

Describe gender equity & sensitization in curricular and co-curricular activities, facilities for women on campus within 100 - 200 words

Tagore Dental College has institutionalized internal complaints committee for prevention, prohibition and redressal of sexual harassment of employees and students. The committee actively strives to prevent gender harassment and emphasized gender equity in the campus. Awareness programmes are organized in every academic year to make the students aware about it. Students are made aware on the discrimination against women in every sphere of life, low status of women in psychological and social sphere, status of human rights all over the world, legal status, gender differences in perception, strategies to deal with it. Student representative from each year are members of the committee and they actively participate in the monthly meetings.

Women upliftment in all aspects is reflected in all the academic (Paper, poster & research, publication) and extra curricular activities at intra and inter college at par with their male counterpart. Women safety in institution is ensured by faculties, medical counsellors and posters with committee member contact details and security guards at places of gathering, CCTV surveillance at all floors. The overall safety and security is ensured and supported by the management.

SPECIFIC FACILITIES PROVIDED FOR WOMEN

The Internal complaints Committee was formulated that safe guard the rights and liberties of women and equity among the students and staffs. The committee organises programs to instil the sense of equity and freedom and measures that they can be taken to protect themselves. During the orientation programs for first year and third year students, there is a program on gender harassment and make the students aware of the committee and how they can complain. Student members are included in the committee to give their perspective and access to information of what steps are being taken to prevent gender harassment. The student members feel free to speak about their friends experience and students feel free to confide to their brethren. Non-teaching staffs are also included in the committee.

Charts are put up in the college at prominent places to make the students and staff of how to approach and whom to approach in case of an unacceptable situation. Handbook is also released to help the staffs and students to avoid getting into trouble.

The safety and security of staffs and students are important. CCTV cameras are present in all classrooms, clinics, labs and corridors and also outside the college building. There are security guards inside the campus throughout the day and night. Common rooms and separate toilet facilities are present for girls and boys, and also for teaching and non-teaching staffs. There is a counsellor in the medical college to counsel the staffs and students. The mentors also act as counsellors to counsel the students. Students are encouraged to make use of KAVALAN APP to ensure security for women.

SAFETY MEASURES

AWARNNESS BOARDS

SEXUAL HARASSMENT IN WORK PLACE



- ▶ Morale and work place productivity are affected by sexual harassment.
- ▶ Victims usually suffer stress, depression, and inability to focus on work.
- ▶ Employers suffer because the victim and the oppressor are less effective in their jobs.
- ▶ The Civil Rights Act 1991, allows sexual harassment victims a trial by jury and eligibility for compensation and punitive damages.

TAGORE DENTAL COLLEGE & HOSPITAL



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DEFINITION OF SEXUAL HARASSMENT AT WORK



- As defined by supreme Court guidelines (Vishakha vs State of Rajasthan, August 1997), sexual harassment includes such unwelcome sexually determined behaviour as
 - ▶ Physical contact.
 - ▶ A demand or request for sexual favours.
 - ▶ Sexually coloured remarks.
 - ▶ Showing pornography.
 - ▶ Any other unwelcome physical, verbal, or non-verbal conduct of a sexual nature, for example, leering, telling dirty jokes, making sexual remarks about a persons body etc.

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WAY TO AUDITORIUM
→

TAGORE DENTAL COLLEGE & HOSPITAL

Sexual **HARASSMENT**

IN THE WORK PLACE

WHAT CONSTITUTES SEXUAL HARASSMENT?

- OFFERING BENEFITS**
for a sexual favor
- UN-WANTED**
sexual advancements
- THREATS**
or retaliation to "no"
- VISUAL CONDUCT**
suggestive gestures
- VERBAL CONDUCT**
derogatory comments
- PHYSICAL CONDUCT**
body position or touching



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CCTV CAMERA SURVEILLANCE

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CAMPUS

YOU ARE UNDER
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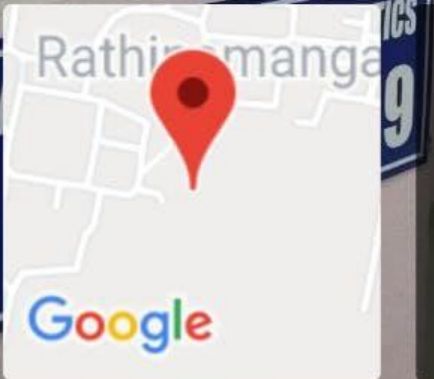
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CHILDREN
PLAY ROOM



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Rathinamangalam



Rathinamangalam, Tamil Nadu, India

Tagore Dental College & Hospital

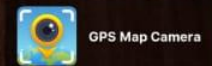
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KAVALAN APP



