



MARATHWADA MITRA MANDAL'S

# SHANKARRAO CHAVAN LAW COLLEGE

Accredited with 'A' Grade by NAAC

202/A, DECCAN GYMKHANA, PUNE - 411 004.

Affiliated to Savitribai Phule Pune University & Approved by Bar Council of India, New Delhi  
(Permanent Reg. No. - Id No. : PU / PN / Law / 179 - 2002)



Late. Shri. Shankarrao Chavan  
Founder President

Shri. Shivajirao D. Ganage  
President

Prin. Bhausaheb Jadhav  
Exe - President

## Information Brochure of

### Equal Opportunity Cell's Barrier-Free Inclusive and Diverse Environment

#### Introduction

Equal opportunity is a gateway to a dignified life. Every human being is entitled to a dignified life. Considering these realities of life, the College has established an Equal Opportunities Cell to cater the needs and necessities of differently abled people. The Cell endeavors to install the facilities for differently abled people in the campus like making the library resources accessible to blind people through availability of audio books and constructing washroom facilities specifically designed for such people. In these ways, the campus has been made user friendly for differently abled people. Through the initiatives of the Cell like visits to NGOs working for betterment of such people, the awareness has been created among the students about the needs and life of these people. The Cell undertakes activities to create sensitivities in the society about the challenges faced by these people and attempts to redress their grievances with the help of community support. Under the aegis of the Cell, as per the mandate of the UGC, **INTERNAL COMMITTEE FOR THE STUDENTS** has been established to cater their demands at college level.

#### Aim and Objectives of Equal Opportunity Cell at MM's Shankarrao Chavan Law College:

The broad aim of this Equal Opportunity Cell is to oversee the effective implementation of policies and programmes for disadvantaged groups, to provide guidance and counselling with respect to academic, financial, social and other matters and to enhance the diversity within the campus.

*(UGC Guidelines for Scheme of Equal Opportunity Centre for Colleges, XII Plan (2012-2017), p.1).*

In response to the UGC's XII Plan guidelines, MM's SCLC set up the Equal Opportunity Centre (EOC) in August, 2019 and has the following objectives:

1. The EOC shall establish coordination with the Government and other agencies/organization to mobilize academic and financial resources to provide assistance to those students who are the most deprived and in dire need of economic support to complete their education in MM's SCLC.
2. The EOC shall be an overarching body, coordinating the functions of:
  - (i) SC/ST Cell



- (ii) OPEM Cell (Cell for OBC, PWD, EWS (Economically Weaker Section), and Minority categories).
3. To ensure that all students are treated equally and to address any issues raised.
  4. To ensure even the disadvantaged/minority groups such as SC/ST/OBC are given equal importance in all aspects and do not get left behind in the learning process.
  5. To prevent any type of harassment against the minority/disadvantaged groups.
  6. To infuse unity in diversity, among the students, teaching and nonteaching staff and to eliminate the perception of discrimination.
  7. To ensure there is no discrimination in terms of religion, race, caste, disability, scheduled caste, Scheduled Tribes...etc.

### **Our Policy for Equal Opportunity Cell**

College has setup an Equal Opportunity Cell in the College campus. It consists of both faculty and students. There is one main Chairperson who will facilitate Coordinator and other student members of the cell to arrange and organise various activities in the campus so as to provide barrier free diverse and inclusive environment.

- Our commitment to the more equitable world and for that barrier free, inclusive and diverse environment is one of the most important aspect of Humans' fundamental right and is essential for peaceful and more equitable world. Gender equality is one of the 17 sustainable development goals, and it is integral aspect of all dimensions of Sustainable Development Goals.
- As an educational institution we are committed to eliminate all types of discrimination. Providing a barrier free accessible environment to our stakeholders for expanding their capabilities and acting as an advocacy platform to create more equitable society. To reaffirm our commitment as an educational institution to gender equity we have the action plan at place to attain Gender equity in our campus and society at large.
- The action plan's direct audience are students, staff, and other stakeholders of the institution to create consciousness towards genders, equity and inclusion.
  1. The action plan aims to achieve inclusive campus, equity oriented organizational culture, capacity building, knowledge generation, communication and ensure coherence in all the above-mentioned points.
  2. The Internal quality assurance cell of our college plays a proactive role for providing suggestions, planning, monitoring and timely review.
  3. The college staff, students, organization members and other stakeholders are committed to the implementation of the action plan. Responsibility and accountability rests on the Departments of the college and various college committees.
  4. To ensure that all students are treated equally and to address any issues raised.
  5. To ensure even the disadvantaged/minority groups such as SC/ST/OBC are given equal importance in all aspects and do not get left behind in the learning process.
  6. To prevent any type of harassment against the minority/disadvantaged groups.
  7. To infuse unity in diversity, among the students, teaching and non-teaching staff and to eliminate the perception of discrimination.
  8. To ensure there is no discrimination in terms of religion, race, caste, sexual orientation, gender identity, disability, scheduled caste, scheduled tribes...etc.



9. We have adopted a comprehensive strategy to attain our goal of of inclusive and diverse environment. It includes-
- Capacity and leadership building for all stakeholders
  - Providing accessible environment to people with different needs
  - Organizational support and hand holding by addressing cross cutting issues and grievances,
  - Knowledge and experience sharing,
10. The members of the cell will ensure equal treatment is meted out by all the students and to address the issues that arise in terms of discrimination.
11. The cell to ensure there is no inequality in the college system.
12. The cell should also arrange for special soft skill training programs for the minority-disadvantaged and students from marginalized community.
13. The cell will help students from weaker sections of the society in getting their Quota admission and scholarships without any hassle.

