

ASMITA COLLEGE OF LAW

Affiliated to the University of Mumbai and Approved by the Bar Council of India E-mail: asmitacollegeoflaw@gmail.com Website: www.asmitacollegeoflaw.com

Asmita College Chowk, Kannamwar Nagar 2, Vikhroli(E), Mumbai 400 083

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Institutional Policies Asmita college of Law

Academic policy: Curriculum Design and Development define the process for designing, reviewing, and updating the curriculum to ensure it is comprehensive, relevant, and aligned with legal education standards and requirements. Specify the structure of courses, including core subjects, electives, practical training, and internships, to provide a well-rounded legal education. Describe the teaching and learning methodologies used, such as lectures, seminars, moot courts, and case studies, to enhance students' understanding and practical skills. Outline the methods of assessment, including examinations, assignments, presentations, and practical exercises, and the criteria for grading and evaluation. Define the qualifications, experience, and professional development requirements for faculty to ensure they are well-equipped to deliver high-quality legal education. academic Integrity establish policies to promote academic honesty and prevent plagiarism, including disciplinary measures for violations. Student Evaluation and Feedback Outline mechanisms for collecting and analyzing student feedback on courses, faculty, and the overall academic experience to continuously improve the quality of education. Compliance with Regulatory Requirements ensure compliance with regulatory bodies such as the Bar Council of India (BCI) and the University Grants Commission (UGC) regarding academic infrastructure, and faculty qualifications. Continuous Improvement Promote a culture of continuous improvement by regularly reviewing and updating academic policies and practices based on feedback and best practices in legal education. By implementing a comprehensive academic policy, a law college can ensure the delivery of high-quality legal education that prepares students for successful careers in law.

Admission Policy: Specifies the academic, personal, and other criteria that applicants must meet to be eligible for admission, such as minimum GPA, standardized test scores, and prerequisite coursework.

• Application Process: Describes the application process, including deadlines, required documents, and fees. It may also include information on how to apply for financial aid or scholarships.



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- Selection Process: Outlines the process for selecting students from among the pool of applicants, including the use of interviews, essays, portfolios, or other assessment methods.
- Admission Quotas: Specifies any quotas or targets for the number of students to be admitted to each program or course, including quotas for different categories of students (e.g., international students, students from underrepresented groups).
- Admission Criteria for Special Categories: Specifies the admission criteria for special categories of students, such as athletes, artists, or students with disabilities.
- Notification of Admission Decisions: Describes how and when applicants will be notified of admission decisions, including any appeals process for applicants who are not admitted.
- Enrollment Precedures: Outlines the procedures for accepting an offer of admission, including deadlines for enrollment deposits and registration.
- Admission Deferrals and Withdrawals: Specifies the procedures for deferring admission or withdrawing from a program after acceptance.

Admission policies are important for maintaining the academic standards and integrity of an educational institution. They should be reviewed regularly to ensure that they are up-to-date and in compliance with relevant laws and regulations.

Governing Body Composition: Describes the composition of the governing body, including the number of members, their qualifications, and the process for their appointment or election.

Roles and Responsibilities Clearly defines the roles and responsibilities of the governing body members, including their oversight of the institution's operations, finances, and strategic direction.

Decision-Making Processes Outlines the decision-making processes of the governing body, including meeting procedures, voting mechanisms, and the quorum required for decision-making.

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Conflict of Interest Policy Establishes guidelines for managing conflicts of interest among governing body members and ensures transparency and integrity in decision-making.

Code of Conduct Sets forth a code of conduct for governing body members, outlining expectations for ethical behavior, confidentiality, and professionalism.

Communication and Reporting Specifies the communication and reporting mechanisms between the governing body and other stakeholders, including faculty, staff, students, and external entities.

Accountability and Evaluation: Establishes mechanisms for evaluating the performance of the governing body, including regular reviews of its effectiveness and accountability to stakeholders.

Compliance and Legal Requirements: Ensures that the institution complies with all relevant laws, regulations, and ethical standards governing its governance practices.

Effective governance policies are crucial for ensuring transparency, accountability, and ethical conduct in educational institutions. They provide a framework for the governing body to fulfill its responsibilities and achieve the institution's mission and goals.

Financial policies:

Financial policies in a law college are essential for ensuring financial stability, transparency, and efficiency in the institution's financial operations. Some key financial policies that are typically implemented in law colleges include:

- Budgeting: Establishing a budgeting process to allocate financial resources effectively, taking into account the institution's goals and priorities.
- Revenue Generation: Developing strategies to generate revenue, such as through tuition fees, grants, donations, and partnerships with legal organizations.