KAVALAN

CITIZEN SAFETY APP

AMTEX¹

SPMCR, CHENNAI

REGISTER

English | தமிழ்

COMMOM ROOM



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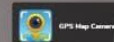
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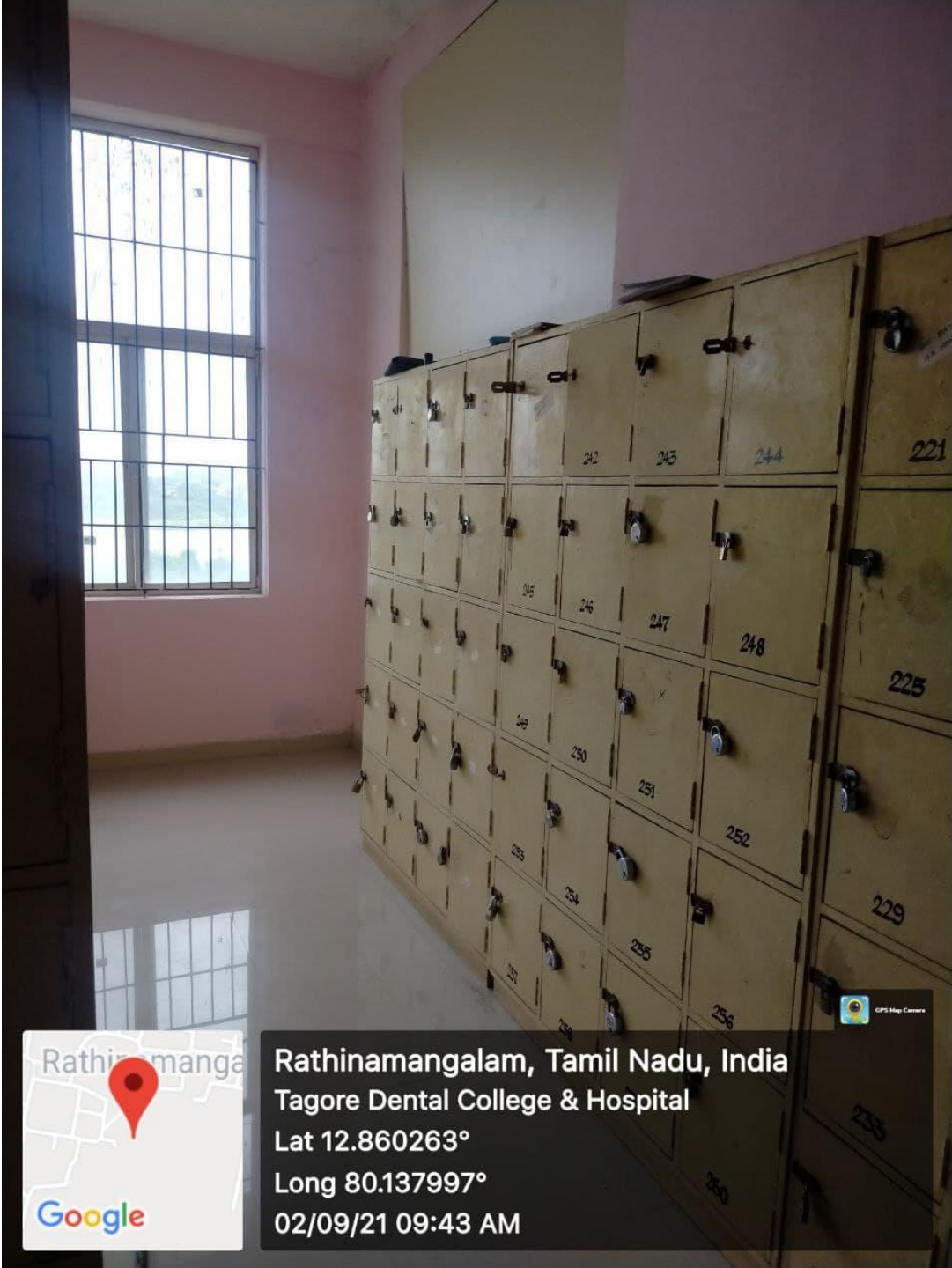
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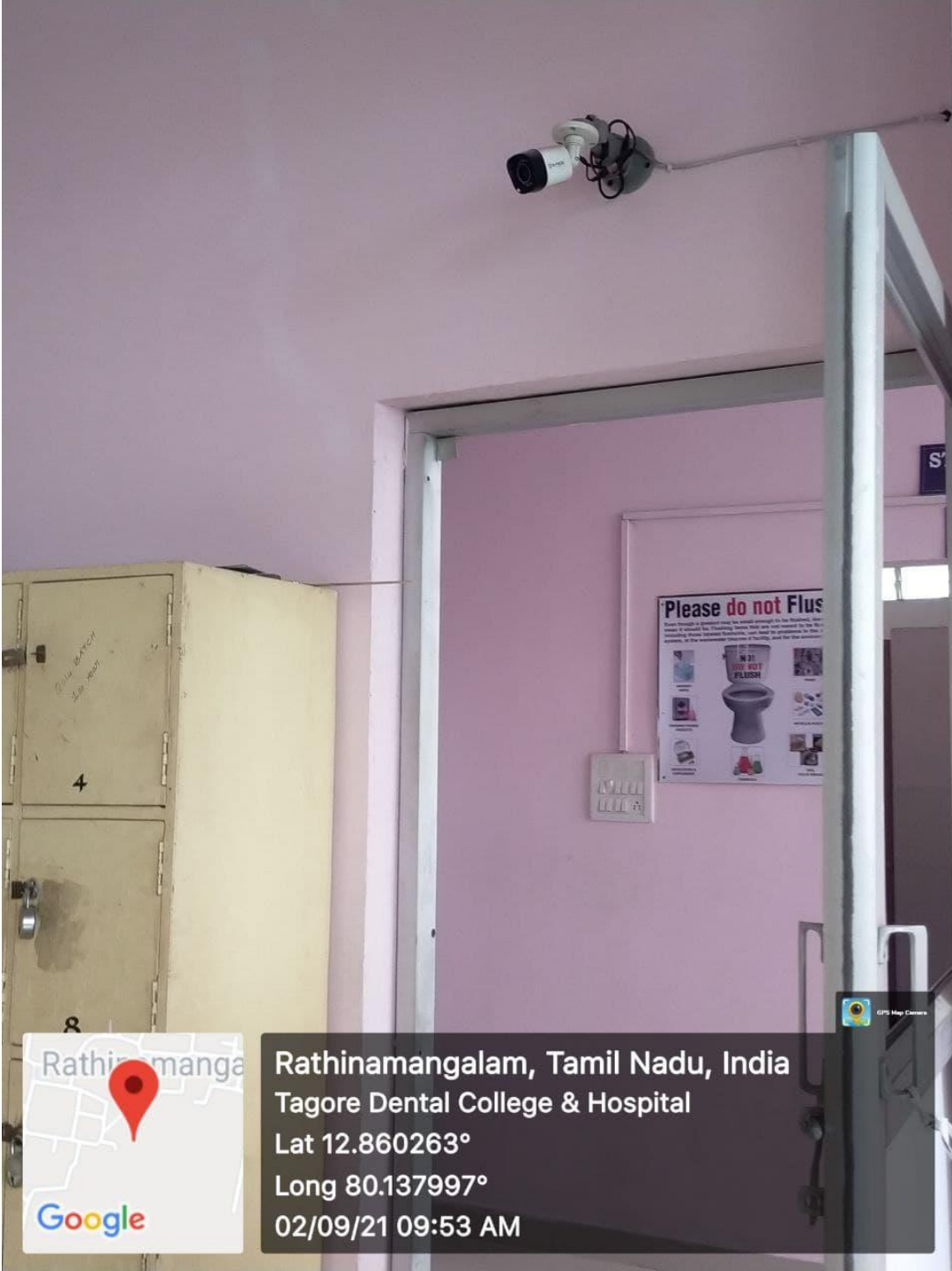
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CHILDREN PLAY AREA