#### Committee Members

Name	Designation
Dr. Renu Naidu	Chairperson, Assistant Professor
Ms. Shivani Jadhav	Coordinator, Assistant Professor
Ms. Saanvi Sai	Student member, B.A.LL.B-II Yr
Ms. Pranjal Kakani	Student member, B.A.LL.B-II Yr
Mr. Ishan Belapurkar	Student member, B.A.LL.B-II Yr

#### Student Membership Form

Name of the Student	
Name of the Course/ Year specific	
Student ID number	
Reason to join the Equal Opportunity Cell	



### Grievance/ Complaint Form

Your Name	
Name of the College	
Student's ID number	
Name of the Department	
Date/ Time/ Place of the incident	
Person(s) you allege committed the Incident (College employee/ faculty/ student/ outsider)	
Please describe the incident in detail, including your reaction to the incident	
Are you interested to attend any skill development program, please specify	
Are you looking for mental health professional's or counsellor help/ attend mental health session? Yes/ No	
Are you interested to apply for "Earn while you Learn scheme" of the College? Yes/ No	
Specify if you have any other issues/ grievances related to SC/ST/OBC/ Minority/ challenge based on being differently abled	
Any other requirement/ grievance that you would like to address.	



## Details of the Equal Opportunities Cell:

### A. Internal Committee for the Students with Different needs.

The college has established the Internal Committee for the Students with Disabilities which is an Enabling Unit in compliance with the UGC Mandate through letter no. F.No. 6-1/2Q18 (SCT) dated 11<sup>th</sup> January, 2019. ([https://www.ugc.ac.in/pdf/news/7240054\\_Internal-Committee-for-the-Student-with-Disabilities.pdf](https://www.ugc.ac.in/pdf/news/7240054_Internal-Committee-for-the-Student-with-Disabilities.pdf)) Working: If any student of college who is differently abled (disabled) is facing any difficulty of any form within the campus or in studies can approach the committee and we assure that it will be timely resolved. If any stakeholder wishes to suggest anything which will be helpful for any student of college who is differently abled (disabled) can approach the cell.

### B. Inclusiveness

Socio-economic Advancement (for marginalized, vulnerable & disadvantaged groups) under which Earn and Learn Scheme runs.

### C. SC / ST Committee (Functions Separately)

Scheduled Castes and Scheduled Tribes have been identified as the two most backward groups of Indian Society. They include all such castes, races or tribes, which have been declared as scheduled castes and scheduled tribes by the Constitution of India under the provisions of Article 341 and 342 of the Constitution of India.

SC / ST Committee have been constituted to resolve the problems and grievances associated with SC/ST Students of the college. The college takes special interest in facilitating financial support to students from these communities from government agencies and other sources.

### SC / ST Committee has been formed with following Objectives

This Committee/cell is formed to enable SC/ST students to have access to the facilities provided by College/University/Social Welfare Department etc.

The main objectives of the committee are as follows:

1. It provides information on the social welfare scheme of the Government of Maharashtra.
2. To act as a coordinating unit that works for the welfare of the students of this class.
3. To deal with all affairs related to SC, ST scholarships and reservations available in the Indian Government Policy.
4. Addressing the complaints and grievances of the students of the institution and resolving it peacefully.

**Working of SC / ST Committee:** In case of any grievance on the above mentioned grounds, students may file an application for corrective action to the committee members.



## REPORT 2019-2020

The Information regarding the function, objective and working of the Equal Opportunity Cell was given to the students in the Induction Programme of every class.

1. **Through NSS and Legal Aid, Activities pertaining to the Equal Opportunity Cell are also organised. College established a MoU with Schizophrenia Awareness Association (SAA),** Students visited the open Prison at Yerwada, Pune. Legal aid and Legal Literacy Camps were organized.
2. **Dr. Renu Naidu, Assistant Professor (Sociology) organised an NGO visit to Navkshitij: Home for Mentally Challenged 27th Nov, 2019.** Navkshitij was established to improve the well-being of mentally challenged friends –organize activities, teach them life skills and vocational skills, encourage them to become as independent as possible, and nurture them in a compassionate environment. 98 Students visited this NGO. Purpose of the visit was to have a holistic and all-round growth and development of students of law. Possessing knowledge about something and practically experiencing the same are two entirely distinct things and both demand expertise in their individual capacity. Institutions, organizations, academics, etc. are some sources for gaining theoretical and practical knowledge. When it comes to law, stark realities of the hinterlands are entirely different from what is presented to us, through the written word. For example, we study in law that ignorance of it is no excuse; the reality is that a major part of our population, especially the ones living in the aforementioned hindered lands, are hardly aware about the rights and duties bestowed on them by law or about the responsibility of the State towards them.

Herein enter the Non-Governmental Organizations (NGOs), which strive hard to make the ignorant aware about their rights, work towards uplifting the depressed masses, educate the uneducated, etc. An NGO is an institution which thrives in a realistic world. They usually aim to cover in their stride, the underprivileged and marginalized communities, which have not been able to garner our government's attention. While pursuing academic studies, if a student of law engages him/ her in an internship/ idea of how NGO works, what are the issues in the society, it helps them in understanding the other side of the coin, i.e., make him/ her acquainted with the actualities, which somewhere down the line assist him/her in achieving his objectives in life, along with understanding the workings of the society. Gaining practical knowledge and experience as to know what has been the attitude of society towards the law is an essential, which every law student must master. This can be experienced only by engaging oneself persistently with the society and the best way of achieving this is to visit and work as an intern with an NGO.

