAL  
V. M. Salgaocar College of Law  
Miramar, Panaji, Goa.



DEVI SHARVANI EDUCATION SOCIETY'S

# V. M. SALGAOCAR COLLEGE OF LAW

ESTABLISHED IN 1972 | AFFILIATED TO GOA UNIVERSITY

2020-21

DEVI SHARVANI EDUCATION SOCIETY'S

## V. M. SALGAOCAR COLLEGE OF LAW

Miramar, Panjim, Goa - 403 001, India

Phone: 0091-832-2462225, Fax: 0091-832-2464211

Website: [www.vmslaw.edu.in](http://www.vmslaw.edu.in) E-mail: [vmscl@rediffmail.com](mailto:vmscl@rediffmail.com)


### Annual Gender Sensitization Plan 2020-21

In tune with the constitutional value of gender equality and upholding the dignity of women, and to provide a gender equal and women friendly working space devoid of any gender discrimination, not only within the campus but everywhere, the following directives are issued:

1. The NSS Unit of the College shall strive to plan and conduct programs to enhance sensitization of gender equality.
2. The Legal Aid Cells may be encouraged to include gender specific themes in their legal literacy and other programs, as well as promote gender sensitization activities.
3. The faculty members are advised to include the constitutional values including gender justice, as part of their value added teaching practices.

  
Principal



  
PRINCIPAL  
V. M. Salgaocar College of Law  
Miramar, Panaji - Goa.




## 2. Action taken Report on the Gender Sensitization Plans

Gender equity promotion programmes organized by the institution during the year 2022-23

Sr.No	Title of the programme	Date and duration	Description	No. of participants
1.	Mega Legal Services Camp for women empowerment.	19th March 2023	Goa State Legal Services Authority at Virnoda, Pernem organized Mega Legal Services Camp for women empowerment attended by 19 Legal Aid cells.	129
2.	Beach Rally for showing Solidarity with the victims of Human Trafficking	28 <sup>th</sup> Feb, 2023	Mukti Kiran and MOG Foundation organized a Beach Rally for showing Solidarity with the victims of Human Trafficking .it was attended b 4 legal aid cells.	55
3.	Inaugural of Project Pearl and Workshop on Anti Trafficking	9th January 2023	Bethesda Life Centre organised Inaugural of Project Pearl and Workshop on Anti Trafficking attended by the faculty and 10 legal aid cell members.	92
4.	Guest lecture on law and other aspects on atrocities	15 <sup>th</sup> April 2013	Women Empowerment Cell organized a Guest lecture on law and other aspects on atrocities against women .	60



  
PRINCIPAL  
V. M. Salgaocar College of Law  
Miramar, Panaji - Goa.





	against women .			
5.	Celebration of National Girl Child Day)	24th January 2023	The Department of School Education organized the virtual conference on self-defense for girls on Girl Child Day. The conference aimed to raise awareness about the importance of self-defense training for girls to promote gender equality and women's safety. The conference was attended by a diverse group of educators, policy makers, experts and stakeholders from education and social welfare sectors.	12

6.	Submission of Gender Neutral Term Usage Proposal	8 <sup>th</sup> March 2023	The member students of Centre for political leadership (CPL) submitted Gender Neutral Term Usage Proposal to college administration for using gender-neutral terms for official purposes.	143
----	--	----------------------------	---	-----








7.	One day workshop on POSH Act	8 <sup>th</sup> September 2022	The workshop was conducted at V.M.Salgaocar College of Law, Panaji . Participants were trained on the concepts, substance and procedure of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and the UGC (Prevention, Prohibition and Redressal of Sexual Harassment of women employees and students in Higher Education Institutions) Regulation, 2015. The resource persons were Prof.Dr.MRK Prasad and Dr.Sandhya Ram.	7 higher education Institutes (34 participants)
8.	One day workshop on POSH Act	22 <sup>nd</sup> September 2022	The workshop was conducted at V.M.Salgaocar College of Law, Panaji . Participants were trained on the concepts, substance and procedure of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and the UGC (Prevention, Prohibition and Redressal of Sexual Harassment of women employees and students in Higher Education Institutions) Regulation, 2015. The resource persons were Prof.Dr.MRK Prasad and Dr.Sandhya Ram.	6 Higher Education Institutes(22 participants)




  
PRINCIPAL  
V. M. Salgaocar College of Law  
Miramar, Panaji - Goa.



9.	One day workshop on POSH Act	29 <sup>th</sup> September 2022	The workshop was conducted at Dnyanprassara k Mandal's College, Mapusa. Participants were trained on the concepts, substance and procedure of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and the UGC (Prevention, Prohibition and Redressal of Sexual Harassment of women employees and students in Higher Education Institutions) Regulation, 2015. The resource persons were Prof.Dr.MRK Prasad and Dr.Sandhya Ram.	8 Higher Education Institutes(37 participants)
10.	One day workshop on POSH Act	13 <sup>th</sup> October 2022	The workshop was conducted at GVM's Dr.Dada Vaidya College of Education, Ponda. Participants were trained on the concepts, substance and procedure of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and the UGC (Prevention, Prohibition and Redressal of Sexual Harassment of women employees and students in Higher Education Institutions) Regulation, 2015. The resource persons were Prof.Dr.MRK Prasad and Dr.Sandhya Ram.	8 Higher Education Institutes(34 participants)



  
PRINCIPAL  
V. M. Salgaocar College of Law  
Miramar, Panaji - Goa.



11.	One day workshop on POSH Act	21 <sup>st</sup> October 2022	The workshop was conducted at Government College of Arts, Science and Commerce, Sanquelim. Participants were trained on the concepts, substance and procedure of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and the UGC (Prevention, Prohibition and Redressal of Sexual Harassment of women employees and students in Higher Education Institutions) Regulation, 2015. The resource persons were Prof. Dr. MRK Prasad and Dr. Sandhya Ram.	7 Higher Education Institutes (28 participants)
12.	One day workshop on POSH Act	27 <sup>th</sup> October 2022	The workshop was conducted at Parvatibai Chowgule College Margao Goa. Participants were trained on the concepts, substance and procedure of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and the UGC (Prevention, Prohibition and Redressal of Sexual Harassment of women employees and students in Higher Education Institutions) Regulation, 2015. The resource persons were Prof. Dr. MRK Prasad and Dr. Sandhya Ram.	9 Higher Education Institutes (39 participants)



PRINCIPAL  
V. M. Salgaocar College of Law  
Miramar, Panaji - Goa.




13	One day workshop on POSH Act	1st November 2022	The workshop was conducted at Parvatibai Chowgule College Margao Goa. Participants were trained on the concepts, substance and procedure of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and the UGC (Prevention, Prohibition and Redressal of Sexual Harassment of women employees and students in Higher Education Institutions) Regulation, 2015. The resource persons were Prof.Dr.MRK Prasad and Dr.Sandhya Ram.	9 Higher Education Institutes(42 participants)
14	Guest Lecture "The Rapidly Changing Role of Women (And Men) in US Family and Divorce Cases: What do these Changes Portend for India?"	18th November 2022	HRDC, V. M. Salgaocar College of Law in association with Jindal Global Law School organized a talk on in the Conference Hall of VMSCSCL on the topic "The Rapidly Changing Role of Women (And Men) in US Family and Divorce Cases: What do these Changes Portend for India?" The resource person for this talk was Hon'ble Justice Matthew Cooper, who enlightened the audience on the various aspects of Family Law in United States.	100 Students and faculty

**Gender equity promotion programmes organized by the institution during the year 2021-22**

Sr.No.	Title of the programme	Date	Description	No. of participants
--------	------------------------	------	-------------	---------------------



  
PRINCIPAL  
V. M. Salgaocar College of Law  
Miramar, Panaji, Goa.



1.	Essay competition	8 <sup>th</sup> March	NSS unit of the college organised an Essay competition was held on the occasion of International Women's Day on the theme "Gender Equality today for sustainable tomorrow"	15
2.	Lecture on Role of Women in Goan Freedom Movement.	16th December 2021	Directorate of Higher Education, Government of Goa in association with V.M. Salgaocar College of Law organised Lecture on Role of Women in Goan Freedom Movement	35
3.	Seminar on "Women and Labour Laws – A Need for Special Treatment" .	29th December 2021	Goa State Commission for Women organised a seminar on "Women and Labour Laws – A Need for Special Treatment". It was attended by the Students of Mapusa Free Legal Aid Cell	20





4.	Webinar on Women Rights	25th March 2022	Anjuna Free Legal Aid Cell organised a Webinar on Women Rights on 25th March 2022, Friday	26
5.	Webinar on POCSO ACT, 2021	22nd December 2022	The Bandora Free Legal Aid Cell organised Webinar on POCSO ACT, 2021 to create awareness amongst the high school students.	55
6.	Webinar on Women's Rights	8th March 2022	Curca Free Legal Aid Cell organised Webinar on Women's Rights on Women's day,	60



PRINCIPAL  
V. M. Salgaocar College of Law  
Miramar, Panaji - Goa.



