



★ ESTD: 1997 ★

# HINDUSTAN ACADEMY OF LAW

Arbitration Lawyers & Law Trainers for Corporate Sector



*Empowering Corporates Through Legal Expertise*

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# About Us

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Hindustan Academy of Law is a distinguished law firm specializing in comprehensive solutions for the corporate sector. Established in 1997, the firm's mission is to provide cost-effective and timely legal training to corporations.

It is recognized as the first law firm to offer training programs focused exclusively on legal issues pertinent to various corporate industries. Our seasoned team of arbitration lawyers and legal educators offers advice on legal affairs, ensuring our clients remain at the forefront of regulatory compliance and legal strategy.

# Our Services

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## Legal Training

Customized training programs for the corporate sector on complex legal topics designed to enhance organizational compliance.



## Arbitration Services

Skilled arbitration advocates dedicated to resolving commercial disputes efficiently and effectively.



## Legal Consultancy

Professional services including legal opinions, legal vetting of documents, agreements, and advising on regulatory adherence.



## Contract Management

Expert preparation, detailed assessment, and strategic negotiation of corporate contracts to mitigate risk.



# Programmes Offered



Legal Aspects of Tenders and Contract Management  
*(with focus on Risk Management)*



Legal Aspects of Disciplinary Proceedings with simulation/mock enquiry (optional)



Ethics and Corporate Governance – Vigilance Perspective



Workshop on the New Four Labour Codes  
*(with emphasis on compliances)*



Legal Aspects of Safety and Environmental Management.



Legal Aspects of Medical Negligence  
*(for Doctors and paramedical staff)*



General Legal Awareness – Law for Non-Law



Master Class on Right to Information Act, 2005



Awareness on the New Criminal Laws  
BNS, BNSS & BSA.



Gender Sensitization and Awareness on POSH Act, 2013



Alternative Dispute Resolution and Arbitration Simulation



Awareness on 'Human Rights'



Legal Requirements of making a WILL as a part of Personal Finance.

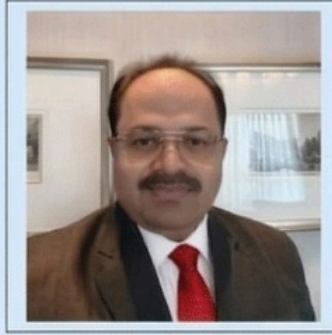


Awareness on Rights of Persons with Disabilities Act, 2016



Awareness on Rule on Reservations for SC, ST and OBCs under law.

# LEADERSHIP



# PROFILE

## Sri V. Parvathesam MANAGING PARTNER

**Sri V. PARVATHESAM, M.A., M.L.** *Managing Partner & Advocate, High Court of Andhra Pradesh* with nearly 30 years of multidisciplinary legal experience brings unique perspective gained from serving Port sector and Iron and Steel Sector. His background as a Senior Legal Executive ensures that HAL's programs are grounded in practical, industrial reality.

- **EXPERIENCE:** Spons roles as an Advocate, Senior Legal Executive in PSUs and as a Law Trainer.
- **FORMER ROLES:**
  - Served as a Law Officer (Class I) at Visakhapatnam Port Authority, Visakhapatnam.
  - Deputy General Manager (Law) at Rashriya Ispat Nigam Limited, Visakhapatnam Steel Plant, Visakhapatnam.
- **VISITING FACULTY:** 1. ADMINISTRATIVE STAFF COLLEGE OF INDIA (ASCI), HYDERABAD, 2. INDIAN INSTITUTE OF COAL MANAGEMENT (IICM), RANCHI
- **PANEL LAWYER FOR:**
  - RASTRIYA ISPAT NIGAM LIMITED, VISAKHAPATNAM STEEL PLANT, VISAKHAPATNAM.
  - MIDHANI, HYDERABAD.
- **OUR CORPORATE CLIENTS:** Hindustan Academy of Law served the following organisations:

|     |   |   |
|-----|---|---|
| 1.  |  | Various units of NTPC Ltd. like Simhadri (AP), Talcher (Oidsha), Ramagundam (Telengana), Solapur (Maharashtra), Koldam (HP), Vindhyanager (MP), Singrauli (U.P.), Dadri (NCR), and many more. |
| 2.  |  | Bharat Electronics Limited (BEL) Academy for Excellence, Bangalore  |
| 3.  |  | Hindustan Aarorunitics Limited (HAL) Management Academy, Bangalore  |
| 4.  |  | Indian Space Research Organisation (ISRO), Bangalore  |
| 5.  |  | National Aluminum Company Limited, Bhubaneshwar.  |
| 6.  |  | Central Coal Fields Limited, Ranchi (Jharkhand)   |
| 7.  |  | ECIL Limited, Hyderabad (Telongana)   |
| 8.  |  | Damodar Vally Corporation Limited (DVC), Kalkata (West Bengal)  |
| 9.  |  | Singareni Collieries Company Ltd. (SCCL) Kothagudem (Telengana)   |
| 10. |  | Bharat Dynamics Limited (BDL), Hyderabad  |
| 11. |  | Rashtriya Ispat Nigam Limited (RINL), Visakhapatnam Steel Plant, Visakhapatnam  |
| 12. |  | Visakhapatnam Port Authority, Visakhapatnam   |
| 13. |  | Hindustan Shipyard Limited, Visakhapatnam   |
| 14. |  | South Eastern Coal Fields Limited (SECL), Bilaspur (CG);  |
| 15. |  | Jindal Power Limited, Raigarh   |
| 16. |  | Maithan Power Limited, Jharkand.  |
| 17. |  | Infinity Retail Ltd. (CROMA)  |
| 18. |  | Visakha Container Terminal Limited (VCTPL), Visakhapatnam.  |

## CONTENTS OF THE PROGRAMMES



### LEGAL ASPECTS OF TENDERS AND CONTRACT MANAGEMENT

(Focus on Risk Management)

1. Constitutional aspects relevant for understanding contracts involving Public Bodies
2. Birds eye view of the provisions of INDIAN CONTRACT ACT, 1872 – Formation. Performance, Discharge and Remedies with emphasis on having a valid and enforceable contract.
3. LEGAL ISSUES arising out of contracts resulting in disputes with reference Contractual documents: i) Scope Of Interference by Courts in Contractual Matters ii) Permissibility of Relaxation of Tender Conditions – Doctrine of Legitimate Expectation iii) Of Consequences of Withdrawal or Backing Out – Forfeiture of EMD – Legality iv) Delay in performance and Time Extension Clauses – Force Majeure – Levy of Liquidated Damages for Delay and Penalties - Legality of Encashment of Unconditional Bank Guarantees – Risk & Cost Action – Banning or Blacklisting of Contractors
4. Managing Litigation.
5. CASE STUDIES based actual judgements of the Apex Court and Q & A Session.



### LEGAL ASPECTS OF DISCIPLINARY PROCEEDINGS

1. Constitutional and Disciplinary Proceedings – Right to Life and Equality – Articles 12, 13, 14, 19, 21 & 141 – Meaning, Scope and Extent as declared by Supreme Court.
2. Discussion on the principles of natural Justice, their significance, scope, flexibility and degree of compliance.
3. Presentation on Various steps/Procedure to be followed in conducting Disciplinary Proceedings in the light of Service Rules;
4. Understanding the respective roles of IO, PO, DA, CSE and Appellate Authority with special focus on Dos and DON'Ts;
5. Drafting of Inquiry Report, care to be taken while passing appropriate orders to be passed by the Disciplinary Authority and Appellate Authority etc.
6. Case Studies based on judgements of the Apex Court.
7. Mock-Simulation as per the requirement.