3. Further, it helps students to know about the grass root realities, which can largely help them in choosing a career in which they wish to make a mark. This visit was very beneficial for many students as they had never experienced interacting with mentally challenged adults and children. They had a very different image of this particular section of society. Many of our students after visiting this NGO have asked the college to provide them an internship program in the NGO sector so as to understand their problems closely and accordingly identify the grey areas so as to bridge the gap between their actual problems and government policies for the overall development of this section of the society. The Founder acknowledged and appreciated the **donation amount of Rs. 7,000/-** (collected by students



and faculty in-charge) plus sale of the Navkshiti products which was Rs. 6,000/- during the visit by our students.

4. Through the Cell for Human Rights Activities (CHRA), we celebrated the **Human Rights Week from 6<sup>th</sup> January 2020 to 11<sup>th</sup> January 2020**. This week is an endeavor on our part of the college to sensitize students about human rights and make them understand the strength of the legal profession to play a pivotal role in recognition and enforcement of human rights of various classes of society. Mr. Shailesh Gandhi, Former Central Information Commissioner delivered a lecture on Right to Information and its relevance in protecting Human Rights.
5. **7<sup>th</sup> January 2020 a group of students of SCLC visited the 'Santulan', an NGO working for the children of Mine workers**. Mr. Rege, founder of 'Santulan' interacted with students. He shared his life changing experience with students which taught them the value of appreciating and cherishing gifts of life. He made students realise the agony and grief of children of mine workers and reminded the solemn duty of each of them to work for their joy and betterment. Students and the college donated various toys and stationary items for these children.
6. **The Human Rights Awareness Rally** was arranged by the students of SCLC in the college campus on 10<sup>th</sup> January 2020. street plays were performed by the students on the subject "Rights of Aged Parents" and "Consumer Protection".

#### Initiatives Taken by Cell- 2020- 2021

1. **Accessible washroom was built for people with different needs**
2. **National Conference: National Conference on "Gateway to Rights and Remedial Measures for People with Different Needs: Past, Present and Future" on 21st & 22nd March, 2019 was arranged by Dr. Renu Naidu, Assistant Professor of Sociology**. The Conference was aimed to bring from past to present practices in the disability sector and particularly in the context of the current legislation and policy framework to understand the current diverse needs of the population of persons with disability. That would have enabled professionals to empower PWD as well as design intervention strategies for them with a rights-based approach. This would be an effort to acknowledge all the disability rights together with bio - psycho - socio - cultural - special - legal aspects to facilitate their inclusive development in the country. The current RPWD Act 2016 has raised the expectation of the PWD across India to get quality benefits, provisions and need-based interventions under the 21 types of disability. Hence this would have enlarged the work of the multidisciplinary team to work together in a collaborative manner for understanding future needs of Persons with Different needs. This conference was aiming at highlighting different issues underlying disability jurisprudence from a human rights perspective.



As there was an *outbreak of CoronaVirus*, There was a lockdown declared by the Government of India in the whole of the nation a few days prior to this conference. As a result, the conference did not take place.

### 3. Audio-Visual Aids

- Library is made more accessible under Equal Opportunity Cell
- 117 CDs of 68 Titles are made available through library
- SCLC CARPEL YouTube Channel is created as a repository of guest lectures and other notable speeches at conferences
- Electronic Compilation of IPR Paper I is made by Asst.Prof Sourabh Ubale & Asst. Prof. Krushna Badade
- The Information regarding the function, objective and working of the Equal Opportunity Cell was given to the students in the Induction Programme of every class. Through NSS and Legal Aid, Activities pertaining to the Equal Opportunity Cell are also organised. The Video is made by the NSS students of the center to Encourage the Frontline Health Workers and to appreciate their contribution in current pandemic times. Legal Aid Centre conducted an Online legal aid camp in Shivaji Vidyalaya and higher secondary school Dehne, at post Dehne Tal. Khed Dist. Pune on 8/6/2021.

4. Through IQAC, **One Day Faculty Development Programme on 'RELIGION'** organised on 3<sup>rd</sup> May 2021.

5. Through Cell for Human Activities (CHRA), **Human Rights Week is celebrated from 30th March to 3rd April, 2021.** Guest lecture on Impact of Judicial Pronouncements of Human Rights of Women and Children was organised. Human Rights Awareness Quiz was conducted. Students made a presentation on 'Human Rights'. An NGO visit to EKLAVYA was organized and monetary contributions were also made.

6. Webinar on "**Law and Identity: How can decriminalization of Section 377 of Indian Penal Code Acquire Mainstream Relevance**" on 4th September, 2020 was organized by Dr. Renu Naidu, Assistant Professor of Sociology. Granting 'Marriage rights' to the LGBTQ+ community has been a widely debated topic and has evoked a lot of religious antagonisms, because of the prejudiced and orthodox notion of the Indian society, that claims 'Homosexual Relationships' to be 'Immoral and against their respective Cultures and beliefs. It is very important for Law students to know about the importance and reason for decriminalization. Students had very interactive and participative sessions as this is the topic which needs open discussion especially with the expert who has in-depth knowledge about the topic. The speaker for this Webinar was Dr. R.Raj Rao, retired HOD of English Literature Dept, SPPU, PUNE and he is also Gay rights activist and have written number of books on LGBTQIA+ rights and issues. He is a known figure at both National and International level for his work on LGBTQIA + community.



7. Webinar on "**Role of Sociology in Formulating Laws**" on 6th May, 2021 was organized by Dr. Renu Naidu. It is very important for law students to understand the relation between Sociology and Law that how Law changes the Society and how Society changes the Laws. Hence with this webinar they could understand the interrelationship between Law and Sociology. Students are convinced and understand the importance of this non law subject that is Sociology and its importance in Law course.