Tagore Dental Colleg, Tamil Nadu, India



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Latitude

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India
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TAGORE DENTAL COLLEGE & HOSPITAL

Rathinamangalam, Melakkottaiyur Post, Chennai -600 127. Ph : 044-30102222

Recognized by The Dental Council of India, New Delhi

Affiliated to the Tamilnadu Dr. M.G.R. Medical University, Chennai.

INTERNAL COMPLAINTS COMMITTEE (ICC)

COMMITTEE COMPOSITION

Tagore group of institutions is headed by Professor M Mala, M.A, M Phil, an educationist and philanthropist. As a female headed institution, women equity is prioritized and gender harassment prevention is of prime concern.

In pursuance of guidelines issued by Supreme Court, UGC and as per the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013, Anti-Sexual Harassment Cell (Internal Complaints Committee) is reconstituted in Tagore Dental College & Hospital to provide effective enforcement of the basic human rights of gender equality and guarantee against sexual harassment and abuse, and to provide conducive atmosphere in the campus, to all the staff members, employees and students of Tagore Dental College.

It functions to be proactive by developing a conducive atmosphere on the campus, where the women are respected and treated with dignity. The cell has been established to spread awareness on women centric issues. With this view in mind, this cell organizes activities pertaining to women's issues emanating time to time, in society and the media, sensitizing gender consciousness. The students are earnestly exhorted to take an active part in the activities of the cell. The ICC handles issues related to women's welfare.