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- Expense Management: Implementing policies to manage expenses efficiently, including guidelines for purchasing, travel, and other expenditures.
- Financial Reporting: Establishing procedures for financial reporting and accountability, ensuring compliance with regulatory requirements and providing stakeholders with transparent financial information.
- Asset Management: Developing policies for managing the college's assets, such as buildings, equipment, and investments, to ensure their proper utilization and maintenance.
- Debt Management: Implementing policies to manage and minimize debt, including guidelines for borrowing and repayment.
- Financial Aid: Developing policies for providing financial aid to students, including scholarships, loans, and grants, to support access to education.
- Risk Management: Establishing policies to identify, assess, and mitigate financial risks, such as fraud, financial mismanagement, and economic fluctuations.

By implementing these financial policies, law colleges can ensure responsible financial management, maintain financial stability, and support their mission of providing quality education to students.

Infrastructure and Facility Policies:

- Maintenance: Establishing policies for the regular maintenance and upkeep of infrastructure, including buildings, classrooms, libraries, and other facilities, to ensure they remain safe, functional, and conducive to learning.
- Expansion and Renovation: Developing guidelines for the expansion, renovation, or upgrading of infrastructure to meet the changing needs of the college and its students.

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• Accessibility: Ensuring that infrastructure and facilities are accessible to all students, including those with disabilities, in compliance with relevant regulations and standards.

• Safety and Security: Implementing policies to ensure the safety and security of students, staff, and visitors, including measures such as security personnel, surveillance systems, and emergency response plans.

• Technology Infrastructure: Developing policies for the management and maintenance of technology infrastructure, including networks, computers, and software, to support teaching, learning, and administrative functions

Student Welfare Policies:

- Health and Wellness. Establishing policies to promote the health and wellness of students, including access to healthcare services, counseling, and wellness programs.
- Accommodation: Providing policies for student accommodation, including guidelines for hostel facilities, rules for residence, and safety measures.
- Student Conduct: Setting policies for student conduct and discipline, including codes of conduct, disciplinary procedures, and consequences for misconduct.
- Anti-Discrimination and Harassment: Implementing policies to prevent discrimination, harassment, and bullying, and providing mechanisms for reporting and addressing such incidents.
- Student Grievance Redressal: Developing policies and procedures for addressing student grievances, ensuring a fair and transparent process for resolving complaints.

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- Financial Aid and Scholarships: Establishing policies for providing financial aid, scholarships, and other forms of assistance to students in need.
- Career Guidance and Placement: Providing policies and programs to support students in their career development, including guidance on internships, placements, and job opportunities.

By implementing these infrastructure and student welfare policies, law colleges can create a supportive and conducive environment for student learning and development.

Staff Recruitment and Development Policies:

- Recruitment Process: Establishing guidelines for the recruitment of faculty and staff, including procedures for advertising positions, conducting interviews, and selecting candidates.
- Equal Opportunity: Ensuring that recruitment processes are fair and transparent, and that all candidates are given equal opportunity regardless of race, gender, religion, or other factors.
- Professional Development: Providing opportunities for professional development for faculty and staff, including training programs, workshops, and conferences to enhance their skills and knowledge.
- Performance Evaluation: Implementing policies for evaluating the performance of faculty and staff, including criteria for assessment and feedback mechanisms.
- Career Progression: Developing policies for career progression and advancement for faculty and staff, including opportunities for promotion and recognition of achievements.

Academic policies:

Incharge Principal

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Academic policies are guidelines and standards set by educational institutions to ensure the quality, integrity, and consistency of their academic programs. These policies cover various aspects of the academic experience, including curriculum, grading, student conduct, and faculty responsibilities. Here are some common academic policies found in many educational institutions, including law colleges:

- Curriculum Development: Academic policies should outline the process for developing and approving curriculum changes, including the addition or modification of courses, programs, and degree requirements. This process should involve input from faculty, administrators, and relevant stakeholders to ensure that the curriculum meets the needs of students and maintains academic standards.
- Course Registration and Enrollment: Policies should specify the procedures for student registration, including deadlines, prerequisites, and restrictions on course enrollment. This helps ensure that students enroll in appropriate courses and have access to the classes they need to progress in their studies.
- Academic Calendar: Institutions typically have an academic calendar that outlines important dates and deadlines, such as the start and end of the academic year, registration periods, exam schedules, and holidays. Academic policies should specify how the calendar is determined and any procedures for modifying it.
- Grading and Academic Standing: Policies should establish the grading scale used to evaluate student performance, as well as criteria for determining academic standing, such as minimum GPA requirements for good standing, probation, or dismissal. These policies help maintain academic standards and provide students with clear expectations.
- Academic Integrity: Institutions typically have policies that prohibit cheating, plagiarism, and other forms of academic dishonesty. These policies often include procedures for investigating and addressing allegations of misconduct, as well as potential consequences for violations.