#### **Initiatives Taken by Cell 2021- 2022**

1. **Development of e-library.**
2. **Accessible Reading and Study Material.**
3. **Installation of software** (NVDA; Fun with Type Ability, FSReader) to have more accessible library.
4. **Zoom, G-Suite, GMeet Subscriptions.**
5. **Renewal of NList, Lexi Advance, EBC Reader, etc.**
6. Organized Webinar titled "**Out and Proud: Asking for a Help is a Sign of Strength**" on **National Coming Out Day on 11<sup>th</sup> October, 2021**. This webinar helped sensitizing students towards gender and sexual identities other than the universal male/female. Also, dimensions of human sexuality was introduced to the students in which difference between biological sex, gender and gender identity and sexual orientation was taught by Mental Health expert, College Counselor and activist from LGBTQIA+ community.
7. Organized Webinar on "**Disability and Inclusion**" on **World Braille Day, 4<sup>th</sup> January, 2022**. This webinar helped sensitizing students over the accessibility of the disabled, particularly in India and the challenges faced by them, in their day-to-day life. The primary focus of this session was acknowledging their problems and discussing the effective solutions, to make the lives easier and dignified for the differently abled. Inclusivity speaks about not only about providing equal opportunities to everyone, irrespective of their gender, but also, creating congenial surroundings for the disabled, in order to uplift them and bring them at par with the mainstream.
8. Organized Webinar on "**Coming Out of Your Closet: Accepting LGBTQIA+**" on **21<sup>st</sup> January, 2022**. When gender is looked at from a kaleidoscope it can seem to be extremely diverse where a person has the liberty to be and feel without judgment. The LGBTQIA+ community has seen a struggle from being called as a miniscule minority to getting their right of gender identity and expression being recognized as inherent to individual dignity. This Webinar was arranged to honor the challenges faced by the LGBTQIA+ community and to discuss possible social and legal interventions. Participants from all over India participated in this three- hours long webinar.



9. **Designed and initiated 3 months Certificate Course on "Law and Alternative Sexualities" from 1<sup>st</sup> February, 2022 to 28<sup>th</sup> April, 2022.** There were 32 participants from all over India who enrolled for the course from varied educational and professional background. It was recognized at State, National as well as International Level. It was introduced for the first time, explaining the laws for the LGBTQIA+ (lesbian, gay, bisexual, queer, transgender, asexual) community. The course has been introduced to honour the challenges faced by the LGBTQ community and aims to introduce students to and acquaint them with the concept of alternative sexual identities; the history, law, politics and literature of alternative sexualities in ancient, medieval and contemporary India. This three-month course has been exclusively designed to address the fundamental problem that is lack of awareness and acceptance, anxiety, lack of education, guilt, confusion, hesitation to ask questions related to gender identity and many more. Such programs help not only in building awareness among our college students but also in fostering the free exchange of ideas which would further help in building a campus that welcomes diversity of opinion and people of all backgrounds. Also, legal and policy successes have set the stage for advances in programs and practices that will definitely foster LGBTQIA+ youth mental health. It's a first-of-its-kind initiative designed by Dr. Renu Naidu with Principal Resource Person Prof. Dr. R.Raj Rao. And coordinated by Shivani Jadhav along with 6 volunteer students from the College. The certificate course is designed with a holistic approach keeping in mind awareness to larger sociocultural shifts in understandings of sexual and gender identities. The course has speakers like Prof. Dr. R. Raj Rao; Zainab Patel; Ashok Row Kavi; Shobhna Kumar; Bindumadhav Khire; Parmesh Shahni; Sylvester Merchant; mental health professionals like Dr. Anagha Jog and Dr. Kaustubh Joag; Aruna Desai, founding member of Sweekar Foundation, Mumbai (a support group of the parents of LGBTQ children); Kanav Sahgal, Vidhi Legal Policy; and medical professionals from the public health center. The special certificate course titled, "Law and Alternative Sexualities" has already got an overwhelming response with a diverse group of participants ranging from 19 to 40 years of age including: law students, psychologists; Ph.D./research scholars (pursuing research on gender studies); IIT students; and counselors. We feel, "today, homosexuality and queer identities may be acceptable to more Indian youth than ever before, but within the boundaries of family, home, school and college, acceptance of their sexuality and freedom to openly express their gender choices still remains a constant struggle for LGBTQ people. Also, the idea is to have an inclusive environment in the campus because even today, many students drop out because of non-acceptance and lack of awareness among other students. Campuses could be diverse without really being supportive or inclusive of LGBTQ students. The next step should be that if any LGBTQIA+ person faces any sort of discrimination, he/she/ they must gather the courage to go to court. I hope a body of case law develops, which will then lay the foundation for other judgments to come. It is like a ladder you climb up."