7.	Webinar on the topic: CEDAW - Convention on the Elimination of All Forms of Discrimination Against Women	7 th April 2022	Margao Free Legal Aid Cell organised a Webinar on the topic: CEDAW - Convention on the Elimination of All Forms of Discrimination Against Women	47
8.	Webinar on "Human trafficking and protection of Women" .	6th March 2022	Old Goa Free Legal Aid Cell organised a Webinar on "Human trafficking and protection of Women" .	40
9.	Legal Awareness Programme for Women	12th November 2021	Goa State Legal Services Authority organised a Legal Awareness Programme for Women	35







10.	Webinar on Women Rights and Development	11th October 2022	Bandora Free Legal Aid Cell organised Webinar on Women Rights and Development	34
11.	Webinar on Women Rights and Schemes (For Self Help Group)	15th December 2022	Bandora Free Legal Aid Cell organised Webinar on Women Rights and Schemes (For Self Help Group)	20
12.	Awareness on welfare schemes for women of Bethora (Self Help Group)	17th December 2022	Bandora Free Legal Aid Cell organised Awareness on welfare schemes for women.	19





13.	Webinar on Schemes for women empowerment	19th December 2022	Bandora Free Legal Aid Cell organised Webinar on Schemes for women empowerment	31
14.	Webinar on Schemes for women empowerment	21st December 2022	Bandora Free Legal Aid Cell organised Webinar on Schemes for women empowerment	30
15.	Webinar on Schemes for women empowerment	23rd December 2022	Bandora Free Legal Aid Cell organised Webinar on Schemes for women empowerment	25





16.	Legal literacy programme on Domestic Violence Act	24th Decemb er 2022	Bandora Free Legal Aid Cell organised Legal literacy programme on Domestic Violence Act	21
17.	Webinar on Gender Equality under Indian Constitution	1st Februar y 2022	Bandora Free Legal Aid Cell organised Webinar on Gender Equality under Indian Constitution	40
18.	Talk on Women empowerment	21st March 2022	Bandora Free Legal Aid Cell organised a Talk on Women empowerment	34





19.	Programme on the topic 'Property Rights of Women under Goa's Family laws'.	13th March 2022	Bastora Free Legal Aid Cell organised a Programme on the topic 'Property Rights of Women under Goa's Family laws'.	33
20.	Webinar on Child Labour, Women's Safety, Discrimination at Work and Right to Privacy	2nd December 2022	Curca Free Legal Aid Cell organised a Webinar on Child Labour, Women's Safety, Discrimination at Work and Right to Privacy	39
21.	Webinar on "Women's Rights"	26th March 2022	Mala Legal Aid Cell organised a Webinar on "Women's Rights".	45





22.	Webinar for Mahila Mandal of Mapusa Topic understanding workplace laws for women in India .	26th February 2022	Mapusa (Group B) Legal Aid Cell organised a Webinar for Mahila Mandal of Mapusa Topic understanding workplace laws for women in India special reference to the maternity and Parental leave, Workplace Safety, Equal Remuneration and Prevention of Sexual Harasment at work place.	55
23.	Legal awareness program for the migrant women	8th March 2022	Pravasi Bandhu NGO & Mapusa (Group B) Legal Aid Cell organised Legal awareness program for the migrant women on the occasion of International women's Day	34





24.	Legal literacy Program on Women empowerment	25th March 2022	Marcela free Legal Aid Cell organised a Legal literacy Program on Women empowerment in Cumbharjua	30
25.	Legal literacy (Online) Programme: Conducted talk on the topic 'Women Empowerment and Laws on Women'	3rd April 2022	Margao free Legal Aid Cell organised a Legal literacy (Online) Programme: Conducted talk on the topic 'Women Empowerment and Laws on Women'	35
26.	Legal literacy Program on Sexual Harassment	9th April 2022	Porvorim free Legal Aid Cell organised a Legal literacy Program on Sexual Harassment	38





27.	Awareness drive through Poster on “eve teasing”	13th May 2022	Sancoale free Legal Aid Cell organised a Awareness drive through Poster on “eve teasing” and gave it to schools and also shared it on various social media platforms	59
28.	Legal Literacy Programme on the topic ‘sexual harassment of women at work place and women rights in India’.	3rd December 2021	Sanquelim free Legal Aid Cell organised a Legal Literacy Programme on the topic ‘sexual harassment of women at work place and women rights in India’.	43
29.	Programme on the topic ‘sexual harassment of women at work place and women rights in India’.	5th December 2021	Sanquelim free Legal Aid Cell organised a Programme on the topic ‘sexual harassment of women at work place and women rights in India’.	35







30.	Legal Literacy Programme on POCSO Act, Sexual harassment, and Womens' Rights in India	8th April 2022	Sanquelim free Legal Aid Cell organised a Legal Literacy Programme on POCSO Act, Sexual harassment, and Womens' Rights in India	41
31.	Legal Literacy programme:Violence against Women in India	11th November 2021	Santa Cruz free Legal Aid Cell organised a Legal Literacy programme:Violence against Women in India	35
32.	- Talk on gender equality	26th November 2021	Socorro free Legal Aid Cell Organised a Legal Literacy programme conducted - Talk on gender equality at St, xaviers college , mapusa	33





33.	Legal literacy Programme- Talk on awareness of women safety	25th April 2022	Socorro free Legal Aid Cell organised Legal literacy Programme- Talk on awareness of women safety	36
35.	Legal rights of a women and government schemes	9th April 2022	Taleigao free Legal Aid Cell organised a talk on Legal rights of a women and government schemes for Mahila Mandal of Taleigao	39
36.	Programme on the topic stree shakti	18th April 2022	Valpoi free Legal Aid Cell organised a programme on the topic stree shakti	40





37.	Programme on Police's "Pink force"	17th Decemb er 2021	Police Department, Government of Goa organised a programme in which Chief Minister Pramod Sawant launched Goa Police's "Pink force" to deal with crime against women, children and tourists	23
-----	------------------------------------	---------------------	---	----

## Gender equity promotion programmes organized by the institution during 2020-21

Sl. No.	Title of the programme	Date and duration	Description	No. of participants
1.	Webinar to spread awareness on Domestic Violence	26th November 2021	Calangute legal aid cell organized webinar to spread awareness on Domestic Violence, on 26th November Dr Sabina Martins and advocate Chandan Shirodkar were the resource persons.	30





2.	Webinar titled Impact of Covid on Women & Children - *Psychological & Legal Perspective	12 <sup>th</sup> December 2020	St. Cruz Legal Aid Cell organized webinar titled Impact of Covid on Women & Children - *Psychological & Legal Perspective. The Speaker was Karl Pinto Desouza.	25
3.	webinar on the topic POCSO and Sexual Harassment	18 <sup>th</sup> December 2020	The Vasco Free Legal Aid Cell organized webinar on the topic POCSO and Sexual Harassment 18 <sup>th</sup> December 2020, Keynote speakers, were Ms. Juliana Lohar & Adv. Arun Pandey.	32
4.	webinar on lecture on “Go Green with your menstruation: let's care for our Health and Environment”	21 <sup>th</sup> December 2020	Siolim Free Legal Aid Cell organized webinar on lecture on “Go Green with your menstruation: let's care for our Health and Environment”, resource person were Ms. Kajal Kerkar Revankar, research scholar, Department of Women's Studies, Goa University	35
5.	webinar on Women Empowerment	24 December 2020	The Marcela Free Legal Legal Aid Cell organized webinar on Women Empowerment on 24 <sup>th</sup> December 2020. The resource person was Adv. Neela Navelkar	39





6.	" Rights Of Women In Goa"	on 10th January 2021	Sanquelim Legal Aid Cell organized a interactive webinar on topic " Rights Of Women In Goa" with special emphasis on The Property Rights of Women in Goa and The Special Protection for Women under Various Laws. The Guest Speaker for this webinar was Adv. Swati Kerkar	32
7.	Talk On Schemes For Women In Goa	7 th April 2021	Mapusa Free Legal Aid Cell organized a Talk On Schemes For Women In Goa to The Women Of Jai Santoshi Maa Self Help Group, Colvale	20
8.	Webinar on Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 ("POSH Act")	on 22nd May 2021	Curca Free Legal Aid Cell organized Webinar on Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 ("POSH Act") .	25
9.	Webinar on women empowerment and stock market	29th May 2021	Mandrem Free Legal Aid Cell organized Webinar on women empowerment and stock market.	40






## Gender equity promotion programmes organized by the institution during the year 2018-20

Sl. No.	Title of the programme	Date and Duration	Number of participants	Description
1	Gender Sensitization Programme	14 <sup>th</sup> Feb, 2020	100	An awareness session was conducted by the legal aid society on Gender Sensitization
2	Women and Labour Laws (Nursinha Self Help Group, Canca-Mapusa)	12/08/2019	10	The Mapusa legal Aid cell organized an awareness session on Women and Labour Laws (Nursinha Self Help Group, Canca-Mapusa)
3	Cyber Crime (Government Higher Secondary School, Baina)	10/08/2019	100	The Vasco Legal Aid Cell organized at (Government HSS, Baina)
4	Cyber Crime (Our Lady of Candileria High School)	13/08/2019	50	An awareness session was conducted by the legal aid society on Cyber Crime At Our Lady of Candileria High School.



