

DHABALESWAR INSTITUTE OF PHARMACY

(Under the Management of D.I.T.C. Managing Trustees)

[Affiliated to OUHS, BBSR & OSBP, BBSR. Approved by Govt. of Odisha & PCI, New Delhi]
RADHADAMODARPUR I.E., KHUNTUNI, ATHGARH, CUTTACK-754029
E-mail id : diphcuttack@gmail.com, Website: www.diphcuttack.org,
Contact No.: 94372 84154 / 9437443155 / 9980100900

Letter No. DIPH/DP/26-27/008

Date: 16/04/2026

ICC COMMITTEE (Re-Formation)

1st meeting (formation of Cell):-30.04.2025

2nd meeting (reformation) Date: 16/04/2026

Place: Dhabaleswar Institute of Pharmacy, Cuttack

Objective

- As per the UGC (Prevention, Prohibition & Redressal of Sexual Harassment of Women Employees & Students in Higher Educational Institutions) Regulation 2015.
- To re-form the Gender Sensitization Cell or ICC to ensure a safe, respected & inclusive environment for all Students, Faculty & Staff in compliance with PCI regulations & relevant laws.

Minutes of the Meeting

- A meeting regarding the Re-formation of ICC Committee was held on dt- 16/04/2026 at Dhabaleswar Institute of Pharmacy, Cuttack.
- The aim of the meeting is to ensure a safe, respectful & inclusive environment for all Students, Faculties & Staff
- Composition of Gender Sensitization Cell / ICC(Reformation of cell):-

Designation	*Name*	*Position*	*Contact No.*	signature
Chair Person	Dr. Saiprasanna Behera	Principal	9861252518	<i>Dr. Saiprasanna Behera</i>
Member Secretary	Mr. Nitai Gopal	Asso. Professor	9337180140	<i>Nitai Gopal</i>
Faculty Member	Mrs. Gitanjali Swain	Asso. Professor	9408162382	<i>Gitanjali Swain</i>
	Mrs. Laxmipriya Sahoo	Asst. Professor	9348626711	<i>Laxmi Sahoo</i>
Student Representative	Miss Smrutiprajna Behera	Student	7008479384	<i>S. Behera</i>
	Miss. Shilparani Samtra	Student	9937794059	<i>Shilparani Samtra</i>
Parents Representative	Mr. Umakanta Behera	Parents	9937133480	<i>Umakanta Behera</i>
	Mr. Sandip Ku. Samtra	Parents	9438944816	<i>Sandip Ku. Samtra</i>

Conclusion

The meeting for Re-formation of ICC was successfully conducted as all the Committee members joined the meeting & No case was raised in the meantime period.

Dr. Saiprasanna Behera

Signature

Principal

Dhabaleswar Institute of Pharmacy

Principal
Dhabaleswar Institute of
Pharmacy



DHABALESWAR INSTITUTE OF PHARMACY

(Under the Management of D.I.T.C. Managing Trustees)

[Affiliated to OUHS, BBSR & OSBP, BBSR. Approved by Govt. of Odisha & PCI, New Delhi]
RADHADAMODARPUR I.E., KHUNTUNI, ATHGARH, CUTTACK-754029

E-mail id : diphcuttack@gmail.com, Website: www.diphcuttack.org,

Contact No.: 94372 84154 / 9437443155 / 9980100900

Letter No. DIPH//BP//25-26/008

Date: 20/05/2025

To

The Registrar

Odisha University of Health Sciences (OUHS)

Sishu Bhawan Square, Bhubaneswar.

KHURDA PIN 751009, ODISHA.

Subject: Submission of Documents for Constitution of Internal Committee under the Prevention of Sexual Harassment Act, 2013

Respected Sir/Madam,

With reference to the guidelines and your letter number :-OUHS-MISC-OLA-0002-2025-3340/2025 and OUHS-MISC-OLA-0002-2025-3340/2182 under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, we are submitting herewith the necessary documents pertaining to the constitution of the Internal Committee in our institution.

The Internal Committee has been duly constituted as per the provisions of the Act to ensure a safe and secure working and academic environment for all staff and students. The enclosed documents include:

1. Constitution order/notification of the Internal Committee
2. List of members with designation and contact details
3. Copy of minutes of the meeting (if applicable)
4. Internal complain committee report 2024-25

We are submitting these documents both through email for immediate reference and by post for official records..