10. **Organized one day workshop "Breaking Silence on Mental Health" on 28<sup>th</sup> March, 2022.** This particular workshop was an initiative to help students understand anxiety and depression ranging from normal, natural emotion to disorder. Also, they learned how to boost mental health and importance of inclusive environment. The workshop was conducted by professional experts in the field of mental health. Ms. Dhanashree Ghare, Students Counselor Marathwada Mitra Mandal Institutes and Dr. Anagha Karve Jog,



11. Psychiatrist, Institute of Psychological Health (IPH), Pune conducted different sessions by involving students through interactive and participative activities. This workshop was attended by 128 students from B.A,LLB – 1st Year. This workshop had two important sessions “Anxiety and Depression” and Boosting Mental Health”.
12. Represented College’s Equal Opportunity Cell in the **10<sup>th</sup> Annual Pune Pride Walk on 5<sup>th</sup> June, 2022 with 17 participants from the College including faculty members.** Pune Pride is an annual LGBTQIA+ pride parade that was first held in Pune, Maharashtra on 11 December 2011. Since then, every year this Pride Parade is a celebratory moment for sensitizing the society and enjoying as normally as a heterosexual couple, to be a part of inclusive LGBTQIA+ groups, to embrace who they are and let the world know — in style! The rainbow aptly signifies the colourful activities and flavours of this month-long celebration. These include massive rallies, pride parades, parties, workshops, concerts, and countless more LGBTQ+ events to attract participants from all over. The Pride community takes huge pride in their movement, going all out for the festivities with elaborate costumes, makeup, and, of course, glitter — so that they sparkle for the whole world to see! The aim to participate and represent our College is to build an atmosphere of acceptance, equality, celebrating the work of LGBTQIA+ people and building awareness of issues affecting the LGBTQIA+ community. Also, to build awareness among the College students and celebrate progress in recognition of the rights of LGBTQIA+ community. Fostering the free exchange of ideas which would further help in building a campus that welcomes diversity of opinion and people of all backgrounds. To fight for continued recognition of the basic human rights for all LGBTQIA+ people everywhere in India and all over the world.
13. **Conducted second edition of 3 months Certificate Course on “Law and Alternative Sexualities” from 21<sup>st</sup> July, 2022- 19<sup>th</sup> October, 2022.** There were 22 participants from all over India who enrolled for the course from varied educational and professional background. It was recognized at State, National as well as International Level. It was introduced for the first time, explaining the laws for the LGBTQIA+ (lesbian, gay, bisexual, queer, transgender, asexual) community. The course has been introduced to honour the challenges faced by the LGBTQ community and aims to introduce students to and acquaint them with the concept of alternative sexual identities; the history, law, politics and literature of alternative sexualities in ancient, medieval and contemporary India. This three-month course has been exclusively designed to address the fundamental problem that is lack of awareness and acceptance, anxiety, lack of education, guilt, confusion, hesitation to ask questions related to gender identity and many more. Such programs help not only in building awareness among our college students but also in fostering the free exchange of ideas which would further help in building a campus that welcomes diversity of opinion and people of all backgrounds. Also, legal and policy successes have set the stage for advances in programs and practices that will definitely foster LGBTQIA+ youth mental health. It's a first-of-its-kind initiative designed by Dr. Renu Naidu with Principal Resource Person Prof. Dr. R.Raj Rao. And coordinated by Shivani Jadhav along with 6 volunteer



students from the College. The certificate course is designed with a holistic approach keeping in mind awareness to larger sociocultural shifts in understandings of sexual and gender identities. The course has speakers like Prof. Dr. R. Raj Rao; Zainab Patel; Ashok Row Kavi; Parmesh Shahni; Adv. Manuraj Shunmugasundaram, Adv. Anand Grover, Maya Sharma, Prof. Dr. Anagha Tambe, HOD Women and Gender Studies, SPPU University; Ms. Sarita Jadav, National Program Officer, UNESCO; Dr. Kanchan Pawar, Medical Officer, MITR Clinic; Prince Manvendra Singh Gohil, Chairperson & Co-Founder of Lakshya Trust, Gujarat; Air Cmde. Dr. Sanjay Sharma, ATHI; Mr. Ranjan Dwivedi, Former Director General of Police, Uttar Pradesh; Sagar Barve, LGBTQIA+ activist; mental health professionals like Dr. Anagha Jog and Dr. Kaustubh Joag; Aruna Desai, founding member of Sweekar Foundation, Mumbai (a support group of the parents of LGBTQ children); Kanav Sahgal, Vidhi Legal Policy; and medical professionals from the public health center. The special certificate course titled, 'Law and Alternative Sexualities' has already got an overwhelming response with a diverse group of participants ranging from 19 to 40 years of age including: law students, psychologists; Ph.D./research scholars (pursuing research on gender studies); IIT students; and counselors. We feel "today, homosexuality and queer identities may be acceptable to more Indian youth than ever before, but within the boundaries of family, home, school and college, acceptance of their sexuality and freedom to openly express their gender choices still remains a constant struggle for LGBTQ people. Also, the idea is to have an inclusive environment in the campus because even today, many students drop out because of non-acceptance and lack of awareness among other students. Campuses could be diverse without really being supportive or inclusive of LGBTQ students. The next step should be that if any LGBTQIA+ person faces any sort of discrimination, he/she/ they must gather the courage to go to court. I hope a body of case law develops, which will then lay the foundation for other judgments to come. It is like a ladder you climb up."

14. **Celebrated National Coming Out Day on 11<sup>th</sup> October, 2022.** The college has organised a panel discussion on "Shades of love: embracing diversity and celebrating inclusion". This panel discussion will be graced by two eminent speakers, Shreegauri Sawant (Transgender Activist, Founder Trustee of Sai Savli Foundation Trust, TEDx S) and Chitra Palekar (Theatre Veteran, Author, TEDx Speaker and Co-founder of Sweekar - The Rainbow Parents) To spread awareness about the LGBTQIA+ community and their struggles and help in making the college campus inclusive and diverse. **Shreegauri Sawant** (Transgender Activist, Founder Trustee of Sai Savli Foundation Trust and TEDx Speaker) **Chitra Palekar** (Theatre Veteran, Author, TEDx Speaker and Co-founder of Sweekar - The Rainbow Parents). As we all know that gay rights supporters/activists have transformed the law and the legal profession, opening the doors of law firms, law schools and courts to people who were once casually and cruelly shut out because of their sexual orientation. Today, homosexuality and queer identities may be acceptable to more Indian youths than ever before, but within the boundaries of family, home, school and college, acceptance to their sexuality and freedom to openly express their gender choices still remain a constant struggle for LGBTQIA+ people. The fundamental problem is lack of