  
PRINCIPAL  
V. M. Salgaocar College of Law  
Miramar, Panaji- Goa.



5	Women and Labour Laws)	14/08/2019	10	The Mapusa Legal Aid Cell organized awareness session for Mapusa Self Help Groups
6	Cyber Crimes (Mata High School, Vasco)	14/08/2019	30	The Vasco legal Aid Cell organized an awareness session on Cyber Crimes (Mata High School, Vasco)
7	Cyber Crime (Municipal High School, Vasco)	17/08/2019	140	The Vasco legal Aid Cell organized an awareness session on Cyber Crimes (Municipal High School, Vasco)
8	Cyber Crime & Juvenile Justice	21/08/2019	120	The Siolim Legal Aid Cell organized awareness session at St. Francis Xaviers High School, Siolim (X Std)
9	Gender Equality (Government High School, Vasco)	23/09/2019	100	The Vasco Legal Aid Cell organized awareness session on Gender Equality (Government High School, Vasco)
10	Social Media & Cyber Crime (Guirim)	24/09/2019	100	The Guirim Legal Aid Cell organized awareness session on Social Media & Cyber Crime (Guirim)








11	Cyber Crime Deepvihar School, Vasco	24/09/2019	100	The Vasco Legal Aid Cell organized awareness session on Cyber Crime Deepvihar School, Vasco
12	Social Media & Cyber Crime Government High School, Guirim	24/09/2019	90	The Guirim Legal Aid Cell organized awareness session on Social Media & Cyber Crime at Government High School (Guirim)
13	Constitution of India & Domestic Violence (Shree Vasant Vidyalaya High School, Siolim)	26/09/2019	50	The Siolim Legal Aid Cell organized awareness session on Constitution of India & Domestic Violence (Shree Vasant Vidyalaya High School, Siolim)
14	Women Right to Property	29/11/2019	10	The Mapusa Legal Aid Cell organized awareness session on Women Right to Property (Mahila Mandal - Mapusa Municipality)
15	Women Rights & Legal Remedies, Bandora	01/12/2020	26	The Bandora Legal Aid cell organized awareness session on Women Rights & Legal Remedies, Bandora.



  
PRINCIPAL  
V. M. Salgaocar College of Law  
Miramar, Panaji-Goa.



16	Women Rights & Legal Remedies Bandora	08/12/2020	35	The Bandora Legal Aid Cell organized awareness session on Women Rights & Legal Remedies at Bandora
17	Domestic Violence Old Goa Mahila Mandal	08/12/2019	10	The Old Goa legal aid cell organized awareness session on Domestic Violence Old Goa Mahila Mandal
18	Cyber Crime Sharda English High School	21/01/2020	10	An awareness session was conducted by the legal aid society on Cyber Crime At Sharda English High School
19	Cyber Crime St. Thomas Boy's Primary School, Moira	22/01/2020	250	The Moira Legal Aid Cell organized awareness session on Cyber Crime St. Thomas Boy's Primary School, Moira
20	Cyber Crime St. Xavier High School, Moira	10/02/2020	100	The Moira Legal Aid Cell organized awareness session on Cyber Crime St. Xavier High School, Moira
21.	Promoting Women's Rights in Varied Aspects of Life: Awareness & Sensitization Programme for Youth for	06th March, 2019	60	V.M. Salgaocar College of Law in collaboration with National Human Rights Commission





	sensitising students from various colleges across Goa.			(NHRC), New Delhi organised One Day Training programme. Assistant Professor Miss Fouzia Rizvi and Assistant Professor Danica Menezes were the Coordinators of the seminar. Ms. Nila Mohanan, IAS, Secretary Education, Government of Goa, was the Chief Guest for Inaugural Ceremony.
--	--	--	--	---

## Awareness programmes on Gender Equity by Women Empowerment Cell



The Women Empowerment Cell of VM Salgaocar College of Law was inaugurated On Saturday, 15 th April 2023, at the hands of Smt. Poonam Bharne, Director of Prosecution, State of Goa, who was the Chief Guest of the function. Dr. Kim Couto is the chairperson of the women empowerment cell and Asst. Prof. Ruchira Naik, faculty incharge of the cell. The cell has a membership of 22 students on the day of its inception. The

objectives of the cell focus on spreading awareness, empowering the women and giving them status equal to men. The action plan of the cell includes aspects on which the awareness



PRINCIPAL  
V. M. Salgaocar College of Law  
Miramar, Panaji - Goa.



programmes would be conducted such as rights, schemes, personal care and free legal aid. The target groups of society for which the cell intends to work for, includes women from various areas like migrant women, women working in unorganized sector, women in protective homes, orphanages, women in slum areas, self-help groups. The objectives of the cell are to be achieved by conducting programs such as workshops, free medical checkups, collaboration with NGO's, training programs, surveys, street plays etc.


### 3. Glimpses of some of the activities conducted during the period 2018 -2023.



#### a) Workshop on exploring gender, culture and law

A one day Workshop on Exploring Gender, Culture and Law was conducted by V.M. Salgaocar College of Law in collaboration with Forum of Difficult Dialogues, New Delhi on 14<sup>th</sup> February 2020 .Total 80 students and 25 delegates from all over India participated in the workshop. Resource persons for the workshop were Dr. Deepa Nayyar and Fakeera Baanwra.



  
PRINCIPAL  
V. M. Salgaocar College of Law  
Miramar, Panaji- Goa.



DEVI SHARVANI EDUCATION SOCIETY'S

# V. M. SALGAOCAR COLLEGE OF LAW

ESTABLISHED IN 1972 | AFFILIATED TO GOA UNIVERSITY



## b) Mega Legal Services Camp for women empowerment


Goa State Legal Services Authority at Virnoda, Pernem organized Mega Legal Services Camp for women empowerment attended by 19 Legal Aid cells on 19<sup>th</sup> March 2023.



## c) Essay Competition in connection with Woman's Day

An Essay competition was held on the occasion of International women's day on the theme "Gender Equality today for sustainable tomorrow". About 13 students participated in this competition. The entries were judged and first three best entries along with other participants were given certificates. The entries were judged by Prof. Vandana Sardesai and Prof. Jyoti Kiran Pissipati.



  
PRINCIPAL  
V. M. Salgaocar College of Law  
Miramar, Panaji- Goa.





DEVI SHARVANI EDUCATION SOCIETY'S

# V. M. SALGAOCAR COLLEGE OF LAW

ESTABLISHED IN 1972 | AFFILIATED TO GOA UNIVERSITY


## d) GUEST LECTURE - "The Rapidly Changing Role of Women (And Men) in US Family and Divorce Cases: What do these Changes Portend for India?"



The resource person for this talk was Hon'ble Justice Matthew Cooper, who enlightened the audience on the various aspects of Family Law in United States.

## e) The Beach Rally



  
PRINCIPAL  
V. M. Salgaocar College of Law  
Miramar, Panaji- Goa.