Kindly acknowledge the receipt and oblige.

Thank you.

Yours sincerely,



Principal

Dr. Ishree Jagomaya Das
Principal Pharmacy

Dhabaleswar institute of Pharmacy

9704459033

[Email Address] diphcuttack@gmail.com



Principal
Dhabaleswar Institute of
Pharmacy



DHABALESWAR INSTITUTE OF PHARMACY

(Under the Management of D.I.T.C. Managing Trustees)

[Affiliated to OUHS, BBSR & OSBP, BBSR. Approved by Govt. of Odisha & PCI, New Delhi]
RADHADAMODARPUR I.E., KHUNTUNI, ATHGARH, CUTTACK-754029

E-mail id : diphcuttack@gmail.com, Website: www.diphcuttack.org,

Contact No.: 94372 84154 / 9437443155 / 9980100900

Letter No. DIPH/BP/21-25/007

Date: 30/04/2025

Internal Complaints Committee

Dhabaleswar institute of College of Pharmacy has an Internal Complaints Committee (ICC) that would play a critical role in Gender Sensitization, prevention of sexual harassment and student grievance redressal. This policy is meant to sensitize the employees and students about their fundamental rights to have safe and healthy environment.

The Articles 14, 15 and 21 of the Indian Constitution, ensure "equality of status and opportunity" under the law, to live a life free from discrimination on any ground and to protection of life and personal liberty.

1. **Gender Sensitization** - Gender Sensitization is a basic requirement to understand the sensitive needs of a particular gender. It is about changing behavior and instilling understanding into the views about our own and the other gender.
2. **Sexual Harassment of employee and students** - Sexual harassment is unwelcome sexual behavior, which could be expected to make a person feel offended, humiliated or intimidated. It can be physical, verbal or written.
Sexual harassment is against the law under the *Equal Opportunity Act 2010*.
3. **Student Grievance Redressal Committee (SGRC)** - This cell attempts to address redressal of grievances with regard to their complaints on academic and non-academic matters, grievances related to assessment, victimization, attendance, conducting of examinations, harassment by colleague students or teachers etc.

Objectives:

1. To introduce an ethical, impartial and consistent mechanism for redressal of various issues faced by the students and employees.
2. Create a platform to investigate and review complaints or grievances of students and faculty respecting the right and dignity of one another.
3. Take necessary steps to ensure effective solutions depending upon the gravity of the problem and resolve promptly in a confidential manner.
4. To create transparency and awareness about the ICC committee


Principal
Dhabaleswar Institute of
Pharmacy


Principal
Jhabaleswar Institute of
Pharmacy



members to the faculty and the students for maintaining a harmonious atmosphere.

Procedure:

The ICC Cell can be approached both by students and employees to voice their grievances. Suggestion boxes are provided in every floor of the Pharmacy College. The students can express their constructive suggestions and drop them in the box. Any oral complaints are also redressed. They are enquired and scrutinized by the ICC committee with utmost confidentiality. Apart from this, there are Mentors, Class coordinators, Department Heads are also available to tackle departmental issues.

Key Responsibilities:-

A Complaints Committee must first be aware of their key responsibilities, some of which are highlighted below:

1. Be thoroughly prepared
2. Know the Act, Policy and/or relevant Service Rules
3. Gather and record all relevant information
4. Determine the main issues in the complaint
5. Prepare relevant interview questions
6. Conduct necessary interviews
7. Ensure parties are made aware of the process and their rights/responsibilities within it
8. Analyze information gathered
9. Prepare the report with findings/recommendations

Do's and Don'ts for

Complaints Committee DO'S

1. Create an enabling meeting environment.
2. Use body language that communicates complete attention to the parties.
3. Treat the complainant with respect.
4. Discard pre-determined ideas.
5. Determine the harm.