Objectives of the Committee

1. To prevent sexual harassment by promoting gender amity among staff, students and other employees.
2. To deal with cases of sexual harassment in a time bound manner, aiming at ensuring support services to the victimized, prevention and termination of the harassment.
3. To uphold Women's Right to Protection against Sexual Harassment and for the prevention and redressal of sexual harassment of women.
4. To evolve a permanent mechanism for the prevention, prohibition and redressal of sexual harassment of women.
5. To actively promote a social, physical and psychological environment that will raise awareness about and deter acts of sexual harassment of women.
6. To undertake all necessary and reasonable steps including the constitution of appropriate committees for purposes of gender sensitization and to conduct enquiries into complaints of sexual harassment.

S NO	DESIGNATION	ROLES & RESPONSIBILITIES
1	Chairman of Committee	<ul style="list-style-type: none"> • Heads the committee and plays a major role in implementing gender equity in the campus. • Takes appropriate decision when a complaint is filed.
2	Presiding Officer	<ul style="list-style-type: none"> • Incharge of arranging meetings. • Documents the meetings and other programmes. • Checks regularly for complaints in the mail id • Helps in organizing the guest lectures and sensitization programme
3	External Expert	<ul style="list-style-type: none"> • Gives input on gender sensitization • Attends the monthly meetings and gives valuable suggestions to faculty and students against gender harassment
4	Member	<ul style="list-style-type: none"> • Actively participates in meetings and lectures, workshops etc. • Communicates with students and other faculties • Receives complaints if there are any gender harassment issues • Reports any issues from teaching and non teaching faculty
5	Student Member	<ul style="list-style-type: none"> • Student representee from all the batches and • Complaint on behalf of other students would be reported by them • They suggest any safety or needs required by other students of their class