DEVI SHARVANI EDUCATION SOCIETY'S

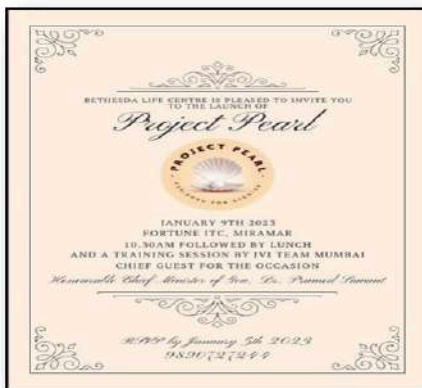
# V. M. SALGAOCAR COLLEGE OF LAW

ESTABLISHED IN 1972 | AFFILIATED TO GOA UNIVERSITY

Mukti Kiran and MOG Foundation organized a Beach Rally on 28th Feb 2023 for showing Solidarity with the victims of Human Trafficking. It was attended by 4 legal aid cells.


## f) Project Pearl - Workshop of Anti-trafficking

(Insert link to project report)




Bethesda Life Centre organized Inaugural of Project Pearl and Workshop on Anti Trafficking on 9<sup>th</sup> January 2023. It was attended by the faculty and 10 legal aid cell members.



  
PRINCIPAL  
V. M. Salgaocar College of Law  
Miramar, Panaji-Goa.






  
PRINCIPAL  
V. M. Salgaocar College of Law  
Miramar, Panaji - Goa.

**g) Lecture on "Law and other aspects of atrocities against women"**



Women Empowerment Cell organized a Guest lecture on law and other aspects on atrocities against women on 15<sup>th</sup> April 2023 on the occasion of the inaugural of women Empowerment cell. The guest Speaker was Adv. Poonam Bharne, Director of prosecution, state of Goa.



  
PRINCIPAL  
V. M. Salgaocar College of Law  
Miramar, Panaji - Goa.



DEVI SHARVANI EDUCATION SOCIETY'S

# V. M. SALGAOCAR COLLEGE OF LAW

ESTABLISHED IN 1972 | AFFILIATED TO GOA UNIVERSITY



## h) Celebration of National Girl Child Day (24th January 2023)


The Department of School Education organised the virtual conference on self-defence training for girls on Girl Child Day. The conference aimed to raise awareness about the importance of self-defence training for girls and promote gender equality and women's safety.

The conference was attended by a diverse group of educators, policymakers, experts, and stakeholders from the education and social welfare sectors.

## 4. Project POSH

Project POSH was an initiative of V.M. Salgaocar College of Law in association with the Goa Institute of Public Administration & Rural Development (GIPARD) and the Directorate of



  
PRINCIPAL  
V. M. Salgaocar College of Law  
Miramar, Panaji- Goa.



Higher Education (DHE) - Goa. The Project aimed at training the members of Internal Committees (ICs) of Higher Educational Institutions in the State with respect to the law and procedure relating to the prevention of sexual harassment of women at workplace. This was a step towards effectively and meaningfully implementing the POSH Act, 2013, UGC Regulations, 2015 and the larger constitutional basis of substantive gender equality.

V.M. Salgaocar College of Law mooted the idea of One Day Workshops for training the members of the Internal Committee of the Higher Educational Institutions (HEIs) in Goa under the name 'Project POSH' and submitted the project proposal to GIRARD. The proposal was approved, and GIRARD funded the project. The approved project details were sent to DHE with a request to issue circulars to the HEIs mandating the participation of IC members in the workshops to be conducted under Project POSH. Accordingly, DHE-Goa extended its support and officialised the workshop for the HEIs.

The HEIs were requested through DHE Circular to depute the Chairperson and 4 members (in the absence of the Chairperson, 5 members) of the IC of the institution to attend the One Day Workshop. The workshop duration was from 10.00 am to 5.00pm, and was designed to train the IC members to understand the law and the underlying concepts, the role and functions of IC, and the procedure to be followed in case of a complaint.


**Project Coordinator:** Dr. MRK Prasad, Professor of Law, V.M.Salgaocar College of Law

**Co-coordinator:** Dr. Sandhya Ram S.A , Associate Professor, V.M.Salgaocar College of Law

### Objectives

- a) To enable the participants to comprehend the legal concepts, constitutional foundation and the purpose of the law
- b) To make clear the role, functions and responsibilities of the “employer” and the IC
- c) To train the participants meticulously on identifying and effectively redressing sexual harassment at the workplace, and take up measures to prevent such violations at their workplaces
- d) To sensitize the participants on the true ambit of the law and empower them to take up further awareness programs in their home departments/institutions



  
PRINCIPAL  
V. M. Salgaocar College of Law  
Miramar, Panaji- Goa.



- e) To conduct an elaborate workshop on the practical aspects of dealing with a complaint of sexual harassment at the workplace.

### **The outcome of the workshop**

- a) The Members of the IC will understand the statutory responsibilities vested in them and the consequences for breach.
- b) The participants will have clarity on the proper composition of IC.
- c) The IC will comprehend its proactive role under the Act, in preventing sexual harassment at the workplace.
- d) The Members of IC will understand the procedural aspects of dealing with a complaint and be able to handle the complaints.


### **Workshop Summary**

*Under Project POSH, 07 One Day Workshops were conducted; a total of 242 participants from 54 HEIs were trained on the concepts, substance and procedure of the Sexual Harassment of Women at Workplace*

***(Prevention, Prohibition and Redressal) Act, 2013 and the UGC (Prevention, Prohibition and Redressal of Sexual Harassment of women employees and students in Higher Education Institutions) Regulation, 2015.***

Session – I mostly focused on sensitizing the participants about the concept of equality and gender justice. It also focused on the constitutional foundation of the right to equality, equality of status, employment and human dignity. Session – II focused on the Act and UGC Regulations relating to the prevention of sexual harassment at the workplace, the composition of IC and its role responsibilities in preventing a hostile workplace environment. In Session – III, the participants were given hands-on experience in receiving the complaint and conducting the proceedings of the complaint. Emphasis was made on conflict of interest, confidentiality and neutrality of the members towards the complainant and the respondent. The participants were also trained in recording the daily proceedings of the meetings in roznama, recording the



  
PRINCIPAL  
V. M. Salgaocar College of Law  
Miramar, Panaji- Goa.



DEVI SHARVANI EDUCATION SOCIETY'S

# V. M. SALGAOCAR COLLEGE OF LAW

ESTABLISHED IN 1972 | AFFILIATED TO GOA UNIVERSITY

evidence from the complainant, respondent and witness and finally, drafting the report. In Session -IV, with the help of simulations, the concepts that were covered in previous sessions were revisited to gauge the level of understanding of the participants learning.


## Resource Persons

1. Dr. MRK Prasad, Professor of Law, V.M.Salgaocar College of Law
2. Dr. Sandhya Ram, Associate Professor (Law), V.M.Salgaocar College of Law
3. Adv. Emidio Pinho



*September 8, 2022 - Project POSH Workshop 1 held at V.M.Salgaocar College of Law*




  
PRINCIPAL  
V. M. Salgaocar College of Law  
Miramar, Panaji- Goa.



September 22, 2022, Project POSH Workshop 2 held at V.M.Salgaocar College of Law




  
PRINCIPAL  
V. M. Salgaocar College of Law  
Miramar, Panaji - Goa.





*September 29 2022, Project POSH Workshop 3 held at Dnyanprassara k Mandal's College, Mapusa.*



  
PRINCIPAL  
V. M. Salgaocar College of Law  
Miramar, Panaji- Goa.



DEVI SHARVANI EDUCATION SOCIETY'S


# V. M. SALGAOCAR COLLEGE OF LAW

ESTABLISHED IN 1972 | AFFILIATED TO GOA UNIVERSITY



*October 13, 2022, Project POSH Workshop 4 held at GVM's College of Education, Ponda*




  
PRINCIPAL  
V. M. Salgaocar College of Law  
Miramar, Panaji- Goa.





*October 21, 2022, Project POSH Workshop 5 held at Government College of Arts, Science and Commerce, Sanquelim*



  
PRINCIPAL  
V. M. Salgaocar College of Law  
Miramar, Panaji- Goa.



DEVI SHARVANI EDUCATION SOCIETY'S

# V. M. SALGAOCAR COLLEGE OF LAW

ESTABLISHED IN 1972 | AFFILIATED TO GOA UNIVERSITY

*October 27 2022, Project POSH Workshop 6, held at Parvatibai Chowgule College, Margao*




*November 1, 2022, Project POSH Workshop 7 held at Parvatibai Chowgule College, Margao*

## 5. Use of Gender-Neutral Terms in college



Center for Political Leadership) students submitted Proposal for Gender Neutral Term Usage to college administration on 8<sup>th</sup> March 2023. Members of the Centre for Political Leadership presented a proposal to the



  
PRINCIPAL  
V. M. Salgaocar College of Law  
Miramar, Panaji-Goa.