DON'TS

1. Get aggressive.
2. Insist on a graphic description of the sexual harassment.
3. Interrupt.
4. Discuss the complaint in the presence of the complainant or the respondent


Principal
Dhabaleswar Institute of
Pharmacy


Principal
Dhabaleswar Institute of
Pharmacy

Internal Complaints Committee Report 2024-25

Member details:

1. Chair person: Dr. Itirishree Jogomaya Das
02. Senior Faculty: Mr. Nitai Gopal
2. Vice Principal :- Mr. Nitai Gopal
- 3.3 Senior Faculty: Mr. Prsnajit Palai
4. Senior Faculty: Mr. Girija Prasad Swain
5. Warden Ladies Hostel:- Miss. Khirabdi Dhal
6. Member (Office – Law): - (Advocate) Mr. Srinivas Satapathy
7. Member (Office – Security):- Mr. Ramani Ranjan Nayak
8. Parent: - Mr. Ranjit Mishra F/o :- Elina Mishra
9. Parent: Mr. Sandip Kumar Santra F/o :- Silparani Santra
10. Advisor (HR): Mr. Pritam Rath
11. Clinical Psychologist: Dr. Jyoti Parija

S.no	Protocol	Dates/Numbers
1	Date of constitution	10.01.2025
2	Date of re constitution	30.04.2025
3	Date of meeting held	30.04.2025
4	Number of Complaints received (i) Sexual harassment (ii) Grievance Redressal	Nil
5	Number of gender sensitization programme organized	01
6	Any Legal action taken against complaints	Nil
7	Grievanc:-Nil	Redressal:-Nil



Principal
Dhabaleswar Institute of
Pharmacy
Dr. Itirishree Jogomaya Das
Principal



Principal
Dhabaleswar Institute of
Pharmacy

- ✓ Receipt should be acknowledged.
- ✓ Analyze the merit of the compliant.
- ✓ Quorum has to be maintained.
- ✓ In the absence of chairman senior faculty can conduct the meeting.

Meeting schedule:

Minimum twice in a year the committee will meet to assess the status and functioning of the committee.

(or)

The committee will convene whenever necessary and make enquiry on the complaint made.
The committee is expected to review with one week period and to submit the report.

Duration of the committee

The committee constituted will function for three years

Outcome:

The individual not satisfied with the committee decision can contact to appellate committee functioning at PSG health campus for final decision.

Any redressal submitted by the student or employee has to be answered within a week's time with possible solution. If, redressal submitted within the pervue or not possible of the committee can be informed with proper explanation.


Principal
Dhabaleswar Institute of
Pharmacy


Principal
Jhabaleswar Institute of
Pharmacy

Internal Complaints Committee (ICC) will be composed of the following members:-

S. No	Member	Eligibility
1	Chair person (Principal)	Dr. Itrishree Jogomaya Das Mobile No: -9704459033
2	Members (Senior Faculty)	Mr. Nitai Gopal Mobile No: 9337180140 Mr. Prsnajit Palai Mobile No: -630774782
3	Warden - Ladies Hostel (Faculty i/c)	Miss. Khirabdi Dhal Mobile No: -9692653459
4	Member (Officer - Law)	Mr. Srinivas Satapathy, Advocate, Madhupatna, Cuttack Mobile No: -8260221138 Mr. Gyana Samal IIC, Khuntuni Cuttack Mobile No: 9439957751
5	Parent	Mr. Ranjit Mishra F/O: -Elina Mishra students 1 st semester B.Pharm (2024-25 Batch) Mobile No: -7978254819 Mr. Sandip Kumar Santra F/O: -Silparani Santra students 1 st semester B.Pharm Mobile No: 9438014816
6	Advisor(HR)	Mr. Pritam Rath HR department, Dhabaleswar institute of Pharmacy Mobile No: -9437946407
7	Clinical Psychologist	Dr. Jyoti Parija Utkal Hospital, Niladri bihar, Chandrasekharapur, Bhubaneswar Mobile No: -8093060185

- Additional faculty members and psychologist will be called, depending upon the nature of the complaint.


Principal
Dhabaleswar Institute of
Pharmacy


Principal
Dhabaleswar Institute of
Pharmacy



REMINDER



ODISHA UNIVERSITY OF HEALTH SCIENCES, BHUBANESWAR

Office: Sishu Bhawan Square, Bapuji Nagar, Bhubaneswar, Pin- 751009
Web Site: www.ouhs.ac.in E-mail: ouhs2022@gmail.com / ouhs@ouhs.ac.in
Tel: 0674-2597266

No. OUHS-MISC-OLA-0002-2025- 3340 /2025

Date: 01.05.2025

To

The Deans/Principals of all defaulting Colleges/Institutions.