PRESIDING OFFICER



CHAIRMAN OF THE COMMITTEE/ PRINCIPAL

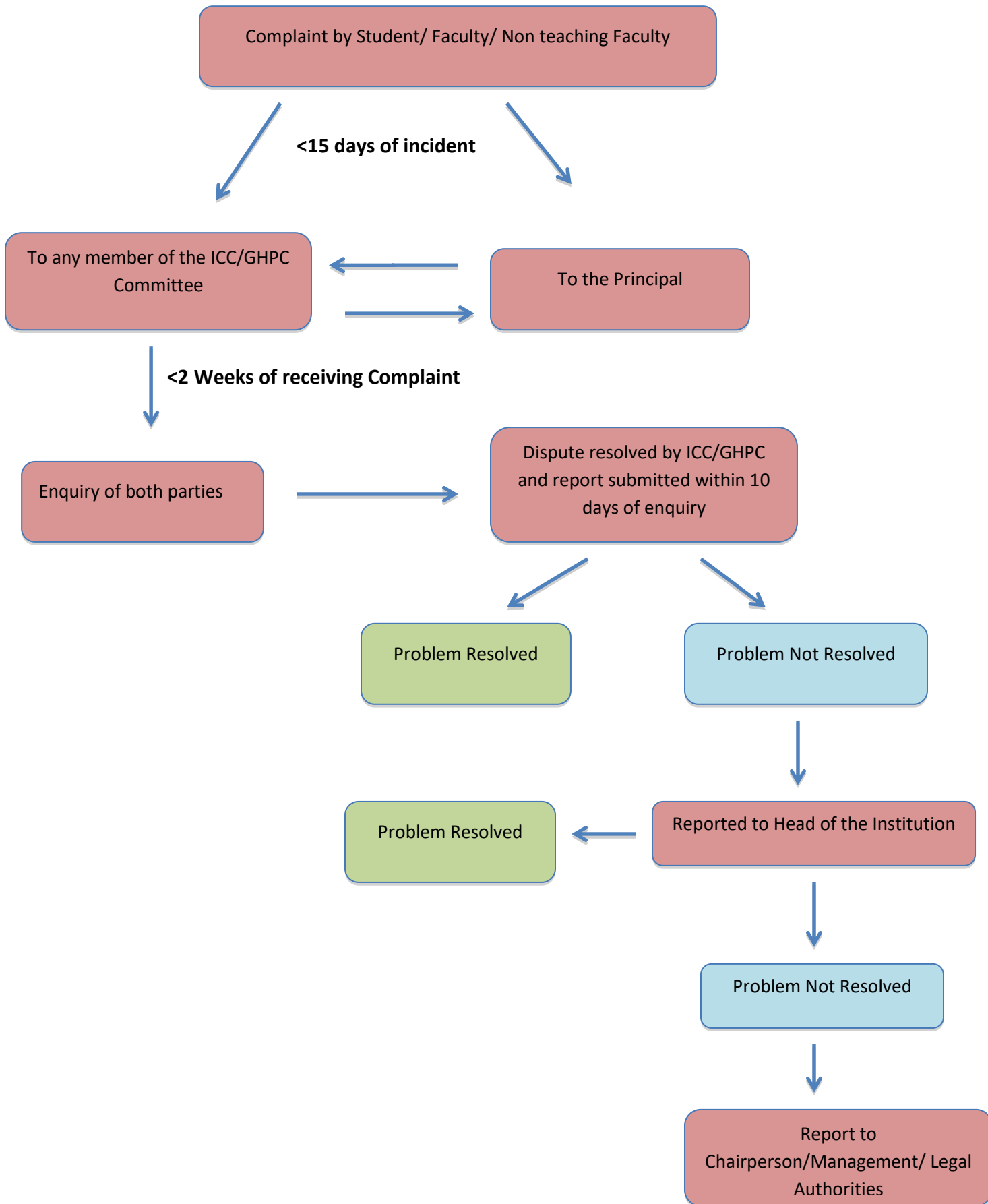
PROCEDURE FOR REGISTERING COMPLAINTS

All complaints must be brought by the complainant in person or through message or email or letter to any member of the Internal Complaint committee. The complaint can be brought by another person on behalf of the complainant also. The committee on receiving the complaint, will schedule a meeting and decide whether an investigation, intervention or some other assistance is needed.

ENQUIRY PROCEDURES & CONFIDENTIALITY

1. All complaints made to any committee member must be received and recorded by the member, who shall then inform the Chairperson of the Committee about the complaint, who in turn shall call a meeting of the committee.
2. The committee is bound to maintain confidentiality during the time of the enquiry (in order not to prejudice the proceedings).
3. After the report has been finalised, confidentiality should be maintained, if the complainant so desires, by withholding the complainant's name and other particulars that would identify her.
4. The ICC after the receipt of a complaint, establish a prima facie case of sexual harassment on the basis of both the definition of sexual harassment as given in this policy, and the jurisdiction of this policy.
5. In case of a complaint filed by another person on behalf of the complainant (where the complainant is in confinement) the complaint will be investigated in order to explore whether a prima facie case of sexual harassment exists and whether intervention or some other assistance is required.
6. During the enquiry procedure, the complainant and the accused will be called separately so as to ensure freedom of expression and an atmosphere free of intimidation. The complainant will be allowed to be accompanied by one representative during the enquiry.
7. The ICC must submit its report to the Principal of the college not later than one month for punitive action if required.
8. If the complaint is not resolved, the complaint may be referred to the Chairperson of the College or the management or handled legally.
9. The entire process of enquiry should be completed within three months.

STANDARD OPERATING PROCEDURE





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INTERNAL COMPLAINTS COMMITTEE (ICC)

TDC&H/ICC/ 2020/03-01

Date: 02/03/2020

Action Plan of Internal Complaint Committee for the Academic Year 2020-21

- It is proposed to conduct Orientation to the newly admitted students in the campus. about existence of the Internal Complaints Committee (ICC) and the members of the Committee – Oct 2020
- It is proposed to conduct gender sensitization programme twice a year so that the students would be aware of gender inequalities in the society and would be able to identify the issues, protect themselves and also come forward to complain if they face such issues.
- It is proposed to celebrate Women's day on 8th March.
- It is intended to create awareness among students as well as faculties to fight against gender inequality by conducting meeting every month and documenting the same.
- It is proposed to conduct programmes on women achievement and empowerment.
- It is proposed to conduct talk by student/external expert on role of women changing the environment.

Name Of Program	Tentative Date
1. Women's Day Programme	08/03/2020
2. Value Education And Health & Hygiene	15/12/2020
3. Gender sensitization program	23/02/2021

CONVENOR

CHAIRMAN OF COMMITTEE / PRINCIPAL

FW.



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INTERNAL COMPLAINTS COMMITTEE (ICC)

Email: icc@tagoredch.in

TDC&H/ICC/2021/05-01

04/05/2021

Action Plan of Internal Complaint Committee for the Academic Year 2021-22

Dr. C.J Venkatakrishnan

(Chairman)

Dr. B. Bhuvaneswari
(Presiding Officer)

MEMBERS

1. Dr. Jayaprakash
2. Dr. Helen Mary Abraham
3. Dr. Sree. T Sucharitha
4. Dr. Premalatha
5. Dr. Mary Antony Prabha
6. Mr. Selvakumar
7. Mrs. K. Shobana

- It is proposed to conduct Orientation to the newly admitted students in the campus, about existence of the Internal Complaints Committee (ICC) and the members of the Committee. Students can approach the ICC cell if they face any gender harassment issues
- It is proposed to conduct gender sensitization programme twice a year so that the students would be aware of gender inequalities in the society and would be able to identify the issues, protect themselves and also come forward to complain if they face such issues.
- Committee meeting will be held every month to discuss the issues from students, faculty and non-teaching faculty.
- It is proposed to celebrate Women's Day on 8th March.
- It is intended to create awareness among students as well as faculties to fight against gender inequality.
- It is proposed to conduct programmes on women achievement and empowerment.
- It is proposed to conduct talk by student/external expert on role of women changing t environment.