DEVI SHARVANI EDUCATION SOCIETY'S

# V. M. SALGAOCAR COLLEGE OF LAW

ESTABLISHED IN 1972 | AFFILIATED TO GOA UNIVERSITY

Principal and College Administrator for using gender-neutral terms for official purposes. The proposal highlights the need to use language that is sensitive to gender identity and avoids exclusion of any particular gender.


## 6. Training of Trainers (ToT) for Project POSH



PROJECT POSH, an initiative of VMSCL in collaboration with GIPARD successfully conducted a Training of Trainers : One-day workshop on POSH – The Concepts, Law & Procedure.

Faculty members from VMSCL, GIPARD and GRKCL were equipped to train Internal Committee Members of High Schools. The resource persons were Prof. MRK Prasad, Dr. Sandhya Ram, Adv. Emidio Pinho.



  
PRINCIPAL  
V. M. Salgaocar College of Law  
Miramar, Panaji- Goa.





DEVI SHARVANI EDUCATION SOCIETY'S

# V. M. SALGAOCAR COLLEGE OF LAW

ESTABLISHED IN 1972 | AFFILIATED TO GOA UNIVERSITY




## 7. One-day consultative Western India workshop on Rights of Women under Property Law.

V. M. Salgaocar College of Law, Miramar, in collaboration with National Commission for Women, organised a one-day consultative Western India workshop on Rights of Women under Property Law.


## 8. National Girl Child Day

VMSCCL CRC (Child Rights Clinic) members observed National Girl Child Day today by performing skits on girl child rights at two different schools. Their performance was greatly appreciated.



  
PRINCIPAL  
V. M. Salgaocar College of Law  
Miramar, Panaji- Goa.



  
PRINCIPAL  
V. M. Salgaocar College of Law  
Miramar, Panaji- Goa.



## 9. Number of gender equity promotion Programmes organized by the institution during the last five years

Year	No. of Gender Equity Programs
2018-19	06
2019-20	20
2020-21	09
2021-22	37
2022-23	13

## 10. Girls Achievement in Sports

The Academic year of 2019-2020 has been a very significant one. The college participated in various sports and Games at Inter-collegiate Tournaments conducted by Goa University namely Badminton (Men/Women), Table Tennis (Men/Women), Athletics (Men/Women), Chess, Basketball





(Men/Women), Tennikoit (Men/Women), weightlifting, Power-lifting, best-physique, Handball (Men/Women), Volleyball (Men/Women), Football (Men/Women), Lawn-Tennis, Cross-Country (Men/Women), Baseball (Men/Women), Cycling (Men/Women), Hockey (Men), Judo (Men/Women), Kabbaddi (Men/Women), Taekwondo (Men/Women), Kho-Kho (Men/Women), Cricket (Men/Women) Swimming (Men/Women)


## Badminton

**Anushka Kuvelkar (TY LL.B. Degree) Captain of College Badminton team**



- Gold medal at the All Goa State Badminton Championship for the year 2019-20
- Silver medal for 3 consecutive years at the Goa University's inter-collegiate badminton tournament



  
PRINCIPAL  
V. M. Salgaocar College of Law  
Miramar, Panaji- Goa.



## Taekwondo


Kareena Shirodkar Gold Medal, SY B.A.LL.B - Goa University Intercollegiate Tournament.



## Swimming

Niam Leitao - , Silver medal in Breast Stroke and Bronze medal in Backstroke, Goa University Inter- collegiate Tournament



  
PRINCIPAL  
V. M. Salgaocar College of Law  
Miramar, Panaji - Goa.





DEVI SHARVANI EDUCATION SOCIETY'S

# V. M. SALGAOCAR COLLEGE OF LAW


ESTABLISHED IN 1972 | AFFILIATED TO GOA UNIVERSITY



## Karate

Ritzela Diniz (TY LL.B Degree) secured Gold medal at Goa State Karate Championship (under 21 years)



  
PRINCIPAL  
V. M. Salgaocar College of Law  
Miramar, Panaji-Goa.



DEVI SHARVANI EDUCATION SOCIETY'S

# V. M. SALGAOCAR COLLEGE OF LAW


ESTABLISHED IN 1972 | AFFILIATED TO GOA UNIVERSITY



## Cricket

Ciya Faldesai – Winner in West Zone Inter University Championship, qualified for All India Inter University Cricket.



  
PRINCIPAL  
V. M. Salgaocar College of Law  
Miramar, Panaji- Goa.



DEVI SHARVANI EDUCATION SOCIETY'S

# V. M. SALGAOCAR COLLEGE OF LAW


ESTABLISHED IN 1972 | AFFILIATED TO GOA UNIVERSITY



## 11. Students Council

Sr.No.	Year	Link of Annual report	Relevant pages in Annual Report
1.	2018-2019	<a href="https://vmslaw.edu.in/wp-content/uploads/2024/09/ANNUAL-REPORT-2018-19.pdf">https://vmslaw.edu.in/wp-content/uploads/2024/09/ANNUAL-REPORT-2018-19.pdf</a>	38-39
2.	2019-2020	<a href="https://vmslaw.edu.in/wp-content/uploads/2023/04/ANNUAL-REPORT-2019-2020-FINAL.pdf">https://vmslaw.edu.in/wp-content/uploads/2023/04/ANNUAL-REPORT-2019-2020-FINAL.pdf</a>	129
3.	2020-2021	<a href="https://vmslaw.edu.in/">https://vmslaw.edu.in/</a>	25-27



  
PRINCIPAL  
V. M. Salgaocar College of Law  
Miramar, Panaji- Goa.




		<a href="https://vmslaw.edu.in/wp-content/uploads/2022/05/Annual-report-2020-2021.pdf">wp-content/uploads/2022/05/Annual-report-2020-2021.pdf</a>	
4.	2021-2022	<a href="https://vmslaw.edu.in/wp-content/uploads/2023/04/AnnualReportSid.pdf">https://vmslaw.edu.in/wp-content/uploads/2023/04/AnnualReportSid.pdf</a>	24-26
5.	2022-2023	<a href="https://vmslaw.edu.in/wp-content/uploads/2023/11/ANNUAL-REPORT-2022-23.pdf">https://vmslaw.edu.in/wp-content/uploads/2023/11/ANNUAL-REPORT-2022-23.pdf</a>	9-10

## 12. Gender Audit (Self Assessment)

**Female participation in major activities involving decision-making for the previous academic year.**

<b>Cells/Clubs/Society</b>	<b>No. of Boys</b>	<b>No . of Girls</b>	<b>Percentage</b>
Moot Court Society	22	60	73
Child Rights Clinic	07	20	74



  
PRINCIPAL  
V. M. Salgaocar College of Law  
Miramar, Panaji-Goa.



DEVI SHARVANI EDUCATION SOCIETY'S

# V. M. SALGAOCAR COLLEGE OF LAW

ESTABLISHED IN 1972 | AFFILIATED TO GOA UNIVERSITY

Student in charge of Legal Aid Cells	06	21	77
Deputy in charge of legal aid cells	08	19	70
ADR	17	36	67
NSS	78	223	74
Lex Infinitum OC members	10	14	58



  
PRINCIPAL  
V. M. Salgaocar College of Law  
Miramar, Panaji- Goa.



Gender representation in admissions: High number of girl students

**B.A.LL.B**

	GEN			SC			ST			OBC			EWS			TOTAL		
	TOT	BOYS	GIRLS	TOT	BOYS	GIRLS	TOT	BOYS	GIRLS	TOT	BOYS	GIRLS	TOT	BOYS	GIRLS	TOT	BOYS	GIRLS
FIRST YEAR	82	16	66	1	0	1	3	1	2	29	8	20	6	2	4	121	25	93
2ND YEAR	70	25	45	3	1	2	7	4	3	35	9	26	0			115	39	76
3RD YEAR	73	21	52	2	1	1	6	0	6	40	12	28	0			121	34	87
4TH YEAR	95	38	57	3	1	2	10	2	8	31	11	20	0			139	52	87
5TH YEAR	76	26	50	1	0	1	3	0	3	19	3	16	0			99	29	70
	396	126	270	10	3	7	29	7	22	154	43	110	6	2	4	595	181	413

594

**LL.B(DEGREE)**

	GEN			SC			ST			OBC			EWS			TOTAL			PWD		
	TOT	BOYS	GIRLS	TOT	BOYS	GIRLS	TOT	BOYS	GIRLS	TOT	BOYS	GIRLS	TOT	BOYS	GIRLS	TOT	BOYS	GIRLS	TOT	BOYS	GIRLS
FIRST YEAR	96	52	44	3	3	0	3	3	0	26	8	18	11	5	6	130	68	62	2	2	0
2ND YEAR	80	32	48	0	0	0	2	2	0	26	17	9	0	0	0	108	51	57			
3RD YEAR	61	24	37	2	0	2	3	1	2	24	7	17	0	0	0	90	32	58			
																328			2		

**LL.M**

	GEN			SC			ST			OBC			EWS			TOTAL		
	TOT	BOYS	GIRLS	TOT	BOYS	GIRLS	TOT	BOYS	GIRLS	TOT	BOYS	GIRLS	TOT	BOYS	GIRLS	TOT	BOYS	GIRLS
FIRST YEAR	44	16	28	1	1	0	0	0	0	5	3	2	2	1	1	50	20	30
2ND YEAR	35	13	22	0	0	0	2	1	1	9	2	7	0	0	0	46	14	36

The admission ratio of students at the institution reveals that the strength of the girl students admitted is higher compared to the boy students. As an illustration, the number of girls students admitted in 2021-22 is given below.