Sub: Reminder for Submission of Details regarding Internal Complaints Committee (ICC) and Action Taken Report.

**Ref: This Office Letter No. 2182 dated 25.03.2025 &
Govt. in Health & F.W. Deptt. Letter No. 7492/H&F.W. dated 10.03.2025**

Sir/Madam,

With reference to the letter on the subject cited above, it is observed that your institution has not yet submitted the report in details regarding the constitution of the Internal Complaints Committee (ICC) in your Institution as required under the provisions of the Prevention of Sexual Harassment Act, 2013 despite directions issued in the letter under reference.

As per Government guidelines and instructions issued vide letter No. 7492/H&F.W. dated 10.03.2025 of Government under reference, it is mandatory to establish the ICC in your institution and to furnish the pointwise Action Taken Report to this office for onward submission to Government.

Hence, you are once again requested to submit the required information to this office **by 05.05.2025 positively.**

Non-compliance may be viewed seriously and reported accordingly.

Yours faithfully,

REGISTRAR

Date- 01.05.2025

Memo No 3341 /OUHS

Copy forwarded to OSD to Vice-Chancellor, OUHS for kind information of the Hon'ble Vice-Chancellor.


Principal
Dhabaleswar Institute of
Pharmacy

REGISTRAR





ODISHA UNIVERSITY OF HEALTH SCIENCES, BHUBANESWAR

Office: Shishu Bhawan Square, Bapuji Nagar, Bhubaneswar, Pin- 751009
Web Site: www.ouhs.ac.in E-mail: ouhs2022@gmail.com / ouhs@ouhs.ac.in
Tel: 0674-2597266

No. OUHS-MISC-OLA-0002-2025/ 2182

Date 25.03.2025

To

All Deans/Principals of all affiliated Colleges/Institutions.

Sub: Implementation of the prevention of Sexual Harassment Act, 2013 with regard to establishment of the Internal Complaints Committee (ICC)

Ref: OUHS Letter No. 1963 dated 13.03.2025

Sir/Madam,

In inviting reference to the letter on the subject cited above, I am directed to say that Govt. in Health & F.W. Department in their letter No. 7492/H&F.W. dated 10.03.2025, have issued guidelines for implementation of Prevention of Sexual Harassment Act, 2013 and to establish the Internal Complaints Committee in all Health Institutions. (Copy enclosed).

You are, therefore requested to take immediate steps for implementation of Prevention of Sexual Harassment Act, 2013 and to establish the Internal Complaints Committee in your institution as per guideline issued by Govt. and posters prescribed by OUHS in letter No.1963 dated 13.03.2025 and to furnish pointwise action taken report to this office by 29.03.2025 for onward submission of consolidated report to Govt. as called for in the letter under reference.

Yours faithfully,


REGISTRAR

Date- 25.03.2025

Memo No 2183 /OUHS

Copy forwarded to Additional Secretary to Government, Health & F.W. Department, Odisha, Bhubaneswar for kind information.


REGISTRAR

Date- 25.03.2025

Memo No 2184 /OUHS

Copy forwarded to OSD to Vice-Chancellor, OUHS for kind information.


REGISTRAR


Principal
Dhableswar Institute of
Pharmacy



OUHS-MISC-OLA-0002-2025/01/2025



Scanned with OKEN Scanner



सत्यमेव जयते

National Education Policy 2020

Ministry of Education
Government of India

Government of India

GUIDELINES

ON

BASIC FACILITIES AND AMENITIES FOR SAFE
SECURE

ENVIRONMENT FOR WOMEN

AND

WOMEN CELL (FOR SENSITIZATION, POLICY
IMPLEMENTATION, MONITORING AND
GRIEVANCE REDRESSAL) IN HIGHER
EDUCATIONAL INSTITUTIONS



ज्ञान-विज्ञान विमुक्तये

University Grants Commission

New Delhi, India


Principal
Dhahaleswar Institute of
Pharmacy



Scanned with OKEN Scanner

The Recommendations of The UGC

Committee on

Women Safety and Security:

The UGC is committed to the goal of developing a safe, secure and violence free environment in all the educational institutions across the country. It has been reviewing the safety of the campus communities especially women from time to time and issuing guidelines for the same. In this regard, the UGC again setup a committee in 2022 and tasked it with reviewing and updating the safety guidelines for implementation.