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- Student Conduct: In addition to academic integrity, institutions often have policies governing student behavior more broadly, including rules related to attendance, classroom conduct, and interactions with faculty and staff. These policies help maintain a positive learning environment for all students.
- Graduation Requirements: Academic policies should specify the requirements for earning a degree, including the number of credits or courses required, minimum GPA requirements, and any other graduation requirements such as a thesis or capstone project.
- Transfer Credits: Policies should outline the criteria for accepting transfer credits from other institutions, including limitations on the types of credits that can be transferred and the minimum grade required for transfer credits.
- Faculty Responsibilities: Academic policies should outline the responsibilities of faculty members, including expectations for teaching, research, advising, and service to the institution. These policies help ensure that faculty members are fulfilling their roles effectively.
- Appeals and Grievances: Institutions typically have procedures for students to appeal academic decisions, such as grades or disciplinary actions, and to file grievances related to academic matters. These procedures should be clearly outlined in academic policies to ensure fairness and consistency.

Overall, academic policies play a crucial role in maintaining the quality and integrity of an institution's academic programs. By providing clear guidelines and expectations, these policies help create a supportive and effective learning environment for students and faculty alike.

Incharge Principal
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Ref.No.68 /2022-23

Date. 29/06/2022

APPOINTMENT LETTER

To,

Mr. K. Srinivasa Raghavan

Madam/Sir,

With reference to your application ,the Management is pleased to inform you that you are hereby appointed on Clock Hour Basis at the rate of Rs.350/- (Rupees Three Hundred fifty only) per lecture for the post of Lecturer in **Asmita College of Law LL.B. Course** with effect from 01-07-2022, for the academic year 2022-23

Your appointment is purely on temporary basis (Fully unaided post) for the academic year upto 31st May 2023. After the expiry of the above period your service shall stand terminated without any notice.

Fulfillment of the service norms is fundamental to this appointment together with conducting yourself in a manner promoting the image of the college. You will be required to observe rules and instructions communicated from time to time and ensure confidentiality of all college information.

Please acknowledge,

Yours faithfully,

Dr. Manisha P. Nair

Gyáirman Om Vidyəlarkar Shikshan Sanstho Vikhroli (E), Mumbai-33. SMITA COLLEGE OF LAW

Affilated To University Of Mumbai Vikhroli (East), Mumbai-83.

cc. :-

1) Personal File

K.S.Raghawami



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Ref NO: 84 / 2022-23

Date: 23/07/2022

APPOINTMENT LETTER

To,

Mr. Vishal Babchkar

Madam/Sir,

With reference to your application the management is pleased to inform you that, you are hereby appointed as Assistant lecturer in Asmita College of law with effect from 01/08/2022 for the academic year 2022-23.

Your appointment is purely on temporary basis as it is fully unaided post which is upto / on or before 31st May, 2023. After the expiry of the above period your service shall stand terminated without any notice.

Fulfilment of the service norms is fundamental to this appointment together with conducting yourself in a manner promoting the image of the college. You will be required to observe rules and instructions communicated from time to time and ensure confidentiality of all college information. You are expected to engage yourself fully in the activities of the college.

Please acknowledge,

Yours faithfully,

Dr Manisha P. Nair

Chairman Om Vidyalankar Shikshan Sanstha Vikhroli (E), Mumbai-83. Incharge Pfincipal
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Ref. No. 68A/2022-23

Date: 29/06/2022

APPOINTMENT LETTER

To,

Mr. Ashok Chaudhari

Madam/Sir,

With reference to your application, the Management is pleased to inform you that you are hereby appointed ON Clock Hour Basis at the rate of Rs.350/- (Rupees Two hundred Fifty) per lecture for the post of Lecturer in **Asmita College of Law LL.B. Course** with effect from 01-07-2022, for the year 2022-23.

Your appointment is purely on temporary basis (Fully unaided post) for the academic year upto 31st May 2023. After the expiry of the above period your service shall stand terminated without any notice.

Fulfillment of the service norms is fundamental to this appointment together with conducting yourself in a manner promoting the image of the college. You will be required to observe rules and instructions communicated from time to time and ensure confidentiality of all college information.

Please acknowledge,

Yours faithfully,

Chairman

Dr. Manisha P Nair

Chairman Om Vidyalankar Shikshan Sanstha Vikhroli (E), Mumbai-83.

cc. :-

1) Personal File

I/C Principal

Dr.H.S.Gorge



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Ref NO: 70A/2022-23

Date: 29/06/2022

APPOINTMENT LETTER

To.

Ms. Sayali Topale

Madam/Sir,

With reference to your application the management is pleased to inform you that, you are hereby appointed as Assistant lecturer in Asmita College of law with effect from 01/07/2022 for the academic year 2022-23.