*[Signature]*  
 PRINCIPAL  
 V. M. Salgaocar College of Law  
 Miramar, Panaji- Goa.



**Gender ratio – Register of Faculty members:** High percentage of female members in the faculty

The number of female teaching staff is 22 out of the total 31 faculty members. That amounts to 71% of the total faculty members.

**Fifty percent girls in the Students' Council:** In CR Election, 50% seats are fixed for female students.

**Gender neutral language is used in official documents and communication.**

## 13. Facilities for women in campus

### 1. Safety and Security

The safety and security of women in the campus is the top priority of the institution and it has tried to achieve this goal by providing different facilities to women on campus. They are listed hereunder:


#### (a) Infrastructure and related facilities

- (i) The College campus is situated at an accessible and well frequented area in the city of Panaji and is bounded by a compound wall, with a single-entry gate.
- (ii) A watchman is kept on guard for 24 hours. Students and staff enter the campus by producing the ID Card.
- (iii) Entry to the college canteen is limited to students and staff.
- (iv) The building is well-lit, and CCTV cameras are installed at various points.
- (v) Girls and boys have separate wash rooms.
- (vi) The library counter is positioned in a manner affording view to every part of the library.
- (vii) There is a separate reading space in the library for girls.
- (viii) Specific time is fixed exclusively for women in the gym.

#### (b) Committees for Redressal of Grievances

Specific Committees are constituted for specified purposes to ensure a safe learning and work environment for the students and employees.



  
PRINCIPAL  
V. M. Salgaocar College of Law  
Miramar, Panaji- Goa.

**(i) Anti-Ragging Committee**

Ragging is banned and made a punishable offence as per Goa Prohibition of Ragging Act, 2008 and its directives. In order to ensure strict compliance and monitoring of anti-ragging measures, the college has constituted an Anti-Ragging Committee.

**(ii) Internal Committee**

The College has constituted an Internal Committee as per The Sexual Harassment of Women at Work-Place (Prevention, Prohibition and Redressal) Act, 2013 and University Grants Commission (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions) Regulations, 2015 in order to prevent or deter the commission of acts of sexual harassment.

The institution has adopted a **Policy for Prevention of Sexual Harassment at Workplace** which ensures that every employee, student, visitor is treated with dignity and respect and is afforded equitable treatment. The objective about this policy is to create an environment which is free from discrimination, harassment, retaliation, or sexual assault at all levels, to create awareness about what constitutes sexual harassment and to evolve a well-defined mechanism for prohibition, prevention, and redressal of sexual harassment cases. The policy lays down the responsibilities of the employees, students, visitors at the institution, internal complaints committee. It also lays down the procedure for filing a complaint and procedure for inquiry after receiving the complaint.

**(iii) Grievance Redressal Committee**


To uphold its commitment to ensure a safe learning and work environment, the College has constituted the Grievance Redressal Committee to redress and resolve grievances of the students and employees regarding academic or administrative problems or any other issue pertaining to infringement of their rights as students or employees of the College. The objective is to promote and maintain a fair, conducive, productive, and unbiased educational environment which keeps the students and employees safe and mentally assured of their safety.

**2. Counseling:**

Three levels of counseling are provided for in the college.

**(i) Faculty mentors:** All faculty members are involved with counseling during admission of students every year, where the parent and student meet a faculty member who was teaching that class for the previous year. Teachers are assigned as mentors for a specified number of students. This helps the teacher and the student to know each other better. The mentor keeps an open communication window with the the students allotted to him/her and encourage the



  
PRINCIPAL  
V. M. Salgaocar College of Law  
Miramar, Panaji- Goa.





student to participate in curricular and extracurricular activities. The mentor guides the student in case of any difficulty addressed to the mentor.

**(ii) Women faculty as referral mentors:** When any personal difficulty is brought forth before the principal/mentor/any faculty, or observed by them, the student (in case of a girl) is advised to meet a lady teacher who will talk to the student and find out the problem or difficulty faced by the student. The fact that the number of female teachers is higher than the male teachers make the entire scenario a very gender friendly one for the girl students.

**(iii) College Counselor:**

The institution has appointed a **female counselor** which again helps the girl students to address their grievances without any hesitation. Where the teacher/ mentor identifies the need for professional counseling or help, the college refers the student to the College Counselor. Students may also meet the Counselor directly. The counselor's office is placed inside the library building in a separate closed room, so that the room is at the same time accessible yet private. Confidentiality is maintained in the counseling assuring the students to express their problems freely with the counselor.




### 3. Girls' Common Room:

The second floor of the main building houses a 67 sq.m. area room, marked as Ladies' common room (with attached wash-room). A bed and sufficient seating facility is provided. The windows are curtained. The entry staircase to the ladies' common room is

closed for gents and a board indicating the same is affixed on the.



  
PRINCIPAL  
V. M. Salgaocar College of Law  
Miramar, Panaji- Goa.



## 4. Sanitary Napkin Dispenser and Incinerator:


There is a sanitary napkin vending machine installed in the girls' washroom where girls can easily get access to sanitary pads by depositing coins. Sanitary napkin dispensers and incinerators are installed in the girls' washrooms, ensuring eco-friendly hygiene and protection.



## 5. Friendly Staff

Any girl student can approach the faculty/staff to address any of their issues. The faculty members are available during the working hours and can be contacted anytime on mobile after the working hours. The staff is friendly and approachable thus providing the girl students with a sense of security.



  
PRINCIPAL  
V. M. Salgaocar College of Law  
Miramar, Panaji - Goa.



## 14. CURRICULAR AND CO-CURRICULAR ACTIVITIES TO PROMOTE GENDER EQUITY AND SENSITIZATION

**The College promotes gender equity principles in all its activities – academic, sports and cultural.**

### 14.1 Curricular

The curriculum for B.A. LL. B and LL.B. Degree programs includes gender specific subjects like 'Women & Law, and subjects containing gender specific units like Human Rights (Human Rights of Women), Constitutional Law (gender equality and non-discrimination principles), Criminal Law (violence against women) and subjects like Family Law that has emphasis on gender equity. Teaching and classroom discussion focuses on women's rights, protection/redressal mechanisms, and gender sensitization including that of transgenders. These subjects further help the girl students in recognizing their rights and makes them aware of different reliefs available in case of violation of their rights. The teaching and classroom discussion ensures gender sensitization for students of all genders.


### 14.2 Co-curricular activities:

- a) **Law Clubs** that are encouraged to generate thought and discussion among students on gender equity.
- b) **NSS Unit** of the college takes up activities that include gender sensitization.
- c) **Legal Aid Cells** conduct legal literacy programs on womens' rights and also assist in procuring welfare schemes like Dayanand Social Security Scheme and Ladli Laxmi Scheme, among others.

### 14.3 The impact of legal literacy programs: An Illustration – Student mediation in a domestic violence case

The impact of legal literacy programs has been that the people approach the students of the institution for assistance with their issues. A member of the Porvorim Free Legal Aid cell Ms. Vidhi Desai assisted a woman in a case of domestic violence. The client had reached the



  
PRINCIPAL  
V. M. Salgaocar College of Law  
Miramar, Panaji- Goa.




DEVI SHARVANI EDUCATION SOCIETY'S

# V. M. SALGAOCAR COLLEGE OF LAW

ESTABLISHED IN 1972 | AFFILIATED TO GOA UNIVERSITY

Police Station to file a complaint against her husband, but as she was unaware of the formalities, she called a cell member for assistance. The student immediately went to the police station and spoke to both the parties outside the police station. The next day she called both the parties to her residence for mediation. The parties agreed for an amicable settlement and eventually decided to live together. These activities help the community and women in particular to be vigilant about their rights and thus promote gender equity in its own manner.