On a general note, the committee observed that there is a strong need to challenge the culture of silence that perpetuate the acts of violence against women, be it within the campus or outside. The committee, however, was cognizant of the prevailing norms and practices of masculinities in the functioning of educational institutions that posed a real hurdle in the effective implementation of policies meant to combat sexual harassment and gender based violence in higher educational institutions (HEIs). It was therefore, imperative that HEIs emerged out of the denial mode and acknowledged the prevalence of sexual harassment on campuses and thereafter, implemented the UGC guidelines as a multi-dimensional redressal mechanism. Gender sensitisation of each and every individual on the campus including the vice chancellor, registrar, the principal, the administrative officers, all the teaching and non- teaching staff, students, research scholars, all service providers and workers (permanent, temporary and contractual) will pave the way for making our campuses safe and secure for women.

The committee also observed that UGC's earlier report titled, "*Saksham: Measures for ensuring the Safety of Women and Programmes for Gender Sensitisation on Campuses*" was quite comprehensive and suitable for the task.


Principal
Dhabaleswar Institute of
Pharmacy

Hence it recommends that Saksham should act as a handbook for developing gender sensitisation programmes in HEIs. A soft copy of the „Saksham“ must be freshly circulated in all HEISs across the country to implement the policy guidelines for women“s safety and security.

The committee suggests the following fresh guidelines to create safe, secure and gender equitable environment in all HEISs.

The guidelines are broadly classified into the following two interlinked domains:

- I. Infrastructural facilities and amenities for a safe and secure environment:**
- II. Women Cells (for sensitization, policy implementation, monitoring and grievance Redressal)**

Guidelines for basic facilities & amenities for secure environment for women on campuses and Women Cell (for sensitization, policy implementation, monitoring and grievance redressal) in higher educational institutions

1. Students should be provided with a handbook at the time of admission that would contain detailed information about rules and regulations regarding proper conduct and behaviour expected of them. It should list the helpline numbers of ICC members, student counsellors, anti-ragging cell, proctor office, medical emergencies, health centre, canteen, and other university authorities to be approached in case of need.
2. Professional counseling services should be available on the campus to address the psychological and emotional concerns of the students.
3. Safety of women is a paramount concern for all. The higher education choices are, quite often, limited by perceptions of risk involved in going „outside“ the home for higher education. Therefore, efforts by the college/university administration to make their campuses better equipped and safer for women would strengthen women's participation in institutions of higher learning. Infrastructural improvement measures, therefore, would act as a strong component in creating a women friendly campus.
4. The HEIs should ensure easy access to basic sanitation and hygiene facilities for women such as clean, well maintained and fully functioning separate restrooms equipped with 24 hours tap water supply, soap, covered dustbins, sanitary pad disposal bins and vending machines in all


Principal
Dhableswar Institute of
Pharmacy

its buildings. There should be proper sanitary staff deployed to keep the facilities clean and usable at all times.

5. The campus and the adjoining areas should be well lit. The sports and other play grounds and public parks should have flood lights. All the roads and streets on the campus, and the areas around the main/central library, the hostels, and parking lots must have adequate street lighting. There should be no dark stretches anywhere on the campus.
6. The HEIs should provide reliable and consistent transport facilities and feeder buses for all students, especially for women students and female staff, for a safe transit within the campus. The services should be provided till late hours as laboratories and libraries are open till late.
7. All the buildings, the open public spaces and other infrastructural amenities including transport, restrooms, footpaths, entry and exits should be friendly for specially abled Students.
8. A sufficient number of female security guards should be hired from credible security firms.
9. Each campus should have adequately equipped with primary health care center along with an ambulance facility to ensure women's safety by availing the primary and emergency health care services on a 24 hours basis within the campus.
10. Boundary wall provisions are essential for ensuring the safety of students especially where campuses are located in rural or out of town, secluded

areas. In this regard the university/college premises must have a boundary wall to curtail unauthorized access of outsiders to the campus.