Name Of Program	Tentative Date
1. Gender Sensitization Program	23/07/2021
2. Protect yourself and Prevent Gender Harassment	25/11/2021
3. Women's Day Programme	08/03/2022
4. Women personality and values	09/02/2022


PRESIDING OFFICER


CHAIRMAN OF COMMITTEE/ PRINCIPAL



TAGORE DENTAL COLLEGE & HOSPITAL

OFFICE ORDER NO/80/ADMIN/2021

DATE: 06.05.2021

CIRCULAR

MEDICAL COUNSELING

Dear Students and Faculty,

The Students welfare committee & the management are pleased to announce that, Medical & Psychological counseling has been made available at our institution. Dr. Prem Kumar, (MD). (Psy), Assistant Professor, Tagore Medical College & Hospital will be available on every Wednesday from 8.30 Am- 1.00 PM at the Students welfare committee Room from 6th May 2021. We kindly request the staffs and students to make use of it.

STUDENTS WELFARE COMMITTEE CONVENER

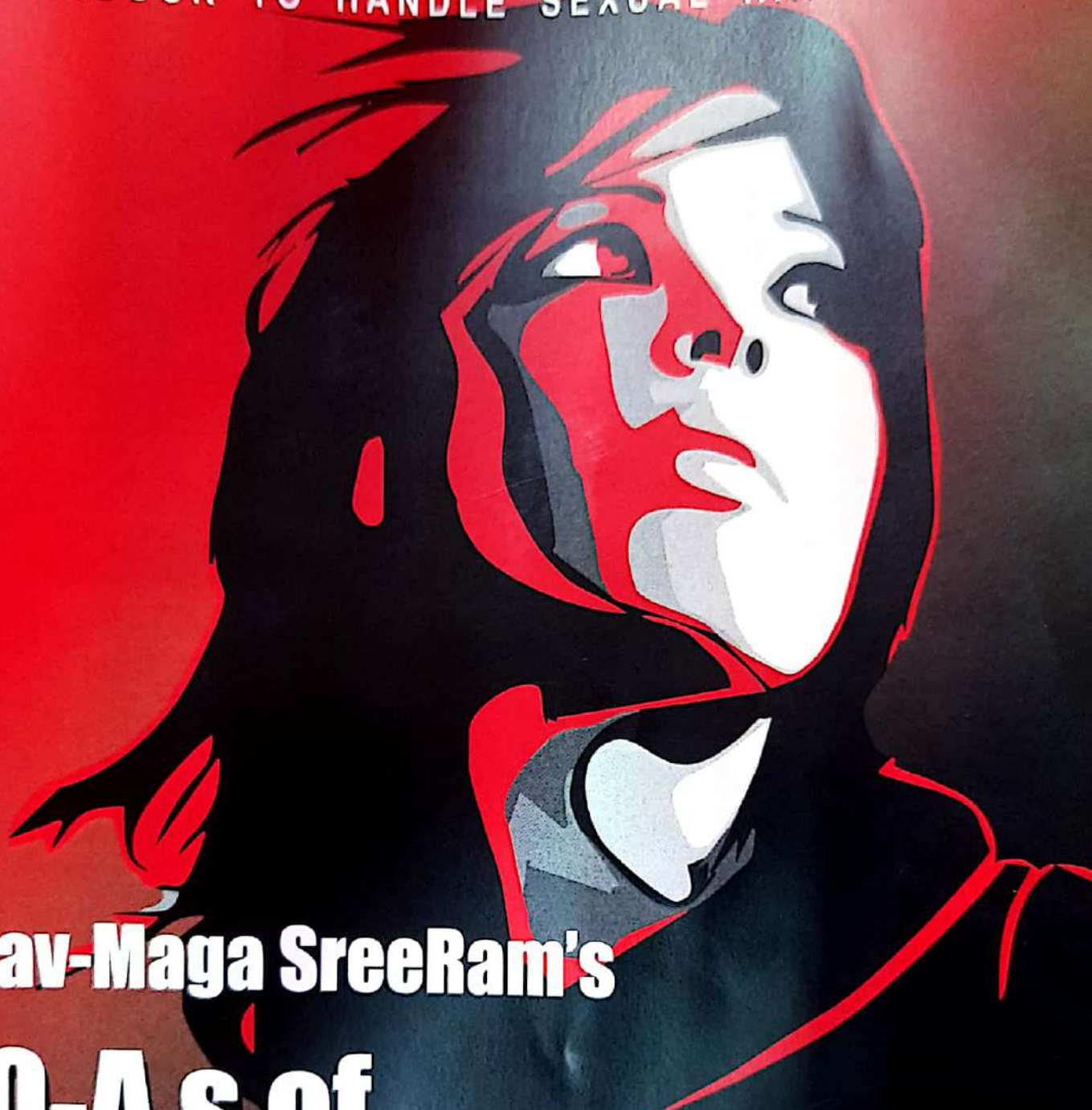
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E-mail : tagoredch@gmail.com Web site : www.tagoredch.com