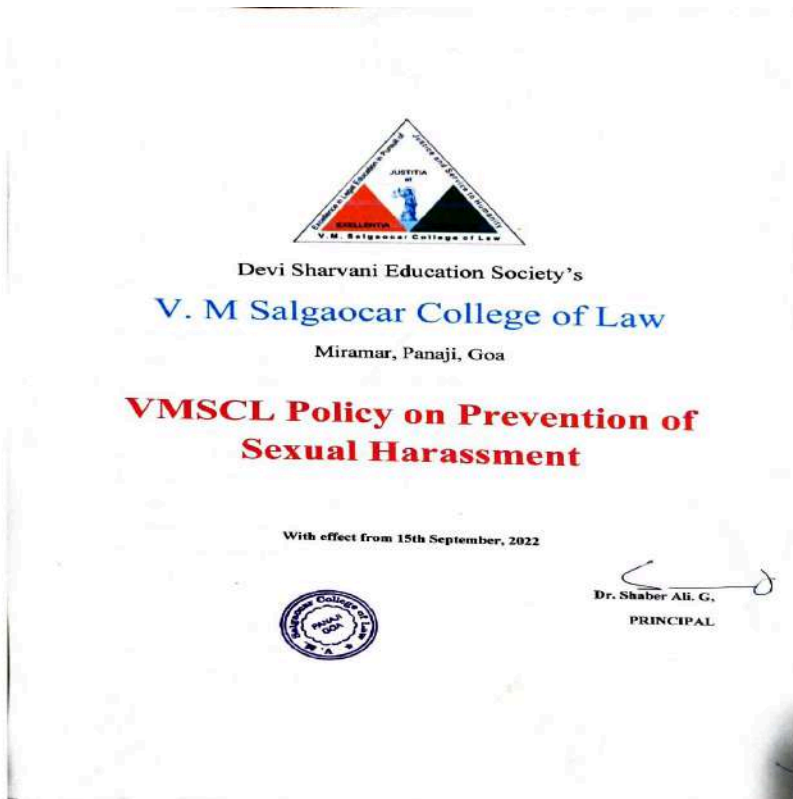



  
PRINCIPAL  
V. M. Salgaocar College of Law  
Miramar, Panaji- Goa.



## 15. Prevention Of Sexual Harassment Policies

2022



  
PRINCIPAL  
V. M. Salgaocar College of Law  
Miramar, Panaji- Goa.



## TABLE OF CONTENTS

Our Position.	1
Policy Objectives	2
Scope of the policy.	3
The Laws Applicable	3
Prohibition of Sexual Harassment	3
Meaning of Sexual Harassment (Section 2(n) read with Section 3 (2), POSH Act)	4
Some examples of behaviour that constitute sexual harassment at the workplace	4
Meaning of Workplace [S.2(o), UGC (POSH) Regulations]	5
Meaning of "Campus" [S.2(c), UGC (POSH) Regulations]	5
Internal Committee	6
Responsibilities of the Internal Committee	7
Persons who can file a complaint	7
Manner of filing a complaint	7
Inquiry.	8
Punishment for persons who are found guilty of committing sexual harassment	8
Compensation to the aggrieved person.	9
Action against frivolous complaint.	9
Review of the Policy	9



PRINCIPAL  
V. M. Salgaocar College of Law  
Miramar, Panaji-Goa.





## Our Position

VMSCCL recognizes that all human beings are born free and are equal in dignity and rights and that all human beings are entitled to the full enjoyment of all human rights;

VMSCCL recognizes that the fundamental rights expressly guaranteed in the Constitution of India embody the basic concept of gender equality in all spheres of human activity and that 'Gender Equality' includes protection from sexual harassment and the right to work with dignity;

VMSCCL recognizes that protection against sexual harassment and the right to work with dignity are universally recognised human rights;


VMSCCL recognizes that sexual harassment results in violation of the fundamental rights of a woman to equality under articles 14 and 15 of the Constitution of India and her right to life and to live with dignity under article 21 of the Constitution and her right to practice any profession or to carry on any occupation, trade or business with includes a right to a safe environment free from sexual harassment;

VMSCCL is committed to providing an environment that ensures every employee, student and visitor is treated with dignity and respect and is afforded equitable treatment.

**VMSCCL affirms -**

- (i) Zero Tolerance towards Sexual Harassment.**
- (ii) Compliance with the POSH Act, 2013, and the UGC (POSH) Regulations, 2015**
- (iii) Sexual harassment of women in the workplace is MISCONDUCT under the Service Rules and the perpetrators shall be liable for disciplinary action**



  
PRINCIPAL  
V. M. Salgaocar College of Law  
Miramar, Panaji- Goa.





DEVI SHARVANI EDUCATION SOCIETY'S

# V. M. SALGAOCAR COLLEGE OF LAW

ESTABLISHED IN 1972 | AFFILIATED TO GOA UNIVERSITY



PRINCIPAL  
V. M. Salgaocar College of Law  
Miramar, Panaji- Goa.





## Policy Objectives

1. To create an environment that is gender equal and free from all forms of discrimination against women
2. To prohibit and prevent sexual harassment of women employees and students in our campus/workplace.
3. To ensure that grievances are redressed in a fair, impartial and effective manner
4. To ensure that the complainants, witnesses, and those who render support in taking action against sexual harassment, are protected from any kind of victimization and retaliation.
5. To create awareness about the law and rules that deal with the prevention, prohibition, and redressal of sexual harassment of women at the workplace
6. To ensure a safe and healthy workplace/campus to all employees, students and others who visit the college.

## Scope of the policy

This policy is based on the POSH Act and UGC regulations and applies to the following persons

- a) All employees of the college (permanent/temporary/contract basis/lecture basis faculty/visiting faculty)
- b) All students of the college (undergraduate, post-graduate, research scholars)
- c) All visitors to the college

The policy extends to the campus of the college, and includes all spaces where the employees or students are involved in their capacity as such student/employee

## The Laws Applicable

Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 [The POSH Act]

Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Rules, 2013 [The POSG Rules]

University Grants Commission (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions) Regulations, 2015 [The UGC (POSH) Regulations]



Handwritten signature or initials.



PRINCIPAL  
V. M. Salgaocar College of Law  
Miramar, Panaji- Goa.



Goa University Statute [SC-13 relating to the application of CCS Conduct Rules 1964 and CCS (CCA) Rules, 1965]

## Prohibition of Sexual Harassment

**No one shall indulge in any act of sexual harassment of any woman at the VMSCCL Campus.**

The term "campus" includes extended campus and covers within its scope any place visited by the employee or student arising out of or during employment or study.


This rule of prohibition draws its authority from the following:

- No woman shall be subjected to sexual harassment at any workplace. (Section 3 (1), POSH Act)
- No Government servant shall indulge in any act of sexual harassment of any woman at any workplace ( Rule 3-C, Central Civil Service Conduct Rules, 1964)

## Meaning of Sexual Harassment (Section 2(n) read with Section 3 (2), POSH Act)

1. "Sexual harassment" includes any one or more of the following unwelcome acts or behavior (whether directly or by implication) namely:—
  - (i) physical contact and advances; or
  - (ii) a demand or request for sexual favours; or
  - (iii) making sexually coloured remarks; or
  - (iv) showing pornography; or
  - (v) any other unwelcome physical, verbal or non-verbal conduct of sexual nature
2. The following circumstances (if connected with any act of sexual harassment) may amount to sexual harassment:—
  - (i) implied or explicit promise of preferential treatment in her employment; or
  - (ii) implied or explicit threat of detrimental treatment in her employment ; or
  - (iii) implied or explicit threat about her present or future employment status; or



  
PRINCIPAL  
V. M. Salgaocar College of Law  
Miramar, Panaji-Goa.






(iv) interference with her work or creating an intimidating or offensive or hostile work environment for her; or

(v) humiliating treatment likely to affect her health or safety

## **Some examples of behaviour that constitute sexual harassment at the workplace**

1. Making sexually suggestive remarks or innuendos.
2. Serious or repeated offensive remarks, such as teasing related to a person's body or appearance.
3. Offensive comments or jokes.
4. Inappropriate questions, suggestions or remarks about a person's sex life.
5. Displaying sexist or other offensive pictures, posters, mms, sms, whatsapp, or e-mails.
6. Intimidation, threats, blackmail around sexual favours.
7. Threats, intimidation or retaliation against an employee who speaks up about unwelcome behaviour with sexual overtones.
8. Unwelcome social invitations, with sexual overtones commonly understood as flirting.
9. Unwelcome sexual advances which may or may not be accompanied by promises or threats, explicit or implicit.
10. Physical contact such as touching or pinching.
11. Invasion of personal space (getting too close for no reason, brushing against or cornering someone).
12. Persistently asking someone out, despite being turned down.
14. Stalking an individual.
15. Abuse of authority or power to threaten a person's job or undermine her performance against sexual favours.