11. All the public spaces on the campus such as streets, libraries, corridors, playgrounds, parks, sports stadia, laboratories, libraries, parking lots should be under CCTV coverage with a centralized surveillance system to monitor the behavior and activities of students, staff, and visitors. A system of issuing passes to all visitors at the campus entry should be in place.
12. Childcare centers and crèches with trained personnel should be available at subsidized charges.
13. The HEIs should build more hostels for women and all women students who need hostel rooms should be given this facility. Hostels should be designed to offer contemporary amenities such as the mess, canteen, clean restrooms, self-service laundry rooms fitted with washing machines, Wi-Fi, lounge, entertainment facilities for indoor games, and reading rooms etc.
14. Healthy and nutritious food should be available at all the canteens and the mess premises of the college/university and its quality should be regularly checked by the food safety officials.
15. The administration should organize self-defense classes/ training camps for female students and employees on a regular basis.
16. Every college/university/educational institution must have an Internal Complaints Committee (ICC) constituted as per the legal requirements in


Principal
Dhableswar Institute of
Pharmacy

the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. The ICC will work towards prevention and grievance redressal and look into all complaints of sexual harassment filed by the women students and women staff members and adhere to all the rules and regulations stipulated in this Act.

17. Information about the ICC, its members, their contact details via phone and email, and details about the role and responsibilities of ICC should be prominently uploaded on the website of the institution. The same should also be disseminated widely through posters or brochures put up at prominent places, on notice boards of all departments, offices, hostels, auditoriums and sports stadia. A copy of the act should also be uploaded on the website of the institution. Complaint /grievance boxes should be put up at discreet locations in all buildings of the institution. An anonymous complaint should also be addressed.

18. Universities must advocate a zero tolerance policy with respect to sexual harassment and gender based discrimination on the campus. In this regard, all the necessary actions should be taken and norms should be followed as per the official gazette of India, University Grant Commission (Prevention, prohibition and redressal of sexual harassment of women employees and students in higher educational institutions) Regulation, 2015.

19. Gender sensitization seminars, contests/exhibitions/debates/ and film screenings should be organized regularly to sensitize the students, teachers and other staff about the existing gender stereotypes that reinforce gender based discrimination and violence. In this regard, an Annual Fest can also be instituted around the Women's Day to create

awareness on gender equality through interactive sessions, performative arts, film discussions, essay and poetry writing, poster making, photography and critical debates. The selected pieces may be published in the campus magazine. A gender equality wall may be maintained in the campus and students should be encouraged to express their views on a daily basis to orient fellow students and staff members towards the need to build gender inclusive societies.

20. HEIs should instill self confidence in young women to become achievers, leaders and entrepreneurs in order to empower them socially and economically. There should be a strong focus on developing and promoting gender inclusive curriculum in order to provide equal career opportunities, irrespective of gender.

21. The HEIs must take strong steps to counter the practices of stigmatization and secondary victimization of the complainant/victim. This could be done through legal awareness lectures, workshops, seminars and conferences that would instill confidence in women to report any instance of sexual harassment or gender based violence that they observe, come to know about or experience. In this regard, the HEIs may invite the services of the legal counselors from State Legal Service Authority (SLSA), District Legal Service Authorities (DLSA), or the law department, legal advocacy groups and in-house legal counselors etc.

22. Similarly, the campus community should regularly invite eminent members of society such as professionals, and functionaries from the state, corporate and civil society who are known to promote gender equality in their respective fields.


Principal
Dhabaleswar Institute of
Pharmacy

23. The HEIs should regularly organise health awareness and health check-up camps to spread awareness about issues such as breast cancer, menstrual hygiene, use of contraceptive pills, unwanted pregnancy, depression, anxiety, eating disorders, stress induced disorders, hormonal imbalance, Polycystic Ovarian Disease (PCOD) etc.
24. The revised curriculum as per NEP 2022 should create ample space for vocational skill development and entrepreneurship for women to enable them to become economically independent.
25. The HEIs should try to motivate Women in general and more specifically women from socially disadvantaged groups, or women who are disabled to continue their education by offering scholarships and funding opportunities.
26. The administration machinery of the HEIs should ensure the use of gender-inclusive language for all official communications.
27. Annual reports of the HEIs should include the data about the number of complaints of sexual harassment received, successfully disposed of and pending, without revealing the identities of complainants.
28. The HEIs are supposed to submit a periodic report to UGC in regards to the measures taken for safety and security of women employees and students in the premises.
29. All the facilities in women cells should be specially abled (Divyangjan) friendly.