### WORKSHOP ON LABOUR CODES

1. Relevant Constitutional provisions
2. Overview of the INDUSTRIAL RELATIONS CODE, 2020 covering Trade Union Law, Industrial Disputes and industrial adjudication and Standing Orders.
3. Overview of the SOCIAL SECURITY CODE, 2020 covering mainly provisions pertaining to a) Employees' Compensation b) Employees Provident Fund c) Employees State Insurance d) Payment of Gratuity and e) Maternity Benefit.
4. The OCCUPATIONAL SAFETY, HEALTH & WORKING CONDITIONS CODE, 2020 covering mainly provisions pertaining to the following topics would be discussed: a) Factories b) Mines c) Contract Labour d) BOCW
5. Overview of the CODE ON WAGES, 2019 Minimum wages b) Payment of bonus – Impact of Labour Codes on Employer- Employee relationship. Labour Codes on Employer- Employee relationship.
6. Applicable Rules and Check-lists and role and responsibilities of Principal Employer and Contractor in respect of Contract Labour
7. Question & Answer Session.



### ALTERNATIVE DISPUTE RESOLUTION AND ARBITRATION SIMULATION

1. Dispute – Adjudication – Regular mode and different modes of Alternative Dispute Resolution Mechanisms.
2. Structure of the ARBITRATION & CONCILIATION ACT, 1996
3. Classification of Arbitrations – Domestic & International Commercial Arbitration – Institutional and adhoc Arbitrations.
4. Invocation of Arbitration – Constitution of Arbitral Tribunal – Guidelines on preliminary hearings – Fee fixation – Objection to the jurisdiction of Tribunal – Interim measures – Procedure – Pleadings – Substitution – Limitation – Time Limit – 2 tier Arbitration – Seat and venue – Stamping of Arbitration agreement – Patent illegality – prohibition of interest.
5. Making of Award – Challenge to the Award – Procedure for taking the matter up to the Supreme Court – Arbitration and MSME Parties – Machinery for adjudication of disputes between two Govt. bodies.
6. Simulation/Mock Arbitration as per the requirement.
7. Overview of the Mediation Act, 2023; and Q&A Session.



### AWARENESS ON RULE ON RESERVATIONS FOR SC, ST AND OBCs UNDER LAW

1. Constitutional aspects relevant for understanding law on reservations and other provisions relating to SCs/STs & OBCs.
2. Concept of creamy layer and its applicability, Horizontal and Vertical Reservation.
3. Maintenance of Reservation Registers and Rosters.
4. Discussion on various facets of reservation viz., Residence – Migration cases – no religious restriction on community status – SC candidate selected on merit and appointed on UR category – Compassionate appointment and adjustment – Ban on de-reservation – Backlog – Carry Forward –Reservations in promotions – Effect of marriage on reservation – effect of conversion and re-conversion – descendants of SC convert – effect of adoption etc.
5. National Commissions SCs, STs and OBCs; their power and functions and Q & A Session.



### AWARENESS ON 'HUMAN RIGHTS'

1. Introduction to Human Rights
2. International Human Rights Conventions and Agencies.
3. Human Rights in India – Human Rights, and the use of Natural Resources – Human Rights and Environment – Essential Rights for Human Development.
4. Protection of Human Rights Act, 1993 and Human Rights Commissions.

# CONTENTS OF THE PROGRAMMES

## MASTER CLASS ON RIGHT TO INFORMATION

1. History and Constitutional Basis for RTI
2. Bird's eye-view of the Right to Information Act, 2015
3. Key definitions – Making and Disposal of Requests - Roles of CPIO, deoed CPIO, APIO, Appellate Authority and CIO - Procedure for dealing with the third-party information.
4. Exemptions and Appeals – Powers of CIC and Penalties.
5. Discussion on various types of requests, disposal of requests, dealing with appeals and strategy to be adapted in dealing with vexatious requests and compliants.
6. Preparation for hoating before Central Information Commission - Case Studies and Q & A Session.

## GENDER SENSITIZATION AND AWARENESS ON POSH ACT, 2013

1. Constitutional Aspects selevant for understanding law relating to POSH.
2. Development of the law relating to sexual harassment of women at workplace from Viiskha case jill 2013
3. Birds' overview of the provisions of POSH Act 2013
4. Study of a mepet case (2023) on Sexual Harassment before the Hon ble Suprease Cennt.
5. Manner of conducting equiry by IC.
6. Case Studies & Q & A Session.