  
PRINCIPAL  
V. M. Salgaocar College of Law  
Miramar, Panaji- Goa.



6\*



## Meaning of Workplace [S.2(o), UGC (POSH) Regulations]

“Workplace” means the campus of the HEI including-

- (a) Any department, organisation, undertaking, establishment, enterprise, institution, office, branch or unit which is established, owned, controlled or wholly or substantially financed by funds provided directly or indirectly by the appropriate HEIs;
- (b) Any sports institute, stadium, sports complex or competition or games venue, whether residential or not used for training, sports or other activities relating thereof in HEIs;
- (c) Any place visited by the employee or student arising out of or during the course of employment or study including transportation provided by the Executive Authority for undertaking such journey for study in HEIs.

## Meaning of “Campus” [S.2(c), UGC (POSH) Regulations]

“Campus” means the location or the land on which a Higher Educational Institution and its related institutional facilities like libraries, laboratories, lecture halls, residences, halls, toilets, student centres, hostels, dining halls, stadiums, parking areas, parks-like settings and other amenities like health centres, canteens, Bank counters, etc., are situated

Campus also includes extended campus and covers within its scope places visited as a student of the college including transportation provided for the purpose of commuting to and from the institution, the locations outside the institution on field trips, internships, study tours, excursions, short-term placements, places used for camps, cultural festivals, sports meets and such other activities where a person is participating in the capacity of an employee or a student of the college.

## Internal Committee

Pursuant to University Grants Commission (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions) Regulations, 2015 (notified on 2<sup>nd</sup> May 2016), the Internal Committee has been reconstituted with effect from 6<sup>th</sup> September 2022, as follows.



PRINCIPAL  
V. M. Salgaocar College of Law  
Miramar, Panaji- Goa.





DEVI SHARVANI EDUCATION SOCIETY'S


# V. M. SALGAOCAR COLLEGE OF LAW

ESTABLISHED IN 1972 | AFFILIATED TO GOA UNIVERSITY

The IC shall be functional for a period of 3 years up to 5th October 2025, unless reconstituted earlier. The student members may be replaced every year.

Sl No	Name, Designation & Affiliation	Position in IC	Phone No.	Email id
1	Ms. Dr. Sandhya Ram Associate Professor	Presiding Officer	9823994865	sandhyaram@vmslaw.edu.in
2	Mr. Dr. K. S. Rao Associate Professor,	Member	9420596600	srinivasarao@vmslaw.edu.in
3	Ms. Pearl Monteiro Assistant Professor	Member	9822386355	pearl Monteiro@vmslaw.edu.in
4	Ms. Rosa A. M. Noronha Head Clerk	Member	9545020868	rosinha2937@rediffmail.com



  
PRINCIPAL  
V. M. Salgaocar College of Law  
Miramar, Panaji- Goa.




DEVI SHARVANI EDUCATION SOCIETY'S

# V. M. SALGAOCAR COLLEGE OF LAW

ESTABLISHED IN 1972 | AFFILIATED TO GOA UNIVERSITY

5	Ms. Rupam Korgaonkar LDC	Member	9765237807	rup.chawdikar@gmail.com
6	Mr. Adv. Emidio Pinho Founder member-SCAN	Member (NGO)	9422389926	adv.emidio@gmail.com
<b>Following student members if the matter involves a student</b>				
7	Student representative, UG			
8	Student representative, PG			
9	Ms. Ruchira Naik	Research Scholar	9850757694	ruchiranaik@vmslaw.edu.in



  
PRINCIPAL  
V. M. Salgaocar College of Law  
Miramar, Panaji- Goa.





## Responsibilities of the Internal Committee

The Internal Complaints Committee shall:

- (a) provide assistance if an employee or a student chooses to file a complaint with the police;
- (b) provide mechanisms of dispute redressal and dialogue to anticipate and address issues through just and fair conciliation without undermining complainant's rights, and minimize the need for purely punitive approaches that lead to further resentment, alienation or violence;
- (c) protect the safety of the complainant by not divulging the person's identity, and provide the mandatory relief by way of sanctioned leave or relaxation of attendance requirement or transfer to another department or supervisor as required during the pendency of the complaint, or also provide for the transfer of the offender;
- (d) ensure that victims or witnesses are not victimised or discriminated against while dealing with complaints of sexual harassment; and
- (e) ensure prohibition of retaliation or adverse action against a covered individual because the employee or the student is engaged in protected activity.

## Persons who can file a complaint

1. Any aggrieved woman can file a complaint. [Aggrieved woman means any woman (employee, student or visitor) who alleges that she has been subjected to sexual harassment.
2. Friends, relatives, Colleagues, Co-students, Psychologist, or any other associate of the victim may file the complaint in situations where the aggrieved person is unable to make a complaint on account of physical or mental incapacity or death.

## Manner of filing a complaint

Complaints must be filed in writing to the Internal Complaints Committee within three months of the incident. The committee may in its discretion extend the time limit for another three months if the complainant provides a written reason for the delay and the committee finds that there is a genuine reason for the delay.



PRINCIPAL  
V. M. Salgaocar College of Law  
Miramar, Panaji- Goa.





## Inquiry

Where the respondent is an employee, the inquiry will be conducted as per the service rules.

Where the service rules are not applicable to the respondent, the inquiry shall be conducted as per the POSH Act and Rules

Where the respondent is a student, the inquiry will be conducted as per the UGC Regulations.

The Internal Committee shall follow the principles of natural justice

Both the parties are not allowed legal representation


The inquiry has to be completed within a period of ninety days from the receipt of the complaint. The inquiry report, with recommendations, if any, has to be submitted within ten days from the completion of the inquiry to the Principal

The identities of the aggrieved party or victim or the witness or the offender shall not be made public or kept in the public domain

## Punishment for persons who are found guilty of committing sexual harassment

1. Where the respondent is an employee, the Punishment shall be as per service rules, and includes Dismissal, Removal, Compulsory retirement, reduction to lower time-scale of pay, grade, post or Service
2. In case the service rules are not applicable to the respondent, the punishment shall be as per the POSH Act and Rules which are as follows: Written apology, Warning, Reprimand, Withholding of promotion / increment/ pay rise, Termination from service, Undergo counseling session, Carry out community service
3. Where the respondent is a student, depending upon the severity of the offence, the following punishments may be given
  - (a) withhold privileges of the student such as access to the library, auditoria, halls of residence, transportation, scholarships, allowances, and identity card;
  - (b) suspend or restrict entry into the campus for a specific period;
  - (c) expel and strike off name from the rolls of the institution, including denial of readmission, if the offence so warrants;
  - (d) award reformatory punishments like mandatory counselling and, or, performance of



  
PRINCIPAL  
V. M. Salgaocar College of Law  
Miramar, Panaji- Goa.





## Compensation to the aggrieved person

The aggrieved person is entitled to the payment of compensation. The HEEI shall issue direction for payment of the compensation recommended by the ICC and accepted by the Executive Authority, which shall be recovered from the offender. The compensation payable shall be determined on the basis of- (a) mental trauma, pain, suffering and distress caused to the aggrieved person; (b) the loss of career opportunity due to the incident of sexual harassment; (c) the medical expenses incurred by the victim for physical, psychiatric treatment; (d) the income and status of the alleged perpetrator and victim; and (e) the feasibility of such payment in lump sum or in instalments.

## Action against frivolous complaint.

If the IC concludes that the allegations made were false, malicious or the complaint was made knowing it to be untrue, or forged or misleading information has been provided during the inquiry, the complainant shall be liable to be punished as per the service rules or as per the POSH Act or UGC Regulations as the case may be

However, the mere inability to substantiate a complaint or provide adequate proof will not attract attention against the complainant.

Malicious intent on the part of the complainant shall not be established without an inquiry, in accordance with the procedure prescribed, conducted before any action is recommended.

## Review of the Policy

V.M.Salgaocar College of law reserves the right to make amendments to this policy, based on the recommendations of the Internal Committee or otherwise.



PRINCIPAL  
V. M. Salgaocar College of Law  
Miramar, Panaji- Goa.