awareness, anxiety, acceptance, lack of education, guilt, confusion, hesitation to ask questions related to gender identity and many more....To make the present education system inclusive, UGC has mandated Equal Opportunity centres in all colleges. To acknowledge and address the challenges faced by the LGBTQIA+ community and to discuss possible social and legal interventions, Marathwada Mitra Mandal's Shankarrao Chavan Law College has undertaken one-of-a-kind initiatives as they celebrate National Coming out Day which is a day that has been designed to help people feel comfortable about coming out about their sexuality. It is also a day that is designed to applaud people for their bravery, as well as help create awareness of the struggles and difficulties faced by the LGBTQIA+ community.

#### 15. Additional Information

In the campus, students, faculty, visitors, differently abled persons, stakeholders, require accessible design.

The target group is composed of 6 major categories:

- Wheelchair users
- People with limited walking abilities
- The sightless and the partially sighted
- The hearing impaired
- People with difficulties in learning
- Those persons who are temporarily disabled due to accidents or illness.
- People having mental health problems, people susceptible to physical fits, people with extreme physical proportions, and people with functional disabilities of the arm or hand.

#### 16. Facilities available at MM SCLC till the date:

- **Parking facilities**

- A section of the parking lot is always reserved.

- **Ramp and Tactile Path and Braille Map for visually challenged**

- Its purpose is to provide access to Law College Library and the main building
- To make entrances to the buildings and floors accessible
- The ramp is exteriorly located for easy wheelchair accessibility

- **Lifts**

- Its purpose is to provide well-dimensioned and convenient lifts to allow free vertical access between different floors to differently-abled.
- It has adequate space in the elevator cab.
- The switches, buttons and control panel are positioned at a low level.
- Entry doors are broader & lifts are low-lit from inside.



- Sufficient opening time interval (more than 5 seconds). Reopening activators are provided too.

- **Accessible Washroom:**

- The purpose is to provide wheelchair accessible toilets and bathrooms with adequate space, fixtures and fittings at a convenient height for people with mobility problems.
- Presence of fixtures including side grab bar, rear grab bar, flush valve, appropriate toilet seat height, clean floor space, and slip resistant floor.

- **Earn & Learn Scheme**

- Students from MM Group of Colleges avails opportunities under earn and learn scheme where they learn in any one college of MM Group and earn in another by applying for an administrative or clerical job. Each student will be paid an honorarium/ stipend as per the work assigned to him/ her/ they.

- **Library**

- Well illuminated library having sufficient space between racks to provide easy access to ageing staff and persons with varying disabilities
- Installation of Non- Visual Desktop Access (NVDA) software at Desktop/s in Library
- Audio Books are available.
- Reading software for people with different needs.

### Initiatives Taken by Cell 2022- 2023

1. Organised webinar on **World Braille Day**. Every year on **January 04, World Braille Day** is observed to raise the importance of Braille, which serves as a communication medium for blind and partially sighted people. This day is marked as the birth anniversary of Louis Braille, who was the inventor of Braille, born on January 04, 1809, in France. Let us thank Louis Braille for opening a completely new world for the visually impaired. Celebrating World Braille Day, our college has organized a session on "**Right to Reasonable Accommodation and Accessibility for Persons with Disabilities in the Domain of Education.**" Our guest for this session is **Prof. Dr. Sanjay Jain, Professor of Law at National Law School of India University, Bengaluru** and former Principal of ILS, Pune.  
Date & Time of the Event: 7th Jan, 2023 at 10:30 AM. Link for online session : <https://meet.google.com/pue-htvf-evk>
2. International Guest Lecture on "**Understanding Gender Violence: A comparative study between India and UK**" on 13<sup>th</sup> January, 2023. Gender-based violence is a global public health emergency that has plagued girls and women throughout history. Defined as harmful



acts directed at an individual based on their gender, it is a constant threat for girls and women around the world regardless of their age, race, or socioeconomic status. To address this global concern, our college has organised this guest lecture to understand the life cycle of violence in women's social relations. The outcome of gender-based violence in India is long-lasting for its victims and rampant for the often-inadequate responses. Hence, it is crucial to maintain the sense of urgency in gender-based violence cases, even during crisis situations. The students of law need to understand the depth of this global concern so that legal empowerment of students would grant courage to face challenges of life and get justice for crimes against women.

The resource person for this guest lecture was **Dr. Mirna Guha, Senior Lecturer at Anglia Ruskin University, Cambridge** and a Course Leader for the Master's program in Sociology. Dr Guha has a PhD in International Development from the University of East Anglia. Her teachings and research straddle the disciplines of international development, social policy, sociology, criminology, and public health. Specifically, she teaches undergraduate and postgraduate students on topics related to gender violence, social justice and development policy, and supervises PhD students on related projects. This lecture has helped sensitizing students towards gender and sexual identities other than the universal male/female heterosexual and heteronormative identities prevalent in the world. It also helped them in understanding the importance of theory to understand the concept and also what exactly gender violence is. Students get to know the structural and cultural violence which exists in every society and in every country no matter whether it is developed or developing country. Dr. Mirna shared the sites of data collection to help students to have in-depth knowledge and understanding of the issue. 128 students of B.A.LL.B, 1<sup>st</sup> Year participated in this two hours long learning and awareness building session.