## LEGAL ASPECTS OF SAFETY AND ENVIRONMENTAL MANAGEMENT

1. Categorization of Indiaistics
2. Safety under Occopational Safety, Health and Other working Conditions Code, 2013.
3. Compliances and Fenalits under the Code
4. Applicable Roles under the Code.
5. International Conventions
6. Water (P&C) Act, 1974 and Air (P&C) Act. 1981
7. Environmental Protection Act. 1996
8. Public Liability Insurance and Several Roles Ramed under the Environmental Protection Act, 1886.

## AWARENESS ON RIGHTS OF PERSONS WITH DISABILITIES ACT, 2016

1. Relevant Constitutional Provisions.
2. The persons with disabilities (Equal Opportunities Protection of Rights and Full Participation) Act, 1995
3. United Nations Convention on the rights of persons with disabilities (UNCPRD), 2007
4. The Rights of Persens with Disabilities Act, 2016
5. Paradigra shift from medical perspective to socio medical issue.
6. Central and State Commissioners, Special Court and Question & Answer Session.

## LEGAL ASPECTS OF MEDICAL NEGLIGENCE

- 1) Negligence under Law of Torts.
- 2) The Consumer Protection Act, 2019 and Medical Negligence.
- 3) Medical Negligence under BNS, 2013
- 4) Case Studies based on the judgments of the Supreme Court of India and House of Lords of England.

## ETHICS AND CORPORATE GOVERNANCE – VIGILANCE PERSPECTIVE

1. Nation's Ethics and Presmble.
2. Corporate Governance Basics
3. Governance Challenges and Principies
4. Vigilance And Corporate Governance
5. Preventive Vigilance
6. Role Of CVC and Vigilance in Organizations and CBI.
7. Preliminary Eunpiry Doe and Don'ts.
8. Framing Of Charge-Sheet
9. Non-Compliance with rule requiring Consultation with Vigilance -Effccs.
10. Principles Of Natural Justice, Flexibility and degree of compliance
11. Supreme Court Case Studies on Vigilance involved Matters.
12. Past Misconduct and Consideration thereof.

## GENERAL LEGAL AWARENESS LAW FOR NON-LAW

1. Indian Indicial and Indian Legal System
2. Constitution - Fundamental Rights
3. Substantive Laws: Indian Fenal Law – BNS - Law of Torts - Law of Connacts
4. Family Laws: Hinda Law of marriage, Divorce, Adoption and Maintenance
5. Precedural Laws; Alternative Dispute Resolution Mechanisms - Civil Procedure Code - Criminal Procedure - BNSS - Indian Evidence Law - BSA

## AWARENESS ON THE NEW CRIMINAL LAWS BNS, BNSS AND BSA


1. Role of law - Social Order, Social Control and Social Change and Criminal Law in Society.
2. Reasonableness of the procedure Act. 21 & 14
3. Substantial, Procedural and Adjestive Laws.
4. Therview of ponishment – Reformatory theory adopted – Adversarial and Inquisitorial legal systems - Presumption of Insunance – ones
5. Overview of BHARATIYA NYAYA SANHITA, 2023 (BNS) and Comperative Analysis of the Dynamic changes in comparison with IPC.
6. Overview of BHARATIYA NAGRIK SURAKSHA SANHITA, 2023 (BNSS); and Comparative Analysis of the Dynamic changes in comparison with Climinal Procedure Code, 1872.
7. Overview of THE BHARATIYA SAKSHYA ADHINIYAM 2023 (BNS) and the dynamic changes in comparison – with Indian Evidence Act, 1872.

## LEGAL REQUIREMENTS OF MAKING A WILL AS A PART OF PERSONAL FINANCE

1. Testamantary and Inlevant Succession and Relevant provisions of Indian Succession Act, 1925.
2. What is a Will - Importance of will - Types of Wills, Codiell; Probate; Latter of Administrstion - The process of making a Will and applicability of stamp duty - The process of Execution of a Will - Deposit and/or Registration of a Will.
3. Relevant provisions of Hindu Succession Act, 1936 pertarding to Wills.
4. Relevant provisions of CFCC and Registration Act.