Regd. Office : No.29, Mahalingapuram Street, Mahalingapuram, Chennai - 600 017. Ph : 044-28173772 / 28175144

A HANDBOOK TO HANDLE SEXUAL HARASSMENT



**Krav-Maga SreeRam's
10-A s of
Personal Safety
for Women**

Rs.50 to the cause of



Women Against Harassment & Rape

The essence of this book can be summarized as -

**An Intelligent person knows
how to get OUT of a situation.**

**A WISE person knows
how NOT to get IN a situation**

1st A - AVOID

Avoid a Situation

“How will I realise when I am in danger.”

3 elements have to come together to make you a victim.

Look at the A.O.I Triangle.

A.O.I Triangle

- **ABILITY** - The attacker is confident he can control you; by strength / by numbers / by weapons
- **OPPORTUNITY** - The Place and Situation is favourable for him to attack you.
- **INTENTION** - The person's Intention is not innocent or predictable.



The moment you realize all these 3 elements are coming together - Leave the place with somebody reliable. If you can't leave, make phone-calls for assistance. Inform where you are.

Try and avoid association of people with high risk behaviour – who have problems with alcohol, drugs, sex or who are emotionally unpredictable.

If YOU are the one having high risk habits, ensure you are with dependable friends who can take care of you.

2nd A - ACCESS

Prevent access to you

“How will I prevent becoming a target”

Prevent easy Physical access

- At home it may mean locked windows and doors - which are 2 layered, so that you can see clearly who is outside.

A grill gate on the outer side is safer.



- **If habitually alone**

Install an intruder alarm system

Have a pet dog.

Trim garden plants which can hide intruders

Have window curtains that prevent clear view from outside

Lock car doors when driving alone.

Prevent online exposure & access



- In Social media like Facebook -
Control access using Privacy settings
Don't expose personal details
Don't post your pictures for all to see
- Instal a valid anti-virus, which will prevent a system compromise.

- **Remember, criminals hide their true identities online and leverage any vulnerability you expose - especially the lonely & less confident.**

Create as many levels of safety possible, between a threat and you

3rd A - ATTITUDE

Don't look and act vulnerable

"How can I project the message 'Don't mess with me'"

Don't behave like a soft target

• As we see in TV nature programs, the predator always tries to pick the easiest prey. So, appearing as a soft target emboldens the criminal to select you as the Victim.

• Remember the criminal is keen to get his job done with minimum fuss. So, if he feels you are going to resist and prolong the struggle, he will lose interest and leave you.



Understand Body language of confidence

- Don't droop shoulders. Have them square with straight back
- Don't appear lost. Even if you are confused or have lost your way be discreet about it.

Eye-contact

- A major sign of confidence is eye-contact. Look at people straight but avoid staring



• Another advantage is its an early warning, since criminals generally avoid sustained eye-contact. They don't want to be remembered.

• But, Don't be overconfident & fool hardy

Purposeful walk + Erect back + Straight look = Confidence

4th A - AWARE

Be aware of your surroundings

"How to read signals of danger in advance"

Be aware of people around and their behavior

• If something is out of the routine, your antenna should go up. For instance -

• If you see a parked car with people inside on a lonely stretch, you better take a detour

• Or men sitting on bikes with helmet on, concealing their identity.

• They may even act like appearing to be attending to a problem in their vehicle.



Mobile Phones & iPods.

• While on road, avoid getting engrossed in your mobile phones or listening to iPods, oblivious to the world at large.

• You can be easily surprised, if targeted

Do men create opportunities to be alone with you?

• This often happens in work place and you may not be able to question the intentions up front. At

least tell your friends your apprehensions and ask them to keep a tab on you.

Notice early, any behavior which is out of routine

5th A - ANTICIPATE

If you feel something is wrong, be prepared to Fight or Flee.

"How to avoid getting confused in a crisis"

Listen to your gut feel, if something makes you uneasy

Don't ignore your natural instincts. If you feel uneasy in a situation or a person, leave the place without delay.