3. **One-day State Level Seminar on Empowering & Educating Youth for the Prevention of Sexual Harassment on 11<sup>th</sup> February, 2023.** Sexual harassment is a type of discrimination based on sex. When someone is sexually harassed in educational institute, it can undermine their sense of personal dignity and safety, disrupt their education, and interfere with their ability to reach their full potential in life. If left unchecked, sexual harassment in the educational institution setting has the potential to escalate to violent behaviour, including sexual assault.

A student experiencing sexual harassment may stop doing their educational institution work and taking part in educational institution-related activities. They may skip or drop classes, or they may drop out of educational institution entirely. Psychological effects may include anxiety, depression, disrupted sleep, loss of appetite, inability to concentrate, lowered self-esteem, loss of interest in regular activities, social isolation, and feelings of sadness, fear or shame.

Education providers have a legal duty to take steps to prevent and respond to sexual harassment. Educators can prevent many cases of sexual harassment by having a clear, comprehensive anti-sexual harassment policy. An effective sexual harassment policy can limit harm and reduce liability. It also promotes the equity and diversity goals of



educational institutions. Education providers should monitor their environments regularly to make sure they are free of sexually harassing behaviours. Taking steps to keep a poison-free environment will help make sure that sexual harassment does not take root, and does not have a chance to grow

This particular seminar "**Empowering and Educating Youth for Prevention of Sexual Harassment**" is an initiative to spread information about the social and legal implications for sexual harassment, the anti-sexual harassment policy and the steps in place for resolving complaints along with how to deal with the mental trauma that comes with such an incidence.

The seminar had conducted different sessions by a team of professionals, a doctor, a legal expert, a police personnel and a mental health practitioner.

The Seminar had the following five sessions:

**Session 1 (10:30 AM to 10:45AM)**

**Title: "Friendly Accessibility to Police Personnel in time of Distress"**

**Resource Person: Ms. Anita More, Senior Inspector, Bharosa Cell, Crime Branch, Pune**

**Duration: 15 minutes**

**Aim:** To disseminate information about role of police in sensitive cases and how police can be easily accessible for help of sexual harassment victims.

**Benefits:** As students gain reliable and relevant information about the working of the police personnel, they may become more confident in taking the cases to the police in order to file a complaint, while cases like murder or theft can be investigated suo motu, cases of sexual assault or harassment absolutely require the victim's involvement in the investigation.

It boils down to evidence. In a murder case a corpse can, in itself, be proof that a crime has been committed. But in a sexual assault case, the crucial evidence cannot come from anyone else but from the victim. That such cases are sensitive is all the more reason to make inquiries with the victim before proceeding.

This session will help students understand the legal process that follows after such a crime has been committed and will be reassuring for the participants that they can make a complaint without being victim blamed.

**Content of this session:**

- Role of Police in a case of Sexual Harassment
- How to file a complaint without being victim blamed.
- Things to do after the commission of the crime.
- Reassurance to the victim to come forward and file a complaint.



**Session 2 (10:45AM to 11.30AM)**

**Title:** "Sexual Violence: Current Scenario, Types and its Management and our Role as Active Bystanders"

**Resource person:** Dr. Vaishali Korde Nayak, Professor & HOD Obgy, MIMER Medical College and Senior Consultant Critical Care Obstetrics, Ruby Hall Clinic, Pune.

**Duration:** 45 minutes

**Aim:** It is a need to understand the current scenario of sexual violence and its types along with effective ways of managing it. Bystander intervention training in preventing sexual harassment has shown positive results in military and campus in the past. This approach, however, remains new to educational spaces which needs to be understood and addressed.

**Benefits:** Bystander intervention is an integral aspect of policy alignment that helps combat sexual harassment in workplaces. The bystander effect is a common psychological effect that hinders people from intervening in cases of misconduct when other people are around. Bystander intervention can help institutes create an environment that moves beyond legal compliance on paper and create active processes in place for better institutional culture.

**Content of this session:**

- Current Scenario of the issues.
- Magnitude of the Problem
- Various Types of Violence
- Basic needs of the survivor
- Things to Do and Not to do
- Evidence Collection and its impact on Examination Pattern.

**Session 3 (11.30AM to 12.15PM)**

**Title:** "Sexual Harassment and Mental Health – Framework to understand Consequences, Intervention and Prevention"

**Resource person:** Dr. Jyoti Shetty, Professor and HOD, Psychiatry, Bharti Vidyapeeth Medical College, Pune

**Duration:** 45 minutes

**Aim:** To understand intersectionality which will help reduce harassment on campuses helping in more inclusive and safer environment.

**Benefits:** 'Prevention is always better than cure'. If students learn and practice ways of nurturing their mental health, they will be able to face challenges with a positive attitude.

**Content of this session:**

- Red Flags to understand sexual harassment.
- Mental health consequences in the short term and long term.
- Interventional Strategies – Societal, Institutional, Individual Level.
- Preventive Strategies including awareness and education.
- Recognising contributing factors like Patriarchy and minority group exclusions (including religious, caste and gender minorities).



**Session 4 (12.15PM to 1.00PM)**

**Title: "Five Laws that Protect Victims and their Rights"**

**Resource person: Adv. Vaishali Bhagwat, Founder, Vaishali Bhagwat Advocates, Pune**

**Duration: 45 minutes**

**Aim:** To understand the legal perspective in cases of sexual harassment and to gain knowledge of such legal remedies which will empower women to stand for their rights.