# TESTIMONIALS

*Mr Parvathesam is a teacher par excellence who speaks effortlessly and links theory with cases and makes the subject v interesting and lively.*

 **Kalyani Sethuraman CVO, Hindustan Aeronautics Limited.**

*The session about RTI, POSH & Disciplinary proceedings by Mr V Parvathesam was very informative. The coverage was very thorough. Case studies were very relevant. Overall on excellent learning experience. Thank you so much.*

 **Sangeeta Srivastava GM, Bharat Electronics Limited**

*The one day muster class held on 02/02/2026 at HCE, Nalco, Bhubanessam by Shri V.Parvathesam, a legal expert and legal trainer of HAL is an excellent and is very insightful. The case studies were very much interesting and informative for all of us. Thanks a lot to Mr Parvathesam.*

 **Banamali Sethy Senior Executive, NALCO**


*It was a great pleasure to have sir here with us at NTPC Korba today. He delivered wonderful sessions highlighting various prospects of the GENDER SENSITIZATION AND AWARENESS ON POSH ACT, 2013. He is a knowledgeable, organized, and engaging, using a clear structure, varying vocal delivery, and actively involving participants through questions and interaction. Thank You!*

 **Amir Faiyaz Senior Executive, NTPC**

*Advocate Shri V Parvathesam is very knowledgeable and experienced person. He has very excellent way of explaining the issues. I wish him best of luck for the future.*

 **Manish Ambasta Senior Executive, NHPC**


*Wonderful 2 days session I had . Had clear understanding on many important terminology related Labour code ,Factory act . The faculty is very experienced and approachable and responded to all of our query with simple exploration.*

 **Jayashree Choudhury Senior Executive, Maithan Power Limited/Tata Power**

*Sessions conducted on legal issues in public procurement and ADR mechanism to the civil court system by Shri V Parvathesam. The sessions were detailed and informative.*

 **Darshan Powar Participant at ASCI, HYD**

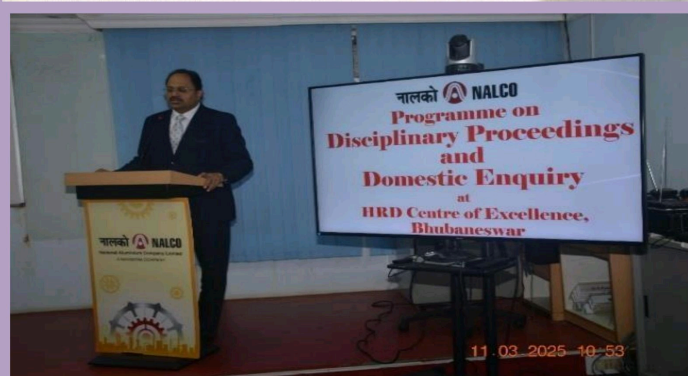
*Excellent and highly insightful lecture on Labour Laws by V PARVATHESAM sir The lecture on Labour Laws was exceptionally well delivered and very informative. The speaker explained complex legal provisions—especially the Labour Codes, OSHWC, wages, social security, and Principal Employer liability—in a clear, structured, and practical manner. Real-life examples and case references made the concepts easy to understand and relevant to real-world application. The session was well organized, engaging, and extremely useful for professionals, administrators, and anyone dealing with labour compliance. Overall, a highly enriching learning experience. I would strongly recommend this speaker for training and academic sessions on labour and industrial laws.*

 **Vamc Kshethra Senior Executive, URSC (ISRO)**

*He has been extremely helpful in addressing NIT- related matters, technical issues, LD concerns, and other contractual aspects. His guidance and deep understanding of the Indian Contract Act have been invaluable to us.*

 **M Rao Tirupathi Senior Executive, NMDC**

# PHOTO GALLERY



## एनटीपीसी सिंगरौली द्वारा विशेष प्रशिक्षण कार्यक्रम का आयोजन