- Somebody could be extremely nice, but if the smile looks artificial and doesn't reach the eyes, your antenna should go up.



Be rude if in doubt

- You are under no obligation to be nice, if all your instincts are crying out "There is something phony about this guy"
- If you can't be rude, **fake a urgent phone call and leave asap.**

Don't be fooled by decent looks



This couple raped & murdered 8 girls

Another major assumption is a criminal will look like a criminal. Actually many serial murderers, rapists or paedophiles look very decent and friendly.

Remember, criminals develop great acting skills to fool victims. They are fluent liars.

Trust you instincts and don't hesitate.

6th A - ASSERT

Both your verbal & body language should be assertive.

"How to avoid being ambiguous"

Mark your boundary. Don't allow a criminal to close the distance

Don't allow a stranger to close the distance between you and him. The common trick is to come near you, under a pretext - like asking for directions.

- If alone, give a stranger clear instructions to be at least 6 feet away and ask whatever they have to.



Avoid last moment shock

- By giving him clear boundary, you will know early that his intentions are criminal if he crosses that 'lakshman rekha'

Be clear in your communication

- Subtle hints do not work with men who are drunk or sexually excited.
- Speak clearly that you dislike what they are doing.
- Teach this to young girls, because they are also confused, when a familiar person behaves dirty.
- Teach small kids what is a 'Bad touch'



Be Clear and precise in your communication

7th A - AGILE

Simply RUN

"How to avoid being a docile & easy victim"

Run away as fast as you can

- Many may wonder, what so novel about this suggestion. Well, the reality is, when in shock many people get rooted into a comatose state.
- Run towards crowded places.



Make it as difficult as possible for the man to follow you

- If possible keep changing directions since it is difficult for a drunken attacker to comprehend and switch directions fast.
- Create as many obstacles as possible for the attacker.



Call for help asap

- At the earliest opportunity start calling emergency contact numbers.
- If you are vulnerable due to your habits or work-timings **keep the emergency numbers on fast dial.**



Increase the distance from the Threat. Reach somebody.

8th A - ATTENTION

Draw people's attention to yourself when in crisis

"How to get help"

When in trouble make sure people around know that

- Normally the public is also confused about how to react when they see a conflict.
- **Ask for help clearly.** Don't assume people around understand.

Be Simple and Be Coherent

- The problem is most can't shout anything coherent in fear. The easiest is to keep on repeating loudly, a small phrase like **"Get off"**. **"Go away"** **"Rape!"**. Just keep repeating it as loudly as possible.

Teach kids

- Teach kids to scream **"Help! Help!"** if accosted by a stranger.



- Teach small kids to memorize name & contact details of parents.
- Teach small kids to Bite a stranger's hand & Run.



Shout, Run. Let people around know you are in trouble

9th A - ACT

Appear non-compliant

"How to make the attacker hesitate "

Majority of the woman assume they can't do anything against an aggressive man I ask those women " Will you be a mute spectator if you see your daughter or sister being molested?"



When a woman can jump in to help others , why should she hesitate to take care of herself too!

Don't give the criminal the 'Window of Opportunity'

- A criminal is looking for a soft target, who gives him the assurance that he can get his job done easy and fast.
- If he feels that you are not going to be as easy as he assumed and this may result in a prolonged confrontation, he loses interest.



Go for the soft targets

- Extreme aggression is a powerful deterrent even if it is faked.
- Act Defiant. Shout loudly. Kick, Scratch, bite.
- Hit the Eyes and Groin.

Don't give up, assuming you can't do anything

10th A - ARMED

Be prepared

"How to defend yourself physically "

Use available objects

- In KravMaga we teach women to use any available object -
Shield like - Bags, Chairs
Stick like - Umbrellas, Broomsticks
Knife like - Pens, Forks, Scissors
Stone like- Paper weights, artifacts, Vessels
Blinding - Alcohol, Sand, Perfume/Deodorant

If you are constantly exposed to extreme threat scenarios, invest in a **pepper spray**, depending on local laws.

- **Learn a practical street smart self defense. like KravMaga.**



KravMaga SreeRam is the Self-defence Instructor in Chennai, for KravMaga India (IKMF). He teaches Civilians, Police, Pvt. Security and conducts corporate workshops.

W.A.H.R (Women Against Harassment & Rape) is a non-profit organization intent on equipping women to avoid / handle sexual aggressors.

For training & corporate workshops

call 934 000 66 00 or

mail- wahr.chennai@gmail.com.

Facebook - WAHR



Women Against Harassment & Rape

6th, Mar.12 - Published by - KravMaga SreeRam, 30, Seshadripuram Main Rd. Chennai-600042
Printed by Divya Graphics
Sale proceeds of this book go to WAHR, a non-profit organization for women empowerment