**Benefits:** Knowledge of the law is very essential; it helps us to promote legal culture. Every member of society should have the basic understanding of law. So, the primary reason that makes it essential to know the laws is as it allows a person to protect himself/herself and also making sure that they are acting lawfully and have recourse to legal remedies.

**Content of this session:**

- The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013
- The Protection of Women from Domestic Violence Act, 2005
- The Information Technology Act, 2000
- The Special Marriage Act, 1954
- The Indian Penal Code

**Session 5 (1:00PM to 3:00PM)**

**"Question and Answer Session"**

(The Forum will be opened for questions in order to answer the practical difficulties or concerns.)

This particular seminar was an initiative to spread information about the social and legal implications for sexual harassment, the anti-sexual harassment policy and the steps in place for resolving complaints along with how to deal with the mental trauma that comes with such an incidence.

4. On 18th March, the Equal Opportunity Cell attended the "Colloquium on Gender Justice and Human Rights: Deciphering the Social and Legal Implications of Same-Sex Marriage in India" organised by Maharashtra National Law University, Mumbai with chief guest Adv. Saurabh Kirpal. The event was graced with panelists Supriyo and Abhay, who have filed the same sex marriage petition in the Supreme Court, Bindumadhav Khire, founder of the Sampathik Trust, Ankit Bhutpani, UN Delegate, TEDx Speaker and LGBTQ rights activist, Onir, Film & TV director, Anwesh Sahoo, Mr Gay World India, 2016, Advocate Jayna Kothari, Co-founder of CLPR, Advocate J. Sai Deepak, Supreme Court Counsel, and Prof. Kishu Daswani, GLC Mumbai. This event was attended by Chairperson and Coordinator of Equal Opportunity Cell and two B.A.LL.B- IIIrd Yr students.



5. In the month of May, 2023, our 5 students of B.A.LLB 1<sup>st</sup> and 3<sup>rd</sup> Yr who were interested in working with transgender community got an opportunity to work as an intern in MITR Clinic, Pune for a period of 20 days. MITR Clinic is a transgender clinic that provides healthcare to transgenders. The primary objective of MITR Clinic is to offer quality medical care specifically tailored to transgender individuals. The clinic also aims to address the existing gap in healthcare accessibility for the community, as they often face discrimination or discomfort in other healthcare clinics. These students were given three different tasks:

Task 1: Enabling Community to access social entitlement.

Task 2: Increasing community engagement and awareness through social media outreach and documentation of impact.

Task 3: Understanding barriers to access and needs assessment.

6. In the month of June; College's Equal Opportunity Cell participated in the Annual Pride Parade - 2023. There were around 1,200 Puneites participated in the Pride Walk, showing their love and support for the queer community. On 4<sup>th</sup> June, 2023 at 5:00 PM, the rally took place along the route from Chhatrapati Sambhaji Garden on JM Road to Deccan Bus Stand, passing through Good Luck Chowk, FC Road, Shirole Road, and ended at Chhatrapati Sambhaji Garden. The Pride Parade this year was organised by Yutak Charitable Trust with support from Bindu Madhav Khire, founder of Sampathik Trust Bindu Queer Rights Foundation.

It was a traditional pride parade. The theme of this year's pride walk was 'Queers Call Employment for All', focusing on LGBTIQ diversity and inclusion at the workplace. Pune having 11 universities and more than 1000 educational institutes and out of these many educational institutes, only one educational institute ie. Marathwada Mitra Mandal Shankarrao Chavan Law College's professor Dr. Renu Naidu, Assistant Professor and Chairperson Equal Opportunity Cell participated along with 15 student volunteers. Our College participated in the capacity of strong ally which means supporting equal rights for everyone- regardless of race, sexual orientation, gender or religion and building awareness among College's students which would further help in building a campus that welcomes diversity of opinion and people of all backgrounds.



### Our Social Media links

Facebook: <https://m.facebook.com/111273718104868/>

Instagram: <https://www.instagram.com/eocmmsclc/>

LinkedIn: <https://www.linkedin.com/company/equal-opportunity-cell-marathwada-mitra-mandal-s-shankarrao-chavan-law-college-pune>

Telegram: <https://t.me/eocmmsclc>

Twitter: [https://twitter.com/mmsclc\\_eoc?s=11](https://twitter.com/mmsclc_eoc?s=11)

### Our Equal Opportunity Cell's events got media coverage:

<https://timesofindia.indiatimes.com/city/pune/professionals-and-students-extend-their-hands-in-alliance/articleshow/91095708.cms>

<https://epaper.hindustantimes.com/Home/ShareArticle?OrgId=11251466674&imageview=0>

<https://timesofindia.indiatimes.com/entertainment/events/pune/pune-celebrates-love-as-pride-march-comes-back-after-2-years/articleshow/92056323.cms>

[https://m.facebook.com/story.php?story\\_fbid=pfbid02hZsuDj4a9k5n26ZvQPqUx2rdGZNakFBFLpXLtd4EKTUu6kJZYXoz16aXLnKVTcKI&id=161818860541437&sfnsq=wwspwa](https://m.facebook.com/story.php?story_fbid=pfbid02hZsuDj4a9k5n26ZvQPqUx2rdGZNakFBFLpXLtd4EKTUu6kJZYXoz16aXLnKVTcKI&id=161818860541437&sfnsq=wwspwa)

[https://www.instagram.com/p/CZ1z3rFPjMf/?utm\\_medium=copy\\_link](https://www.instagram.com/p/CZ1z3rFPjMf/?utm_medium=copy_link)



**Dr. Renu Naidu**  
Assistant Professor  
Chairperson, Equal Opportunity Cell  
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**Dr. Kranti Deshmukh**  
Principal,  
MMSCLC, Pune