Your appointment is purely on temporary basis as it is fully unaided post which is upto / on or before 31st May, 2023. After the expiry of the above period your service shall stand terminated without any notice.

Fulfilment of the service norms is fundamental to this appointment together with conducting yourself in a manner promoting the image of the college. You will be required to observe rules and instructions communicated from time to time and ensure confidentiality of all college information. You are expected to engage yourself fully in the activities of the college.

Please acknowledge,

Yours faithfully,

Dr Manisha P. Vair

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Ref. No. 108A2022-23

Date 25/08/2022

APPOINTMENT LETTER

To,

Rohan Sawant

Madam/Sir,

With reference to your application the management is pleased to inform you that, you are hereby appointed as Assistant lecturer in Asmita College of law with effect from 01/09/2022 for the academic year 2022-23.

Your appointment is purely on temporary basis as it is fully unaided post which is upto / on or before 31st May, 2023. After the expiry of the above period your service shall stand terminated without any notice.

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Please acknowledge,

Yours faithfully,

Dr Manisha P. Nair Chairman

Om Vidyalankar Shikshan Sanstha Vikhroli (E), Mumbai-83.

cc. :-

1) Personal File

Dr.H.S.Gorge
Incharge Principal
ASMITA COLLEGE OF LAW
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Vikhroli (Cast), Mumbal 83.





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Ref NO: 50A/2022-23 Date: 01/06/2022

APPOINTMENT LETTER

To,

Ms. Nazish Shaikh

Madam/Sir,

With reference to your application the management is pleased to inform you that, you are hereby appointed as Assistant lecturer in Asmita College of law with effect from 01/07/2022 for the academic year 2022-23.

Your appointment is purely on temporary basis as it is fully unaided post which is upto / on or before 31st May, 2023. After the expiry of the above period your service shall stand terminated without any notice.

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Please acknowledge,

Yours faithfully,

Dr Manisha P. Nair

Chairman Om Vidyalankar Shikshan Sanstha Vikhroli (E), Mumbai-83. Incharge Principal
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Vikhroli (East), Mumbai-83.

cc.:-



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Ref NO: 71A/2022-23

Date: 29/06/2022

APPOINTMENT LETTER

To,

Ms. Sangita Joshi

Madam/Sir,

With reference to your application the management is pleased to inform you that, you are hereby appointed as Assistant lecturer in Asmita College of law with effect from 01/07/2022 for the academic year 2022-23.

Your appointment is purely on temporary basis as it is fully unaided post which is upto / on or before 31st May, 2023. After the expiry of the above period your service shall stand terminated without any notice.

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Please acknowledge,

Yours faithfully,

Dr Manisha P Nair

Om Vidyalankar Shikshan Sanstha Vikhroli (E), Mumbai 33. Dr.H.S.Gorge

Incharge Principal
ASMITA COLLEGE OF LAW
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cc. :-



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Ref No.01/2022-23

Date: 26/5/2022

APPOINTMENT LETTER

To

Mr. Keshao Tiwari

Madam/Sir,

With reference to your application, the Management is pleased to inform you that you are hereby appointed as a co-ordinate and as lecturer on hourly basis (i.e.) in **Asmita College of Law LL.B. Course** with effect from 10-06-2022, for the year 2022-2023.

Your appointment is purely on temporary basis (Fully unaided post) for the academic year upto 31st May 2023. After the expiry of the above period your service shall stand terminated without any notice.

Fulfillment of the service norms is fundamental to this appointment together with conducting yourself in a manner promoting the image of the college. You will be required to observe rules and instructions communicated from time to time and ensure confidentiality of all college information.

Please acknowledge,

Yours faithfully,

Lypo Bhdharl
Dr. Manisha P. Nair

Chairman Om Vidyalankar Shikshan Sanstha Vikhroli (E), Mumbai-33. Incharge Principal

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Ref NO: 49 / 2022-23

Date: 01/06/2022

APPOINTMENT LETTER

To,

Mr. Sunil Ambare

Madam/Sir,

With reference to your application the management is pleased to inform you that, you are hereby appointed as Assistant lecturer in Asmita College of law with effect from 01/07/2022 for the academic year 2022-23.

Your appointment is purely on temporary basis as it is fully unaided post which is upto / on or before 31st May, 2023. After the expiry of the above period your service shall stand terminated without any notice.

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Yours faithfully,

Dr Manisha P. Nair

Chairman Om Vidyalankar Shikshan Sanstha Vikhroli (E), Mumbai-33. ASMITA COLLEGE OF LAW Affilated To University Of Mumbai Vikhroli (East), Mumbai-83.

cc. :-